

March 15, 2022

<Provider Name>
 <Provider Address 1>
 <Provider Address 2>
 <City> <State> zipcode5-zipcode4

Dear Provider:

RE: Direct Care Worker Premium Pay for April 1, 2020 through September 30, 2021

Since April 1, 2020, the Michigan Department of Health and Human Services (MDHHS) has implemented a Premium Pay for direct care workers, applicable to the programs and services in the table below. This L Letter serves as a clarification related to Premium Pay implemented for April 1, 2020, through September 30, 2021.

Program Name	Services	Related HCPCS Codes
MI Choice Waiver	Community Living Supports, Respite, Adult Day Health	H2015, H2016, S5150, S5151, S5100, S5101, S5102
MI Health Link	Expanded Community Living Supports, Personal Care, Respite, Adult Day Program	H2015, H2016, S5150, S5151, T1019, S5100, S5101, S5102
Behavioral Health	Community Living Supports Overnight Health and Safety Supports Personal Care Prevocational Services Respite Skill Building ABA Adaptive Behavior Treatment ABA Group Adaptive Behavior Treatment ABA Exposure Adaptive Treatment Crisis Residential Services Residential Services -SUD Residential Services – Co-occurring SUD/MH Withdrawal Management – SUD Supported Employment	97153, 97154, 0373T, H0043, H0019, H0010, H0012, H0014, H0018, H2014, H2015, H2016, T2027, T1020, T2015, S5151, T1005, H2023

There has been some confusion about applying the March 2020 wage to those direct care workers not employed in that capacity or with that employer at the time the Premium Pay applied. **The Premium Pay should have been paid in addition to the worker's regular wage, but cannot be less than the wage being received by, or the starting wage offered to, a qualifying direct care worker on March 1, 2020. If the agency was not in business in March 2020, the direct care worker must be paid at least minimum wage plus the premium pay amount.**

The Premium Pay must be recorded separately from base pay on payroll. If a direct care worker's paycheck spans more than one Premium Pay period with different Premium Pay amounts, these need to be recorded separately to show they apply to different Premium Pay periods. For example, if the paycheck spans February 21, 2021, through March 6, 2021, the period from February 21-28 applies to the \$2.00 per hour Premium Pay while the period from March 1-6 applies to the \$2.25 per hour Premium Pay. These should be recorded separately. The information in previously issued L Letters for Premium Pay is still accurate for those respective time periods.

A direct care worker may choose to not receive the wage increase. This choice must be indicated in writing or electronically. This individual's employer must give back to the entity paying for services, as described in the table above, any funds allocated for this individual's wage increase.

Adult Foster Care homes and Homes For the Aged should follow guidance and reporting instructions provided on the MDHHS Coronavirus webpage at: https://www.michigan.gov/coronavirus/0,9753,7-406-98178_100722---,00.html under the Staffing tab and the "Direct Care Worker Resources" heading.

If you have questions, you can call Provider Support at 1-800-979-4662 or e-mail them at providersupport@michigan.gov.

An electronic version of this document is available at www.michigan.gov/medicaidproviders >> Policy, Letters & Forms.

Sincerely,



Kate Massey, Director
Health and Aging Services Administration