



STATE OF ALABAMA
DEPARTMENT OF MENTAL HEALTH
RSA UNION BUILDING
100 NORTH UNION STREET
POST OFFICE BOX 301410
MONTGOMERY, ALABAMA 36130-1410
WWW.MH.ALABAMA.GOV



TO: DDD PROVIDER NETWORK
FROM: Division of Developmental Disabilities
RE: Response to COVID-19 (SDSrel27)
DATE: 05/06/2021

COVID-19 Guidance for Alabama HCBS Waiver Service Providers
Division of Developmental Disabilities Services

Good News!

To utilize funds made available to ADMH-DDD (due to the COVID-19 pandemic), ADMH-DDD has requested CMS approve a temporary 30% rate increase for Self-Directed Personal Care, Companion Care, Respite, and Nursing Services. The temporary rate increases, (if CMS approves), would be effective for services rendered [from March 1, 2021 through August 31, 2021.](#)

This temporary 30% increase is to be used for Self-Directed staff recruitment and retention. For persons who self-direct their waiver services, the difference between the staff cost (wages, taxes, etc.) and the amount of the paid claim received by the FMSA (Allied or PPL) through waiver-service billing would accumulate in the waiver recipient's savings account which is held by Allied or PPL. That money could then be accessed by the waiver recipient's employer of record (EOR) to expend for the purpose of recruiting and retaining staff.

Examples of appropriate expenditures would be: a sign-on bonus, longevity bonus(es), etc.

The existing procedure for accessing monies held in savings by the FMSA should be utilized and should clearly document to whom and for what purpose the monies are being paid.

Since these rate increases (if approved by CMS) will be retroactive to 3/1/2021, additional information regarding resolution of claims which have already been paid for the referenced date span will be addressed following CMS approval of the temporary rate increase request.

EXAMPLE Recruitment and Retention Plan

- **New Employee-Sign on Bonus** - \$250 after successfully completing 6 months and another \$250 after completing a year.
- **Current Employee Who Makes a Referral** - \$250 after referred new employee completes 90 days and another \$250 after probationary period is successfully completed. **AND** \$25 gift card after the new employee completes a month of employment.

Please send any questions you may have relating to COVID-19, services, etc., to:

ADMH-DDD.Questions@mh.alabama.gov