



Idaho Association of Home Care Agencies

What we do...

1. Provide support to families and individuals allowing someone to age in place.
2. Provide a transition between someone being able to live alone and moving to a care facility.
3. Our services include all the services found in an Assisted Living Facility, just provided in the comfort of your own home.
 - Assistance with Activities of Daily Living (ADL's) for the elderly and disabled which include dressing, bathing, toileting/changing attends, transfers, G-tube feedings, mobility, and other essential functions.
 - Homemaker services including meal preparation, laundry, and housekeeping. Housekeeping is utilized after the caregiver has completed meal preparation, cleaning up after a bath, and other housekeeping tasks that the participant is unable to complete independently. This allows the participant the ability to remain at home in a clean and safe environment.
 - Respite- our caregivers allow family members to obtain outside employment knowing that their loved ones will be cared for while they are gone.

Who we serve

- Our association represents agencies throughout the state of Idaho. Our members provide services in all regions.
- Services are either paid for privately, through the VA, or through Idaho Medicaid. This includes the enhanced benefits that are managed by Blue Cross or Molina Health Care.
- 70%-80% of agencies clientele consists of Medicaid participants and it continues to climb.



Our challenge....

- Current Administrative burden per hour continues to increase. This increase in administrative burden is caused by;
 - Increased training requirements
 - RN oversight requirements
 - Documentation requirements
 - FLSA- Overtime changes
 - Health insurance costs
 - Recent electronic visit verification (EVV) mandate.

What are we doing to save money?

- As agencies we do our best to reduce costs where we can. We do this by;
 - Keeping administrative staff to a minimum.
 - Overlapping job requirements; for example, salaried office staff are being used to work as caregivers in the field.
 - Limiting caregiver hours to reduce health insurance expense but this limits the hours a caregiver can work contributing to more of the caregiver shortage.
 - Shifted hiring costs to be paid by the applicant and not the agency but again this reduces our ability to hire as the applicant must produce \$100 dollars to start working.
 - Stretch out time in-between clients to reduce travel pay requirements.
 - Some agencies are denying high skilled or Medicaid clients onto their service. This reduces the amount of training and administrative wages.

How the state can save money...

- Keep participants in their home and out of long- term facility placement.
- Reduce emergency room visits by utilizing Personal Care agencies
- Stabilize the risking risk population by utilizing Personal Care agencies. These agencies can help participants remain stable in their condition, working towards their goals to reduce further chronic care needs.

What has brought us here today...

- There is a caregiver shortage throughout Idaho and agencies have been unable to hire enough (or any) providers to care for the vulnerable members of our population.
- This shortage is caused by several factors:
 - Aging population
 - Increase in residents which include those
 - Desire for individuals to remain in their own home instead of moving to a care facility.
 - Lack of individuals looking for work as a caregiver. This is mostly due to low wages caused by Medicaid's reimbursement. **Personal caregivers make on average of \$10-12 per hour**
 - Increased competition in the market to pay high wages.
 - Amazon is paying \$15 per hour
 - McDonalds is paying \$15 per hour
 - Target is paying \$16 per hour for night staff

Where we are...

Past and present reimbursement rates

Budget Year Start	Blended	Attendant T1019/S5125	Homemaker S5130	Companion S5135
7/1/2009	16.04	16.04	-	-
7/1/2010	15.43	16.04	13.60	-
7/1/2011	14.87	15.56	13.20	11.24
7/1/2012	14.87	15.56	13.20	11.24
7/1/2013	15.31	15.72	14.16	13.68
7/1/2014	15.35	15.76	14.20	13.72
7/1/2015	15.35	15.76	14.20	13.72
7/1/2016	15.35	15.76	14.20	13.72
7/1/2017	15.35	15.76	14.20	13.72
7/1/2018	17.63	17.96	16.64	16.64
7/1/2019	17.63	17.96	16.64	16.64
7/1/2020	18.58	18.96	17.64	16.64

In 11 years, Personal Care agencies have received an increase of \$1.54 to put towards caregiver wages

Where we are continued...

- The association has worked closely with the department of Health and Welfare on these challenges for the past couple of years.
- Earlier this year the association engaged in discussions with the Idaho Health and Welfare Department for an increase of approximately \$9 million in Medicaid reimbursement rates to assist.
- Unfortunately, with the advent of COVID-19, the Department was instructed to reduce 4% of their budget and the increase was placed on hold.

Why we need an increase...

- State requirements continue to increase and are imposed upon the agencies increasing our administrative burden while reimbursement remains low.
- We need additional funds in order to pay our caregivers more competitive wages.
- We can serve our vulnerable population and help them avoid more expensive levels of care including emergency room visits and long-term care placement when not appropriate.

Our request
of you...

Reimbursement rate increase
effective July 1st, 2021.

Annual review of reimbursement
rates. This will help agencies and
the state avoid these caregiver
shortage emergencies.