

From: Wahlman, Jason <jason.wahlman@mercer.com>
Sent: Friday, January 7, 2022 5:50 PM
To: Smith, Rick; Ahrens, Kristin; Peashock, Marguerite; Mochon, Julie
Cc: Brown, Holly M
Subject: [External] RE: VF/EA Wage Ranges
Attachments: FY 21-22 VF-EA Wage Ranges_20220107.pdf

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA_SPAM@pa.gov.

Good afternoon,

Attached please find the updated VF/EA wage exhibit that reflects the changes outlined in the below e-mail. Please let us know if you have any questions or concerns.

Thank you,
Jason

From: Wahlman, Jason
Sent: Thursday, January 6, 2022 9:14 AM
To: Smith, Rick [REDACTED]; Ahrens, Kristin <[REDACTED]>; [REDACTED]; Mochon, Julie [REDACTED]
Cc: Brown, Holly M <holly.brown@mercer.com>
Subject: VF/EA Wage Ranges

Good Morning,

In follow-up to Tuesday's discussion, please see the recap below of the decisions made during our call. We are finalizing the VF/EA wage exhibit to incorporate these changes, so please let us know of any questions or concerns.

The FY 2022 VF/EA wage ranges will reflect the following:

1. A lower bound wage of \$7.25 for the Enhanced services ('In-Home and Community Supports – Enhanced' and 'Unlicensed In-Home Respite and Out-of-Home Services – Enhanced')
2. A lower bound wage of \$7.25 for all Enhanced Communication (U1) services
3. A wage range for high school staff level for the three enhanced services (in addition to the wages when delivered by a higher skilled worker), with the wage range set equal to the equivalent non-enhanced service
4. The upper bound wage percentile will remain at the 75th percentile of the BLS wages, consistent with those incorporated into the AWC/PDS fees
5. To be consistent with the current process reflected in the published VF/EA wage ranges for FY 2021, **Mercer will calculate the Enhanced Communication/ASL upper bound wages to be 12.5% higher than the corresponding non-ASL service.** Given that the published VF/EA wages did not apply the full 27% differential for Enhanced Communication services (as was used in the PDS fee development), Mercer has applied this policy to the FY 2022 wage ranges in the exhibit. Note that this will affect the VF/EA wage exhibit only and will not be reflected in the PDS fee ranges that Mercer provided previously.

Thank you,
Jason

Jason Wahlman, MPH
Principal, Mercer Government, North America
T +1 612 642 8675 M +1 763 639 5756

Assistant: Brooke Erickson brooke.erickson@mercer.com

Mercer Government, 333 South 7th Street, Suite 1400, Minneapolis, MN 55402
www.mercer-government.mercer.com



welcome to brighter

A business of Marsh McLennan

This email and any attachments may be confidential or proprietary. Any review, use, disclosure, distribution or copying of this email is prohibited except by or on behalf of the intended recipient. If you received this message in error or are not the intended recipient, please delete or destroy the email message and any attachments or copies and notify the sender of the erroneous delivery by return email. To the extent that this message or its attachments were sent without encryption, we cannot guarantee that the contents have not been changed or tampered with. Any advice expressed in this message is being delivered to you solely for your use in connection with the matters addressed herein and may not be used for any other purpose without our prior written consent.