

**From:** Wahlman, Jason <jason.wahlman@mercer.com>  
**Sent:** Monday, January 3, 2022 10:13 AM  
**To:** Smith, Rick; Brown, Holly M  
**Subject:** RE: [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

Rick,

We can meet at 3 ET today. I will send an invite.

Jason

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**From:** Smith, Rick [REDACTED] >  
**Sent:** Monday, January 3, 2022 7:11 AM  
**To:** Brown, Holly M <holly.brown@mercer.com>  
**Cc:** Wahlman, Jason <jason.wahlman@mercer.com>  
**Subject:** RE: [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

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Hi,  
Hope you are feeling better. We would like to wrap this up ASAP. Kristin and I are ok at 1 or 3 today.  
Thanks

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**From:** Brown, Holly M <[holly.brown@mercer.com](mailto:holly.brown@mercer.com)>  
**Sent:** Wednesday, December 29, 2021 11:07 AM  
**To:** Peashock, Marguerite <[REDACTED]>; Smith, Rick [REDACTED] >  
**Cc:** Wahlman, Jason <[jason.wahlman@mercer.com](mailto:jason.wahlman@mercer.com)>  
**Subject:** RE: [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

Hi Rick –

Unfortunately, Jason and I are both out with illness today. Please let us know of other available times this week and early next week so we can schedule some time to discuss. Also, when does ODP need this finalized VF/EA wage range exhibit for publishing? We will be sure to work around the timeline.

Thanks for understanding.

-Holly

**Holly Brown**

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welcome to brighter

A business of Marsh McLennan

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**From:** Peashock, Marguerite <[REDACTED]>  
**Sent:** Tuesday, December 28, 2021 3:50 PM  
**To:** Smith, Rick <[REDACTED]>; Brown, Holly M <[holly.brown@mercer.com](mailto:holly.brown@mercer.com)>  
**Cc:** Wahlman, Jason <[jason.wahlman@mercer.com](mailto:jason.wahlman@mercer.com)>  
**Subject:** RE: [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

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I'm available.

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**From:** Smith, Rick <[REDACTED]>  
**Sent:** Tuesday, December 28, 2021 3:47 PM  
**To:** Brown, Holly M <[holly.brown@mercer.com](mailto:holly.brown@mercer.com)>; Peashock, Marguerite <[REDACTED]>  
**Cc:** Wahlman, Jason <[jason.wahlman@mercer.com](mailto:jason.wahlman@mercer.com)>  
**Subject:** RE: [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

Would you be able to meet tomorrow at 3 or 3:30 about this? Kristin and I are available.

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**From:** Brown, Holly M <[holly.brown@mercer.com](mailto:holly.brown@mercer.com)>  
**Sent:** Wednesday, December 22, 2021 1:19 PM  
**To:** Smith, Rick <[REDACTED]>  
**Cc:** Ahrens, Kristin <[REDACTED]>; Mochon, Julie <[REDACTED]>; Wahlman, Jason <[jason.wahlman@mercer.com](mailto:jason.wahlman@mercer.com)>  
**Subject:** [External] VF/EA Wage Ranges -- Request for Follow-up Discussion

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Hi All,

Upon further review of the draft FY 2021/2022 VF/EA wage ranges and those currently published, we have some additional questions for ODP before we finalize the wage exhibit. Since these wage ranges will have a significant impact on negotiations for PDS, we suggest reviewing the detailed items listed below to confirm that the final wage ranges reflect ODP's position.

Given that Bob Karsten was heavily involved in the last update of these wage ranges, we reached out to him for more historical input. Bob indicated that Marguerite Peashock worked on the VF/EA services with Agnes previously – would it be possible for us to talk to Marguerite (or the current Vendor Fiscal Lead who updates these annual wage ranges) to better understand the items outlined below?

1. The differential between \$7.25 and the Low wage for the Enhanced Communication services equals 12.5% as opposed to the expected 27% used for all other services
2. The minimum wage for 'IHCS – Enhanced' and 'Unlicensed Respite – Enhanced' is \$7.25 in the published document, which differs from the wage ranges Mercer provided in FY 16-17
3. The 2:1 staffing level for 'IHCS – Enhanced' and 'Unlicensed Respite – Enhanced' is split into two levels (one for nurses and one for high school diploma staff) while Mercer only provided a wage range for the nurse level. How was the other wage level determined?

In addition, we are reviewing the waiver claims we have available to identify the utilization of VF/EA services to determine the impact of using the 75th percentile upper bound wage instead of the 50th percentile for most services. We believe this context will be helpful to our conversations with you all and ODP's decisions.

Please let us know your thoughts on the items above and when folks at ODP would be available for this follow-up discussion.

Thank you,  
Holly

**Holly Brown**

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Assistant: Raissa Rosado [raissa.rosado@mercer.com](mailto:raissa.rosado@mercer.com)

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