

**Provider requirements for inflationary adjustment distribution reports
(2022-2023 update)**

This distribution report is intended to communicate the amount and use of revenues received from the DWRS framework wage and inflationary update, in fulfillment of Minn. Stat. 256B.4914, subd. 5. 80 percent of revenue associated with this rate change must be used to support increases to direct support worker compensation for workers that provide Disability Waiver Rate System framework services.

Day support services;	FY 2022 - \$705,000
Employment services;	FY 2023 - \$810,750
Individualized home supports with training; Individualized home supports without training	Total \$ - 1,515,750

Accord’s plan to use these competitive workforce factor revenues are as follows:

Merit increases (average 5% effective 4/1/2022 for direct service employees in Day support services; Individualized home supports with training Employment services.	80,813
Increased payroll taxes, worker compensation and unemployment expenses correlating with above 2022 merit increases	24,423
Merit increases (average 5%) effective 4/1/2023 for direct service employees in Day support services; Individualized home supports with training Employment services.	104,089

Increased payroll taxes, worker compensation and unemployment expenses correlating with above 2023 merit increases	21,446
Additional pay rate increases for Employment direct service employees for the period 10/1/2022-12/31/2023. Minimum pay rate increased from \$17 to \$20 per hour.	117,000
Hiring bonuses paid to direct service employees in 2022	95,538
Increased payroll taxes, worker compensation and unemployment expenses correlating with 2022 hiring bonuses	10,509
Hiring bonuses projected to be paid to direct service employees in 2023	36,000
One time payments made to Individualized home supports without training in February 2023	161,182
Increased payroll taxes, worker compensation and unemployment expenses correlating with February 2023 to individualized home supports without training employees	17,730
Health insurance costs not passed on to direct service employees - CY 2023	80,314
Permanent employee pay increases to direct services to individualized home supports	Annual cost \$434,708 salaries

<p>without training employees effective 2/5/2023</p> <p>Individualized home supports without training – increase wages from an average of \$15.96/hour to \$20/hour.</p> <p>In Home Respite – increase wages from an average of \$15.40/hour to \$18/hour.</p> <p>Out of Home Respite – increase wages from an average of \$13.37/hour to \$18/hour.</p>	<p>Annual cost \$47,818 payroll taxes and fringe benefits</p>
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Identified Rate Increase Revenue for 2022-2023	\$1,515,750
80% of identified revenue	\$1,212,600
Increased wages/payroll taxes/fringe benefits identified	\$1,231,570

It is important that Accord employees understand the impact of these competitive workforce factor increases and how they are used. Along with other organizations, Accord will continue to advocate for similar increases in the future. As individuals, you can also have an impact at the grassroots level, letting your elected officials know the importance of these increases to you and the people we support.

Thank you for all that you do to support Accord’s mission to help people live their greatest lives.