

Chapter: **FINANCE**  
Title: **DIRECT CARE WORKER WAGE**

Prior Approval: N/A

Current Approval: 11/13/23

Proposed by:  11/13/2023  
Chief Executive Officer Date

Approved by: *Al Lorenzo* 11/13/2023  
County Executive Office Date

## I. ABSTRACT

This policy establishes the standards of Macomb County Community Mental Health (MCCMH), an official agency of the County of Macomb, for the oversight of direct care worker wages.

## II. APPLICATION

This policy shall apply to MCCMH staff, directly-operated providers, and contract providers.

## III. POLICY

It is the policy of MCCMH that its providers provide direct care worker wage increases as intended by state legislation and Medicaid policy and as issued by the Michigan Department of Health and Human Services (MDHHS).

## IV. DEFINITIONS

- A. Direct Care Worker (DCW)  
Any employee of a provider that provides a qualifying service.
- B. DCW Adjustment  
An increase funded by MDHHS, calculated per hour, to increase DCW wages.
- C. DCW Enhancement Rate  
A rate enhancement provided to a provider that pays no less than the DCW required wage.
- D. DCW Required Wage  
The per hour base rate that must be paid to any employee of a provider that provides a qualifying service.

E. Minimum Wage

The minimum hourly rate to be paid to any worker in accordance with Michigan legislation.

**V. STANDARDS**

- A. MCCMH shall calculate and publish the DCW required wage. The calculation shall be minimum wage plus any and all DCW adjustments funded via Medicaid and Healthy Michigan. The DCW Adjustment(s) shall be aggregated as documented in the Behavioral Health Capitation Rate Certification Letters.
- B. MCCMH staff shall recalculate and publish a revised DCW Required Wage prior to the effective date of any change to either the Minimum Wage or to the DCW Adjustments. If legislation adjusts the Michigan minimum wage or Medicaid policy revises the DCW Adjustments, subject to appropriate funding, effective less than 30 calendar days after the legislation is signed or Medicaid policy issued, MCCMH will publish the revised DCW Required Wage within 30 calendar days.
- C. MCCMH staff shall calculate a DCW Enhancement Rate for each qualifying service. This Enhancement Rate shall be the DCW Adjustments plus 12% for provider administration plus a reasonable assumption of unbillable time associated with that service code.
  - 1. The MCCMH staff and providers must offer this DCW Enhancement Rate to any providers that agree to pay the DCW Required Wage to all DCW employees.
  - 2. Acceptance of the DCW Enhancement Rate and agreement to provide the DCW Required Wage must be documented in an executed provider agreement.
- D. At least annually, MCCMH staff shall monitor all providers receiving the DCW Enhancement Rate. This may include but is not limited to a detailed review of payroll records, pay stubs, general ledger detail, etc.

**VI. PROCEDURES**

None.

**VII. REFERENCES / LEGAL AUTHORITY**

None.

**VIII. EXHIBITS**

None.