

Topic:	PSW wages, differentials and non-standard rates
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Date Issued/Updated:	June 28, 2024
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Overview

June 2024 update to remove CME responsibility to determine the correct rate for PSWs. July 1, 2024, all PSW rates are automatically determined by eXPRS.

Description: This guide describes the PSW wage steps, available PSW differentials and steps available to verify the rate paid to the PSW.

Purpose/Rationale: PSWs can earn a differential by taking additional training and meeting additional requirements. This guide is to clarify the differentials available and assist CMEs in verifying the correct wage for hourly services.

Applicability: CME staff who authorize hourly PSW services.

Procedure(s) that apply:

The collective bargaining agreement (CBA) outlines the rates available to PSWs. See [Article 14.2 Service Payments of Personal Support Workers](#) for the current table of rates.

Base Rate

- **How does a PSW get this rate?**
This is the standard rate paid to a PSW who meets the standard qualifications in the OAR 411-375 and does not qualify for any of the other rates or differentials in this guide.

On July 1, 2024, PSWs will be placed on a pay step based on the accumulated hours a PSW has worked since January 1, 2023. Hours will be recalculated and PSWs will move up the pay scale at specific “look-back” periods set by the PSW CBA.

PSW rates for each step are established by the CBA and published in the Expenditure Guidelines.

Step	Hours worked and accumulated since 1/1/2023
1	0-2000
2	>2000-4000
3	>4000-6000
4	>6000-8000
5	8000 +

PSWs can see the accumulated hours in eXPRS:

▼ Payment Information

▼ Step

Legacy Worker: Yes No

Step	Base Rate	Rate Effective Date	Rate End Date	Hours Worked From	Hours Worked To	Calculation Date	Calculated Hours	Notes	Status
1	\$19.50	8/16/2024		8/16/2024		8/16/2024 11:16 AM PST	0.000		Accepted

For PSWs providing Relief Care, relief care is paid at the PSW’s base rate without differentials.

Daily relief care rate = PSW base rate x 16

Legacy or "Hold Harmless" Rate

- **How does a PSW get this rate?**

PSWs who were employed prior to October 1, 2013, and were earning more than \$13.00/hr were able to maintain their rate as part of the CBA Hold Harmless clause. As PSW rates have been adjusted through increases and cost of live adjustments (COLAs) the **legacy** rates have continued if they are higher than the current **base rate** and the PSW has maintained active enrollment as a PSW.

eXPRS identifies Legacy PSWs and assigns them to an appropriate rate based on the CBA.

Legacy PSW pay rates are set according to the following criteria:

- Legacy PSWs who earn a rate higher than the highest step on the wage scale will be “red-circled” which means that their wage will not increase until the PSW wage scale exceeds their current wage.

► **Payment Information**

▼ **Step**

Legacy Worker: Yes No

Step	Base Rate	Rate Effective Date	Rate End Date	Hours Worked From	Hours Worked To	Calculation Date	Calculated Hours	Implemented Hours	Notes	Status
RCR	\$24.25	7/1/2024		1/1/2023	6/30/2024	7/18/2024 11:15 AM PDT	3168.000		Red Circle Rate	Accepted

- Legacy PSWs who earn a rate between two of the wage steps will be placed on the step above their current wage. The PSW will maintain that wage until the PSW accumulates enough hours to advance in the wage steps.

Legacy Worker: Yes No

Step	Base Rate	Rate Effective Date	Rate End Date	Hours Worked From	Hours Worked To	Calculation Date	Calculated Hours	Implemented Hours	Notes	Status
4	\$22.50	7/1/2024		1/1/2023	6/30/2024	7/18/2024 11:15 AM PDT	3168.000	6000.000	Legacy Step Integration	Accepted

Legacy PSWs providing Relief Care, relief care is paid at the Legacy PSW’s rate without differentials.

Daily relief care rate = Legacy PSW rate x 16

Non-standard rates:

Some PSWs that also work as Homecare Workers for APD (HCWs) or Personal Care Attendants for Behavioral Health (PCAs) may have accumulated enough hours to be placed at a step higher than the amount of hours accumulated working under ODDS.

These PSWs will be assigned to the step associated with the highest accumulated

hours for any of the three provider types.

In eXPRS CMEs can see this:

Step	Base Rate	Rate Effective Date	Rate End Date	Hours Worked From	Hours Worked To	Calculation Date	Calculated Hours	Notes	Status
3	\$22.00	1/1/2025		1/1/2023	12/31/2024	1/22/2025 5:17 AM PDT	3975.755	APD override	Accepted
2	\$20.50	7/1/2024	12/31/2024	1/1/2023	6/30/2024	7/23/2024 5:14 AM PDT	3168.333		Accepted

Differentials:

CMEs can look at PSW differential effective dates on the PSW’s Provider page in eXPRS. See [How to Find and View PSW Provider Records](#) for instructions on how to read a PSW’s credentials for these differentials.

eXPRS will automatically combine the PSW’s base rate or legacy rate with any appropriate differentials on PSW authorizations.

Differential	Amount	Combinable?	Requires service recipient eligibility
CPR / First Aid	\$0.25/hr	Yes, with CIIS and Job Coaching	No
Professional Development Certification (PDC)	\$0.75/hr	Yes, with Enhanced, Exceptional, CIIS and Job Coaching	No
Enhanced	\$1.00/hr	Yes, with PDC and Job Coaching	Yes (ONA)
Exceptional	\$3.00/hr	Yes, with Job Coaching	Yes (ONA and 20 hours of awake care per day)
CIIS	\$2.00/hr	Yes, with CPR/First Aid or PDC (the highest applicable)	Yes, enrolled in CIIS
Job Coaching	\$2.50/hr	Yes, with CPR/First Aid, PDC, Enhanced or Exceptional (the highest applicable)	No

First Aid / CPR Certification

- **How does a PSW get this differential?**

A PSWs who complete a series of training requirements provided by Oregon Home Care Commission and is issued a PDC Certificate is eligible for the First Aid / CPR Differential of \$.25. This differential can

be combined with:

- **CIIS differential**
- **Job coaching differential**

Professional Development Certification (PDC)

- **How does a PSW get this rate?**

A PSW who completes a series of training requirements provided by Oregon Home Care Commission and is issued a PDC Certificate is eligible for the PDC Differential of \$.75. This differential can be combined with:

- **CIIS differential**
- **Job coaching differential**
- **Enhanced and exceptional differential.**

Enhanced Differential

- **How does a PSW get this differential?**

When both of the following criteria are met, the PSW's will receive a \$1.00 differential:

- PSW Eligibility: PSW completes a series of training requirements provided by Oregon Home Care Commission and is issued an Enhanced PSW Certification. **AND**
- Individual Eligibility: Individual has been determined to meet the Enhanced criteria by the Oregon Needs Assessment (ONA). PSWs must be notified when an individual is eligible for the Exceptional criteria.

For more information see:

[Enhanced/Exceptional Worker Guide](#)

Exceptional Differential

- **How does a PSW get this differential?**

When both of the following criteria are met, the PSW's will receive a \$3.00 differential:

- PSW Eligibility: PSW completes a series of training requirements provided by Oregon Home Care Commission and is issued an Exceptional PSW Certification. **AND**
- Individual Eligibility: Individual has been determined to meet the Enhanced criteria by the ONA and requires at least 20 hours per day of care. PSWs must be notified when an individual is eligible for the Exceptional criteria. For more information see: [Enhanced/Exceptional Worker Guide](#)

CIIS Differential

- **How does a PSW get this differential?**
 - PSW is authorized to provide services to a child or youth enrolled in CIIS
 - OR**
 - PSW was authorized to provide services to a child or youth enrolled in CIIS at the time the youth turned 18 **AND** individual is in their 18th year after exiting from CIIS due to turning 18.
- **What does a CME do?**
 - While a child is enrolled in CIIS, eXPRS will automatically calculate the correct rate for this differential.

After a child who was enrolled in CIIS until age 18 transitions to their adult CME, the PSWs who worked with the youth while enrolled with CIIS will need to be identified when creating a SPA.

▼ Plan Details

SE	Procedure Code	Modifier	Units	Dates	Status
49	OR526 - Attendant Care - 1:1 Supports	NA	302.00 Hours per Week	7/1/2024 - 6/30/2025	Draft

* Provider	* Dates	* Units	* Rate	CIIS Transfer?	Save	Cancel
<input type="text" value="type to filter dropdown"/> Turner, Paige M - 645789	7/1/2024 - 6/29/2025	176	Fixed	<input checked="" type="checkbox"/>	Save	Cancel

Check this box during the youth's 18th year. eXPRS will then calculate the correct rate

CMEs will create a separate SPA without the box checked starting on the youth's 19th birthday.

PSW Notification: Notify the PSW that a youth in their 17th or 18th year has met the enhanced or exceptional criteria, if applicable, within 28 days. See [Enhanced/Exceptional Status and Rates Worker Guide](#)

Job Coaching Differential

- **How does a PSW get this differential?**

Meet job coaching qualifications as outlined in OAR 411-345-0030 and provide job coaching service.

Form(s) that apply:

[ODDS Service Agreement Form \(se4606\)](#)

[Request for Funding Review or Exception \(se0514dd\)](#)

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