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APPENDIX F: AUDITS FOR WAGE FLOOR AND WAGE AND NON-WAGE BENEFITS

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AUDITS FOR WAGE FLOOR AND WAGE AND NON-WAGE BENEFITS

Long-Term – Personal Care Services (LT-PCS) providers may be audited by the Louisiana Department of Health (LDH) or its designee to ensure compliance with wage floor and wage and non-wage benefit requirements. These providers must provide all requested documentation within the deadline identified. Documentation may include, but is not limited to the following:

1. Payroll records;
2. Wage and salary sheets;
3. Check stubs; and
4. Copies of unemployment insurance files; etc.

LT-PCS providers must provide the requested documentation within the timeline provided by LDH.

Non-compliance or failure to demonstrate that the wage floor and wage and non-wage benefits were paid directly to direct service workers (DSWs) may result in the following:

1. Sanctions/penalties; or
2. Disenrollment from the Medicaid program.

LT-PCS providers will be subject to sanctions or penalties for failure to comply with any aspect of the wage floor and wage and non-wage benefits requirements. The severity of such action will depend on the following factors:

1. Failure to pass 70% of the LT-PCS provider rate increases directly to the DSWs in the form of a floor minimum of \$9.00 per hour and in other wage and non-wage benefits;
2. The number of employees identified that the LT-PCS provider has not passed 70% of the provider rate increases directly to the DSWs in the form of a floor minimum of \$9.00 per hour and in other wage and non-wage benefits;
3. The persistent failure to not pass 70% of the LT-PCS provider rate increases directly to the DSWs in the form of a floor minimum of \$9.00 per hour and in other wage and non-wage benefits; and

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4. Failure to provide LDH with any requested documentation or information related to or for the purpose of verifying compliance with the wage floor and wage and non-wage benefits requirements.