

Impact on Providers Services of the 5% Medicaid Waiver Rate Cut

**We have already taken the following steps to reduce program costs
(check all that apply):**

		Response Percent	Response Count
Reduced the number of locations	<input checked="" type="checkbox"/>	36.4%	8
Discharged individuals we could no longer support	<input checked="" type="checkbox"/>	40.9%	9
Consolidated sites to eliminate vacancies	<input checked="" type="checkbox"/>	31.8%	7
Consolidated sites to increase size	<input checked="" type="checkbox"/>	13.6%	3
Eliminated vehicles and reduced community involvement	<input checked="" type="checkbox"/>	40.9%	9
Reduced the number of special activities	<input checked="" type="checkbox"/>	72.7%	16
Reduced the amount of 1:1 care provided in the hospital	<input checked="" type="checkbox"/>	31.8%	7

In the coming year, we plan to take the following steps to reduce program costs (check all that apply):

		Response Percent	Response Count
Reduce the number of locations	<input checked="" type="checkbox"/>	33.3%	8
Discharge individuals we can no longer support	<input checked="" type="checkbox"/>	41.7%	10
Consolidate sites to eliminate vacancies	<input checked="" type="checkbox"/>	37.5%	9
Consolidate sites to increase size	<input checked="" type="checkbox"/>	16.7%	4
Eliminate vehicles and reduce community involvement	<input checked="" type="checkbox"/>	58.3%	14
Reduce the number of special activities	<input checked="" type="checkbox"/>	62.5%	15
Reduce the amount of 1:1 care provided in the hospital	<input checked="" type="checkbox"/>	33.3%	8

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We have already taken the following steps to reduce staff costs (check all that apply):

	Response Percent	Response Count
Reduced administrative wages	20.0%	5
Reduced direct care wages	8.0%	2
Eliminated COLA or merit increases	76.0%	19
Reduced benefits or the share that the agency pays	60.0%	15
Reduced the staff to individual ratio	56.0%	14
Laid off staff	20.0%	5
Held vacancies open	64.0%	16

In the coming year, we plan to take the following steps to reduce staff costs (check all that apply):

	Response Percent	Response Count
Reduce administrative wages	25.0%	6
Reduce direct care wages	20.8%	5
Eliminate COLA or merit increases	62.5%	15
Reduce benefits or the share that the agency pays	50.0%	12
Reduce the staff to individual ratio	58.3%	14
Lay off staff	45.8%	11
Hold vacancies open	58.3%	14

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With limited opportunities for new admissions the following will be true for this service (check all that apply):

	Response Percent	Response Count
Long term hospitalization may result in the discharge of the individual	39.3%	11
Vacancies which can not be immediately filled will result in consolidation of sites	50.0%	14
We will consider for admission more challenging individuals who, with reduced staffing, will be difficult to support	57.1%	16
The revenue lost when an individual leaves for any reason will have a more serious impact on continued operations than in the past	92.9%	26
If the number of individuals we support is significantly reduced, staff will be laid off	82.1%	23
Some services may be eliminated if the program becomes too small to support efficiently	53.6%	15
<i>answered question</i>		28
<i>skipped question</i>		18

Impact on Provider's Services of the 5% Medicaid Waiver Rate Cut

- We are consolidating sites, moving people from 3 apts to one 5 person home. We have reduced staff, both administrative and direct support, we have reduced benefits and have taken a number of other measures to reduce costs. FY 2011 looks very grim
- In June of 2009, we closed a team (location) - reducing from 13 locations to 12 due to lack of admissions and a bleak economic picture. This proactive decision helped us be better prepared for the July 2010 rate reduction. The folks served at this location were absorbed into existing teams that were already larger than desired.
- It becomes increasingly more difficult to support people with the cost of living, increased demands on the provider, balancing quality of life issues for the individuals supported, and meeting regulatory demands. The chance of burnout for providers increases immeasurably. This is frightening because when the people with passion for their work are exhausted, where will we be then?
- Staff retention may be adversely affected, and therefore, quality of care for our clients. The State and federal government expect that private providers will provide more intense services each year and the reimbursement rates for these services to our protected population should be stabilized year over year and tied to the rate of inflation like SSI and SSDI.
- Virginia can and should be more supportive and compassionate for our fellow citizens with intellectual disabilities.
- 2011/12 will be much worse. We have cancelled all growth of service plans and building adaptations to indiv. needs. We have stopped cost of living and general wage improvements and gone to a lower level of health insurance and held the level of benefit support (we had planned to increase our support in this area) In short we have gone from a financially healthy community support to anemic overnight. I can't wait until elections to act.
- People with the most severe disabilities who are in need of services the most will be hit the hardest by the impact of these cuts and there will be repercussions on the families and communities that will be left to compensate for the loss of services.
- Due to the damage to morale and ancillary expenses of reducing staff wages or layoffs, our agency is focused on creative ways to lower our staff to customer ratio. We have also considered expanding our service hours at day support to maximize revenue and reduce the overhead burden. Employees who have limited skills or need special accommodations such as schedule flexibility are finding themselves losing hours or being held to higher standards. Many of them would be unemployable in a traditional workplace without a culture of focusing on maximization of strengths and accommodating weaknesses. Given the uncertainty in the US and State economy, informed providers are preparing for additional cuts in the coming years. This will significantly limit the ability for support coordinators and social workers to find vacancies for difficult to serve individuals in quality agencies. This will leave primarily small, inexperienced, uninformed and financially unstable providers as options, inadvertently jeopardizing the health and safety of our most vulnerable population. Without a strong commitment to supporting private sector support solutions, Virginia will further degrade it's most creative, efficient and affordable service delivery system.
- We will be increasing capacity in two of the four group homes but will not increase our staffing, therefore there will be less individualized service provision.
- This cut has made it very hard to meet our projected budget and to give the individuals extra support.
- We will not begin any new in-home support services
- In addition to group home services, we also provide in-home and day which are receiving the same reductions. Community based programs are all already running deficits and may need to be eliminated if rate reduction continues. These are cheaper programs to operate for the state and are desired by parents. The impact of reducing them will mean more people out of work and out of services.
- The program suffers when funds are taken away. The individuals served will see activities and community outings reduced as they require increased staffing and funds to participate.

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