

# Guidance to Agencies for Hazard Payments

Governor Ralph Northam recently announced that aides and attendants who provided personal care services to Medicaid members from **March 12, 2020, through June 30, 2020**, qualify for a one-time hazard payment of \$1,500 (employee taxes will be deducted from the final payment). This initiative is funded by the Coronavirus Aid, Relief, and Economic Security (CARES) Act, passed in March 2020.

The Virginia Department of Medical Assistance Services (DMAS) is finalizing details and will share more information as it becomes available.



## Who qualifies for payment?

Qualifying service providers are attendants or personal care aides delivering consumer-directed or agency-directed personal care/personal assistance, respite and companion care services between March 12, 2020, and June 30, 2020. Individuals only qualify if the service was delivered through one of the following programs: the Community Living waiver; Family and Individual Supports waiver; Commonwealth Coordinated Care Plus (CCC Plus) waiver; Early and Periodic Screening, Diagnostic and Treatment (EPSDT); Medicaid Works; and the Program of All-inclusive Care for the Elderly (PACE).

Other criteria include:

- Aides qualify whether the services were delivered in the fee-for-service or managed care delivery systems.
- Staff no longer employed by the agency delivering services still qualify if they provided services during the specified dates.
- Staff providing any amount of service during the designated time period qualify.
- If aides work for multiple agencies and/or for multiple Medicaid members, they will only receive one \$1,500 payment (employee taxes will be deducted from the final payment). The actual payment amount will be determined by individual tax withholding status.
- Aides must have passed all required background checks and be eligible to deliver services in the Medicaid program. Anyone on the List of Excluded Individuals/Entities (LEIE) does not qualify for payment.
- Temporary aides who are spouses or parents of minor children qualify.

## How does the payment affect income for aides?

The \$1,500 one-time payment will not impact aides' income eligibility for Medicaid benefits.

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## When will payments be made?

DMAS anticipates payments will be made after January 1, 2021, with more detailed information forthcoming. Except for unique circumstances, attendants will receive their payment from an agency or Fiscal Employment Agency (FEA). As more details are available, we will post information on the DMAS website:

<https://www.dmas.virginia.gov/#/covid>.

## How will this work?

**Agency Aide Payments:** In order for qualified agency staff to receive payments, agencies must take the following actions:

1. All agencies **must provide staff rosters to DMAS**, including the personnel information necessary to approve payments (i.e., name, address, social security number, etc.). We will provide very specific instructions explaining what information is needed and how to share personnel rosters securely.
2. If your agency only supports the fee-for-service program, DMAS will reach out to you directly to provide a contract. This contract will authorize your agency to receive funding to provide hazard payments to qualified staff.
3. After reviewing the staff rosters, DMAS will provide instructions on which agency staff should receive payment from the agency.
4. You will receive the funds, either from DMAS or a managed care organization (MCO), that you will then distribute to each of your qualifying staff.
5. After payments are distributed, we will provide administrative support funding to your agency to cover the costs associated with distributing the payment.

DMAS will include funds to cover all employer taxes when we send your agency the hazard pay funds. The employee information that your agency provides to DMAS will be considered confidential under personally identifiable information (PII) safeguards required for human resources records.

DMAS will provide additional information as it is available to further clarify the process. We will host virtual meetings (listed below) to discuss specific steps that all agencies must complete to access CARES ACT funds for their employees.

Date	Webinar Link	Phone (Audio Only)	Audio Only Access Code/Event #
10/29/20	<a href="#">Click to Join</a>	1-866-692-4530	169 094 6525
11/5/20	<a href="#">Click to Join</a>	1-866-692-4530	169 605 7924
11/12/20	<a href="#">Click to Join</a>	1-866-692-4530	171 837 8156
11/19/20	<a href="#">Click to Join</a>	1-866-692-4530	171 602 3788

## Hazard Pay Questions?

Email [HazardPay@dmas.virginia.gov](mailto:HazardPay@dmas.virginia.gov) if you have additional questions.