



OVERVIEW OF ILLINOIS' NEW NURSING FACILITY CNA PAY-SCALE SUBSIDY

Monday June 27, 2022

Our Vision for the Future

WE IMPROVE LIVES.

- ▶ We address social and structural determinants of health.
- ▶ We empower customers to maximize their health and well being.
- ▶ We provide consistent, responsive service to our colleagues and customers.
- ▶ We make equity the foundation of everything we do.



This is possible because...

...WE VALUE OUR STAFF AS OUR GREATEST ASSET. We do this by:	...WE ARE ALWAYS IMPROVING. We do this by:	...WE INSPIRE PUBLIC CONFIDENCE. We do this by:
<ul style="list-style-type: none"> ▶ Fully staffing a diverse workforce whose skills and experiences strengthen HFS. ▶ Ensuring all staff and systems work together. ▶ Maintaining a positive workplace where strong teams contribute, grow and stay. ▶ Providing exceptional training programs that develop and support all employees. 	<ul style="list-style-type: none"> ▶ Having specific and measurable goals and using analytics to improve outcomes. ▶ Using technology and interagency collaboration to maximize efficiency and impact. ▶ Learning from successes and failures. 	<ul style="list-style-type: none"> ▶ Using research and analytics to drive policy and shape legislative initiatives. ▶ Clearly communicating the impacts of our work. ▶ Being responsible stewards of public resources. ▶ Staying focused on our goals.



The State's nursing facility reforms include payments totaling more than \$700M*

- Increase in Medicaid's base payment of \$7 per resident day
- Incentives for nurse staffing ranging from \$9-\$38.68 per resident day
- Incentives for quality ranging from \$2-10 per resident day
- Additional payments of \$4 per resident day for facilities with above-average Medicaid utilization (at least 70%)
- The CNA subsidy might average the equivalent of \$5-7 per resident day for those facilities that participate, but some will receive more than that amount

*Note: facility taxes are also being raised and some existing payments redirected. The net increase in payments to facilities is about \$450M per year, still nearly a 20% increase



New subsidies for a CNA pay-scale

- Newly-adopted reforms direct HFS to help facilities pay for substantial new wage increases in the form of a pay-scale for certified nursing assistants (CNAs)
- In facilities that choose to participate, Medicaid will begin paying its share (based on percentage of resident days) of the hourly rate increases that CNAs receive for their years of experience and for additional duties or responsibilities
 - Qualifying pay-scales reward 'steps' (CNA experience) and 'grades' (promotable job role)
 - The tenure pay-scale does not limit countable experience to a CNA's tenure under any specific employer, facility, type of health care employer nor state and is intended to reward a CNA's full history working as a CNA, not just their tenure in their current facility
- Facilities may choose to implement either the experience pay-scale or the promotion pay-scale, or they may implement both (or neither). If they implement both, then the two wage increments are additive for those CNAs that qualify for both.
- In addition, Medicaid will reimburse facilities for their financing of all CNA certification course costs.
- CNA pay-scale and training subsidies total \$85M per year



Subsidy for CNA experience (or “tenure”)

Medicaid will subsidize facilities if their CNA experience pay-scale provides at least the following:

- A raise of \$1.50 per hour for CNAs with at least one year’s experience
- A raise of (another) \$1.00 per hour for each additional year of experience (beyond the first) up to a maximum of \$6.50 per hour for CNAs with at least 6 years’ experience
- “Tenure” – the term used to describe experience in the statute -- is measured as experience working as a CNA, and with CNA duties, and is not limited to tenure in a CNA’s current facility

Additional Hourly Wage Increase	CNA experience
\$1.50	1 Year
\$2.50	2 Years
\$3.50	3 Years
\$4.50	4 Years
\$5.50	5 Years
\$6.50	6 or More Years

Note: facilities may choose larger wage increments, but HFS will only subsidize these amounts.



Subsidy for qualifying CNA roles

Medicaid will also subsidize its share of promotions or added CNA duties at the rate of \$1.50 per hour, which would be applied on top of any experience pay. Subsidized wage increments for promotions are capped at 15% of a facility's CNA workforce.

- CNA II (w Advanced Nursing Aide Training)
- CNA Trainer, Preceptor, or Mentor
- CNA Scheduling Captain
- CNA Dementia or Memory Care Specialist
- CNA Behavioral Health Specialist
- CNA Geriatric Specialist
- CNA Infection Control Specialist
- CNA Activities Specialist
- CNA CPR Educator
- Other (as specified)

Note: facilities may choose a wage increment larger than \$1.50 per hour for some (or all) promoted roles, but HFS will only subsidize \$1.50.



Implementing the CNA pay-scale subsidies

The legislature intended that the new subsidies “be directly incorporated into increased compensation for CNAs.”

HFS will take a number of steps to ensure its payments equal Medicaid’s share of qualifying pay-scale increases

- Nursing facilities must post the pay-scale in employee common areas
- Nursing facilities must attest they are paying according to the pay-scale (paying the listed amounts, at a minimum)
- Nursing facility payroll information is submitted to (federal) CMS, then obtained by HFS to calculate worked hours at the individual CNA level
- CNA experience and roles are being submitted directly to HFS
 - new data collection effort began in June 2022
 - based in part on employee input (for pre-employment CNA work histories)
 - obtained via templates to be completed by facilities (via Sharepoint) with employee input
- IDPH’s workforce registry is also being used as a point of comparison for reported CNA experience
- The pay-scale is to reflect increases tied solely to experience and/or promotion, and its implementation is NOT to result in any wage reductions



Examples of Qualifying CNA Pay-Scales

Facility A Example CNA Pay Scale

Experience as a CNA	Hourly Gross Wage* for non-promoted	Hourly Gross Wage* for promoted** CNAs
Less than one year	\$ 17.50	\$ 19.00
1 Year	\$ 19.00	\$ 20.50
2 Years	\$ 20.00	\$ 21.50
3 Years	\$ 21.00	\$ 22.50
4 Years	\$ 22.00	\$ 23.50
5 Years	\$ 23.00	\$ 24.50
6 or More Years	\$ 24.00	\$ 25.50

*We reserve the right to pay some CNAs more based on performance, background, or other distinguishing qualifications or roles.

** Promotional roles at Facility A include:

- CNA Scheduling Captain
- CNA Infection Control Specialist
- CNA Geriatric Specialist

Example Note: Facility A has chosen to set an entry wage of \$17.50 per hour and has identified three promotable roles for CNAs. They have also chosen to set their pay scale at the minimum qualifying levels per HB246.



Examples of Qualifying CNA Pay-Scales

Facility B CNA Example Pay Scale

Experience as a CNA	Hourly Gross Wage* for non-promoted	Hourly Gross Wage* for promoted** CNAs
Less than one year	\$ 18.50	\$ 20.00
1 Year	\$ 20.00	\$ 21.50
2 Years	\$ 21.00	\$ 22.50
3 Years	\$ 22.00	\$ 23.50
4 Years	\$ 23.00	\$ 24.50
5 Years	\$ 24.00	\$ 25.50
6 or More Years	\$ 25.00	\$ 26.50

*We reserve the right to pay some CNAs more based on performance, background, or other distinguishing qualifications or roles

** Promotional roles at Facility A include:

- CNA Scheduling Captain
- CNA Infection Control Specialist
- CNA Geriatric Specialist

Example Note: Facility B has chosen to set an entry wage of \$18.50 per hour



Examples of Qualifying CNA Pay-Scales

Facility C CNA Example Pay Scale

Experience as a CNA	Hourly Gross Wage* for non-promoted	Hourly Gross Wage* for promoted** CNAs
Less than one year	\$ 17.50	\$ 19.25
1 Year	\$ 19.25	\$ 21.00
2 Years	\$ 21.00	\$ 22.75
3 Years	\$ 22.75	\$ 24.50
4 Years	\$ 24.50	\$ 26.25
5 Years	\$ 26.25	\$ 28.00
6 or More Years	\$ 28.00	\$ 29.75

*We reserve the right to pay some CNAs more based on performance, background, or other distinguishing qualifications or roles

** Promotional roles at Facility A include:

- CNA Scheduling Captain
- CNA Infection Control Specialist
- CNA II (w Advanced Nursing Aide Training)
- CNA Trainer, Preceptor, or Mentor

Example Note: Facility C has chosen to pay an additional \$1.75 for every added year of experience and for a promotable role, and has selected four promotable CNA roles



Examples of Qualifying CNA Pay-Scales

Facility D CNA Example Pay Scale

Experience as a CNA	Hourly Gross Wage* for non-promoted	Hourly Gross Wage* for promoted** CNAs	Hourly Gross Wage* for non- promoted Gold Star***
Less than one year	\$ 17.50	\$ 19.25	\$ 18.25
1 Year	\$ 19.25	\$ 21.00	\$ 20.00
2 Years	\$ 21.00	\$ 22.75	\$ 21.75
3 Years	\$ 22.75	\$ 24.50	\$ 23.50
4 Years	\$ 24.50	\$ 26.25	\$ 25.25
5 Years	\$ 26.25	\$ 28.00	\$ 27.00
6 or More Years	\$ 28.00	\$ 29.75	\$ 28.75

*We reserve the right to pay some CNAs more based on performance, background, or other distinguishing qualifications or roles.

** Promotional roles at Facility A include:

- CNA Scheduling Captain
- CNA Infection Control Specialist
- CNA II (w Advanced Nursing Aide Training)
- CNA Trainer, Preceptor, or Mentor

***Gold Star workers have earned their first tier merit pay increase. Additional tiers include Platinum (+\$1.50 per hour) and Lithium (plus \$2.00 an hour). Platinum and Lithium status is only available to CNAs with 7 or more years' experience. Merit pay increases are not available to promoted CNAs with less than 7 years' experience. For workers with at least 7 years' experience, promoted CNAs will receive the merit pay increase on top of both experience pay and the added promotion pay.

Example Note: Facility D has chosen to pay an additional \$1.75 for every added year of experience and for a promotable role, and has selected four promotable CNA roles. In addition, Facility D has added a complex two-tier performance bonus worth a varying amount per hour. See note.



Examples of Qualifying CNA Pay-Scales

Facility E CNA Example Pay Scale

Experience as a CNA	Hourly
Less than one year	\$ 17.50
1 Year	\$ 19.00
2 Years	\$ 20.00
3 Years	\$ 21.00
4 Years	\$ 22.00
5 Years	\$ 23.00
6 or More Years	\$ 24.00

*We reserve the right to pay some CNAs more based on performance, background, or other distinguishing qualifications or roles.

Example Note: Facility A has chosen to set an entry wage of \$17.50 per hour but has not chosen to identify any promotable roles. They have also chosen to set their pay scale at the minimum qualifying levels per HB246.



Recovering Employee ID #s from Public PBJ Reports

Instructions

- Run the 1700D report found on Page 6 & 7 of the Casper Report user's guide
- Check the "Filter BY Employee ID" check box to get both their own PBJ employee ID and the CMS-assigned employee ID
- To match back with names, export the 1700D to Excel (or similar) to crosswalk to Facility's own employee roster

Figure 12-3. Employee Report

Employee ID	System Employee ID	Hire Date	Termination Date	Staffing Hours
209	497245	None	None	0 00
246	484705	01/01/2018	03/31/2018	0.00
258	428700	10/01/2017	12/31/2017	0.00
124	427131	06/22/2017	None	6 66
		208		
	4218304	07/21/2009	12/05/2016	0 00
103	4217D52	None	None	134 00
245	4217D51	None	None	0.00
257	4217D01	None	None	0.00
223	333616	06/27/2016	None	0.00
282	208597	01/23/2017	None	0 00
118	208596	None	None	40 00
228	208595	None	None	0.00
219	201752	09/17/2014	None	0 00
232	201751	None	None	0 00
Total:				1,800.66

CASPER Report 17000
Employee Report
Active & Terminated Employees from 01/01/2018 thru 03/31/2018
IA 165595 IA0350
AKRON CARE CENTER, INC

Run Date: 0611212018
 Job# 62803675
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NOTE: This report may contain privacy protected data and should not be released to the public. Any alteration to this report is strictly prohibited.



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