

**TO: Taylor Wood**

**FR: Claudia Schlosberg, Chair**

**DC Coalition on Long Term Care, Workforce Development Subcommittee**

**RE: Questions regarding DHCF's RFA for Recruitment and Conversion Bonus Payments**

**DT: October 21, 2022**

1. What is the rationale for DHCF limiting the period of performance for recruitment bonuses to April 1, 2021, through September 30, 2022? What is the significance of April 1, 2021?
2. To be eligible for a recruitment bonus, the worker must be newly hired. DCHF is defining newly hired as a direct care worker who has not worked full-time (32-hours a week) at an enrolled DC Medicaid HCBS provider for the period October 1, 2020 to April 1, 2021.
  - a. What is the rationale for excluding new workers based upon this definition?
  - b. How does this exclusion support the goal of increasing the pool of qualified staff available to HCBS providers and ensuring continuity of care?
  - c. Has DHCF determined how many workers would be ineligible for a recruitment bonus because they worked during some or all of the period between October 1, 2020 and April 1, 2021?
  - d. How would an employer know that a worker has not worked for another HCBS provider during the period between October 1, 2020 and April 1, 2021? Will the employee's attestation suffice?
  - e. If an employer pays a bonus to an employee who is later found to be ineligible for the bonus, will DHCF hold the employer accountable or will you seek reimbursement from the employee? How will this be handled?
3. Many direct care workers work "on-call" for multiple agencies. According to the RFA, if a worker works for multiple agencies who are applying for the grants, the District will assign the direct care worker to a single agency based upon the hours worked over the months or years in question.
  - a. Could you be more specific about how you intend to do this and when?
  - b. Employers generally do not know when an aide is working for another agency or program. How will the employers be notified and when?
  - c. Will employers be informed in advance of the application deadline?
  - d. How will employees be notified?
4. Some employers hired CNAs under DOH waivers but those workers have not yet been able to obtain their HHA certifications due to the inability to enroll in a Bridge Course, testing date delays and delays in processing. Would DHCF consider amending the eligibility requirements to allow employers to provide conversion bonus payments to

workers who have applied for certification but have not yet been able to complete the process?