
CHAPTER 30: PERSONAL CARE SERVICES

APPENDIX E – WAGE AND NON-WAGE BENEFITS

PAGE(S) 1

WAGE AND NON-WAGE BENEFITS

The following wage and non-wage benefits have been authorized by the Louisiana Department of Health (LDH) and the Office of Aging and Adult Services (OAAS):

1. Increased wages above the minimum wage floor of \$9.00 per hour, to include the increased (ONLY) employer associated costs for (payroll taxes, liability and workers compensation insurance, 401K or retirement savings);
2. Bonuses (sign-on, recruitment and retention bonuses);
3. Paid vacation leave;
4. Personal Protective Equipment (PPE);
5. Paid sick leave;
6. Gas mileage reimbursement;
7. Training;
8. Employer paid/supplemented health care insurance; and/or
9. Uniforms for direct support workers and increased (ONLY) employer associated costs.

Any additional benefits not listed above **MUST** be **pre-approved by OAAS** before the benefit is added to the provider's policy, or, prior to being provided to the direct service worker (DSW). Providers must email their proposed additional benefits to OAAS at OAAS.ProviderRelations@la.gov. OAAS will respond to the provider within 10 business days from the date of the submitted email.

NOTE: OAAS does NOT need to approve the provider's policy pertaining to the wage and non-wage benefit requirements. Providers must ONLY send their requests to OAAS if they would like to use other benefits that are not listed above.