

Steve Sisolak
Governor



Richard Whitley
Director

State of Nevada

Department of Health and Human Services

Survey Results on Wages, Rates, and Benefits (as of 6/20/2022)

Division of Public and Behavioral Health

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6/21/2022

Helping people. It's who we are and what we do.



Employer reported workers

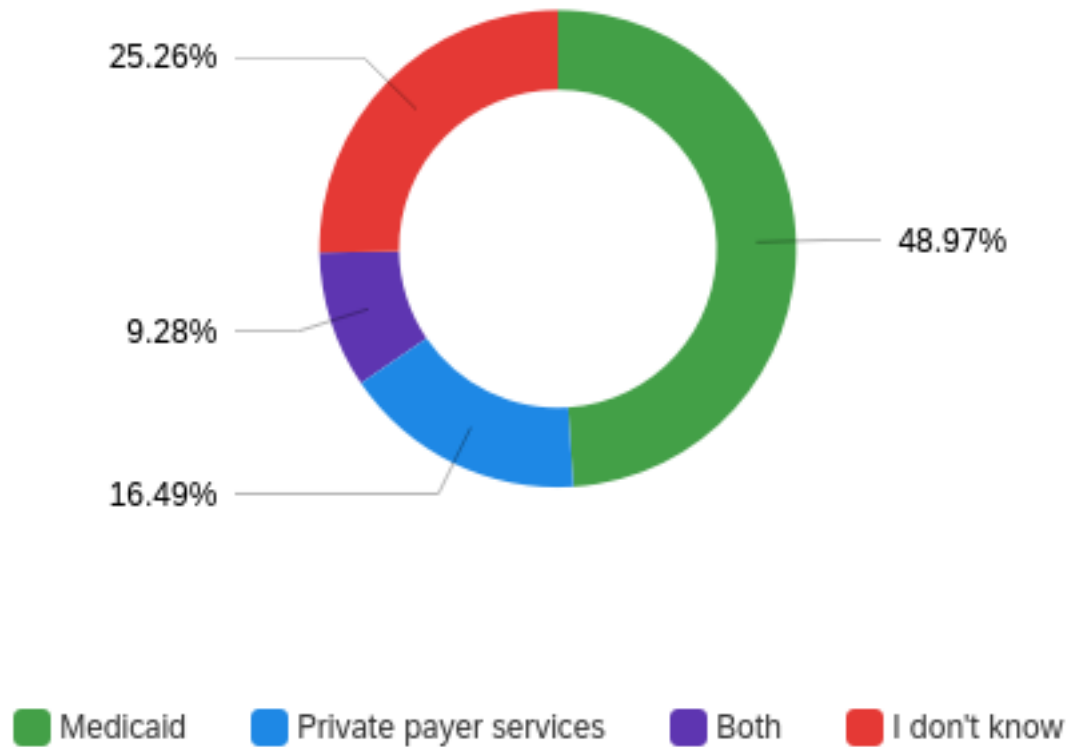
- W-2 (71 responses)
 - Average: 64 workers
 - Minimum: 0 workers
 - Maximum: 475 workers
- Independent Contractors (21 responses)
 - Average: 4 workers
 - Minimum: 0 workers
 - Maximum: 23 workers
- Total Personal Care Workers (65 responses)
 - Average: 65 workers
 - Minimum: 0 workers
 - Maximum: 475 workers

Employer reported contract/payment sources

- Contracted with Medicaid (67 responses)
 - Yes 79 %
 - No 21%
 - Clients on Medicaid
 - Average: 71%
 - Minimum: 0-1%
 - Maximum: 100%
- Private Pay and Other Sources (not Medicaid or government) (63 responses)
 - Yes 78%
 - No 22%
 - Clients on Private Pay/Other
 - Average: 30%
 - Minimum: 0-1%
 - Maximum: 100%

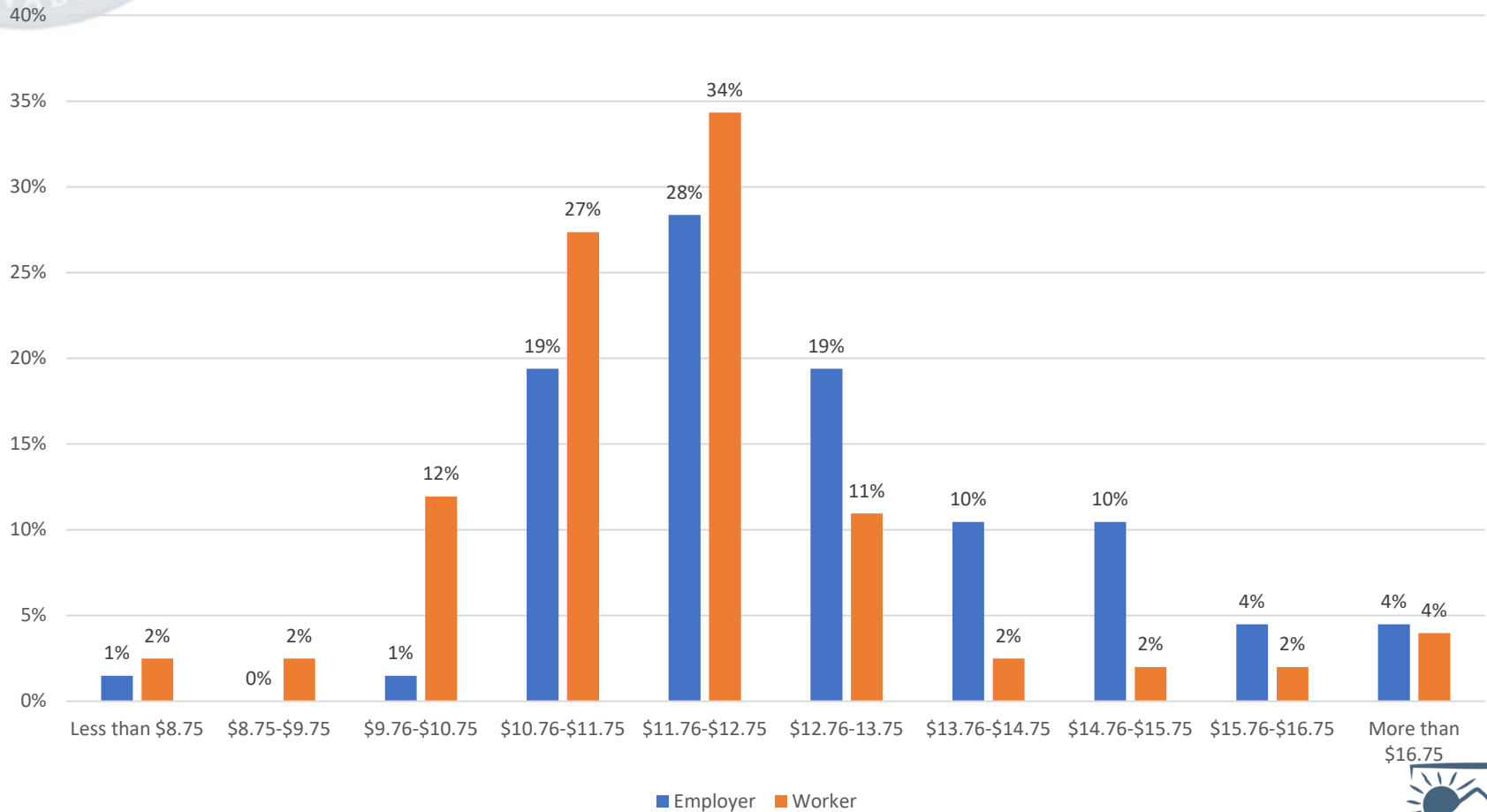


Worker response to payer source (194 responses)



Employers asked for average wage (67 responses) Workers asked to select all wages that apply (201 responses)

Employer vs Worker Reported Wages



Is wage affected by the service a client is receiving?

- Employers (66 responses)
- Workers (193 responses)

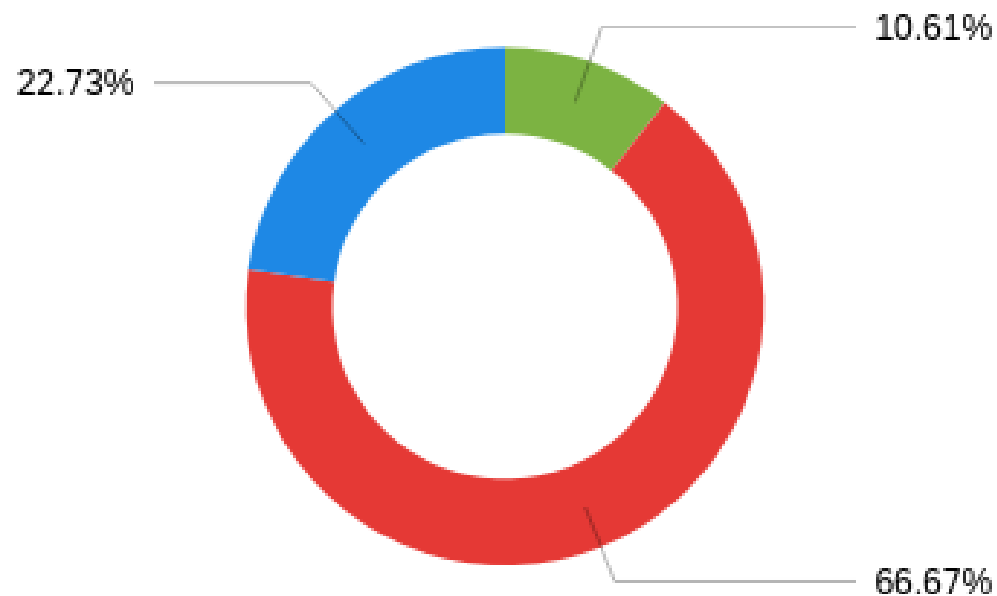


Yes No



Yes No

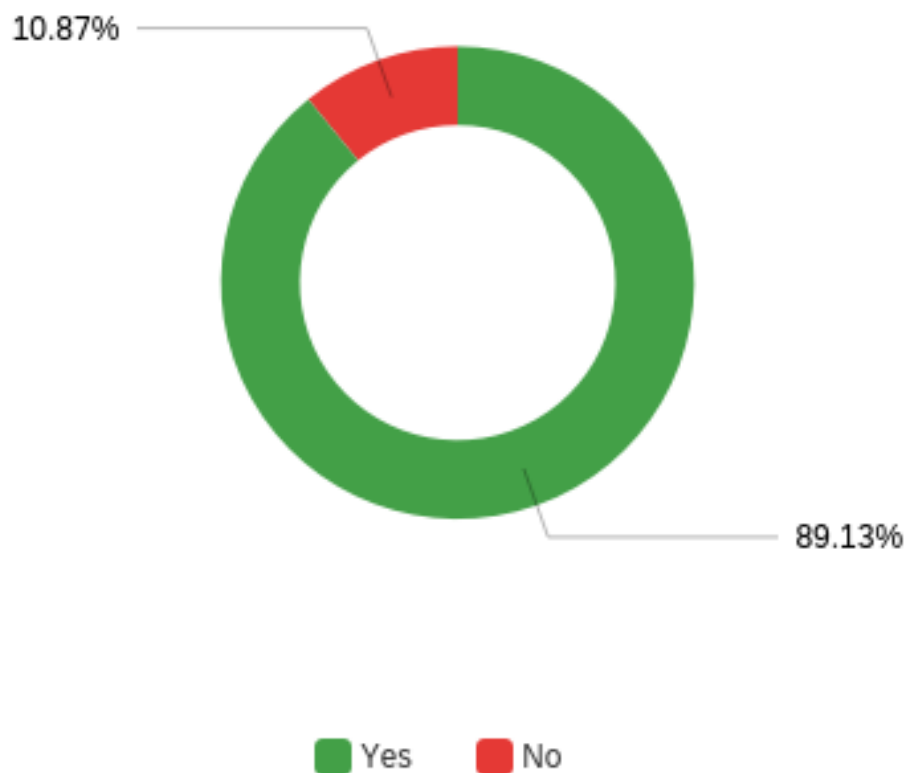
Do reimbursement rates help or hurt what employers pay in personal care worker wages? (66 responses)



Help Hurt No effect



Have employers lost personal care workers to higher paying jobs that require fewer skills (e.g., fast food restaurants, delivery services, retail)? (46 responses)



Employer comments on losing workers to higher paying/lower skill jobs (number of mentions)

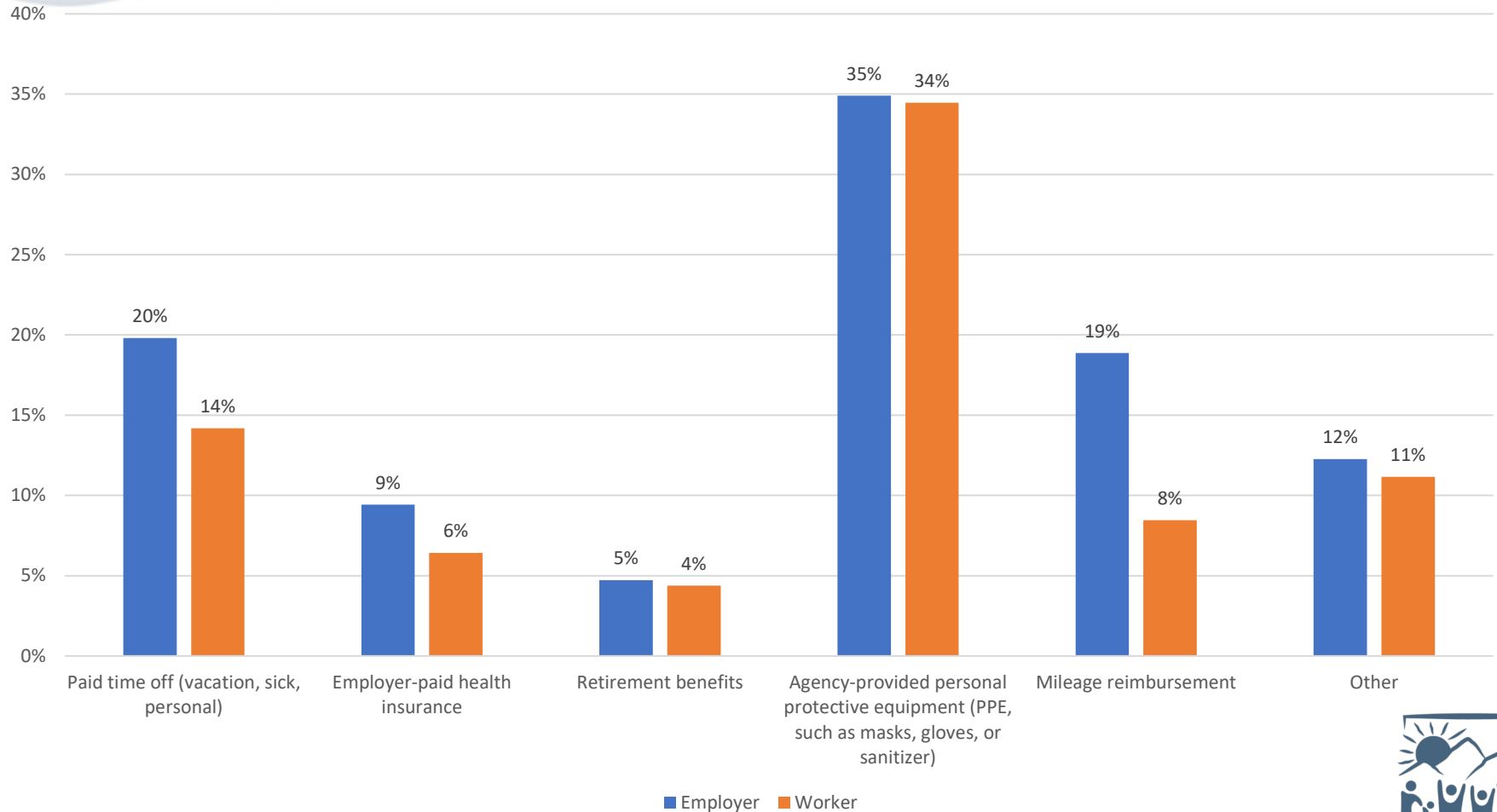
- Rates are too low or unable to pay high enough wages due to rates – 17
- Other jobs pay more – 14
- Rising cost of living – 8
- Other jobs require less training/stress/work – 7
- Other jobs have more/better benefits – 3
- Workers quit before finishing State credential process – 2
- Other jobs offer more hours – 1
- Authenticare is inconvenient – 1
- Higher pay on unemployment – 1
- Other jobs do not require use of own car and gas – 1
- Overall U.S. labor shortage – 1



Reported benefits provided or received



Benefits





“Other” benefits listed

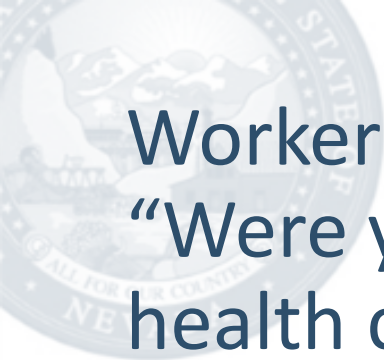
- Employers

- 401K
- AFLAC
- Gas assistance
- Bonuses
- Fingerprint cost
- CPR
- Gift card appreciation gifts
- Mileage as needed for fill-in
- Colonial Insurance
- Referral bonus
- Travel time
- Fuel and meal stipends as possible
- Caregiver rewards
- Employer Assistance Program
- Daily pay

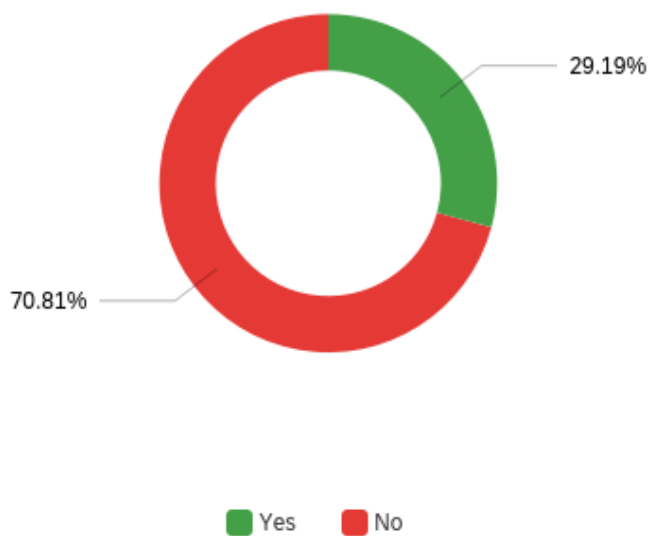
- Workers

- 401K
- AFLAC
- Gas occasionally
- Incentive bonuses
- Some paid time off hours
- Paid basic personal care training
- Vacation
- Payday loan diversion program (“If we need money to pay a bill the agency pays the bill and takes it back through payroll. They intercept requests for payday loan verifications and lend us the money at no charge)

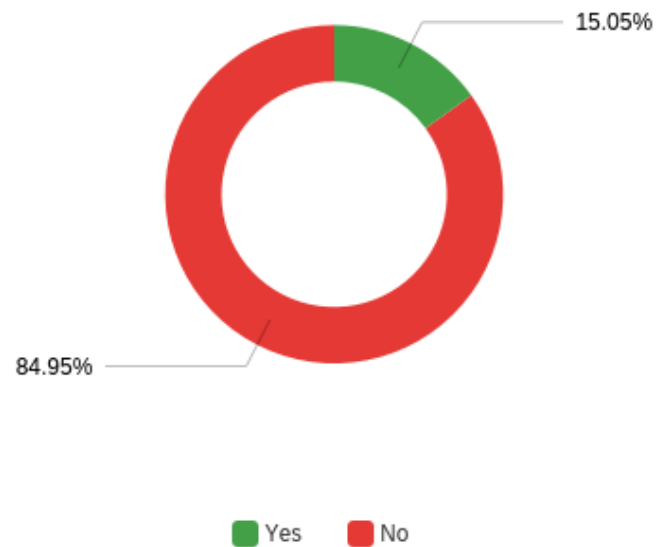




Worker response to “Were you offered health care benefits?” (185 responses)



Worker response to “Were you offered retirement benefits?” (186 responses)





Questions?

