



Inflationary Adjustment

Distribution Plan – 12/31/2022

Lifeworks Services, Inc.

Individualized Home Support, Respite and Night Supervision

Description of the Inflationary Adjustment:

This distribution report is intended to communicate the amount and use of revenues received from the DWRS (Disability Waiver Rate Setting) framework wage and inflationary update, in fulfillment of Minn. Stat. 256B.4914, subd. 5. 80 percent of revenue associated with this rate change must be used to support increases to direct support worker compensation for workers that provide Disability Waiver Rate System framework services.

Lifeworks is required to provide the following information to all active employees providing Individualized Home Support, Respite and/or Night Supervision services.

Additional Revenues from the Inflationary Adjustment:

1. Lifeworks estimated the billable rate for 2022 using the 7/1/2022 DWRS rate per unit for Individualized Home Supports without Training, Respite and Night Supervision services. Regional variance factor was taken into consideration across the total customer population.
 - a. Individualized Home Supports without Training - \$8.46 per 15 minutes
 - b. Respite - \$7.72 per 15 minutes
 - c. Night Supervision - \$8.70 per 15 minutes
2. Lifeworks estimated the billable rate for 2021 using the 1/1/2021 DWRS rate per unit for Individualized Home Supports without Training, Respite and Night Supervision services. Regional variance factor was taken into consideration across the total customer population.
 - a. Individualized Home Supports without Training - \$7.16 per 15 minutes
 - b. Respite - \$6.54 per 15 minutes
 - c. Night Supervision - \$7.84 per 15 minutes
3. Lifeworks calculated the difference between the 2021 billable rate and the 2022 billable rate to come up with the additional revenue per unit.
 - a. Individualized Home Supports without Training - \$1.30 per 15 minutes
 - b. Respite - \$1.18 per 15 minutes
 - c. Night Supervision - \$0.86 per 15 minutes
4. Lifeworks then multiplied the increased billable rate with the total number of units estimated to be delivered in 2022 for Individualized Home Supports without Training, Respite and Night Supervision services.

	Individualized Home Supports without Training	Respite	Night Supervision
2022 DWRS Rate	\$8.46	\$7.72	\$8.70
2021 DWRS Rate	\$7.16	\$6.54	\$7.84
Increased DWRS Rate	\$1.30	\$1.18	\$0.86
Annual Estimated Units	1,966,519	566,121	24,555
2022 Additional Revenue	2,556,475	668,023	21,117
2023 Additional Revenue	3,323,417	788,267	18,161
Q1 2024 Additional Revenue	639,119	167,006	5,279
Additional Revenue	\$ 6,519,010	\$ 1,623,295	\$ 44,558
<i>80% to be shared with Direct Support Workers</i>	<i>5,215,208</i>	<i>1,298,636</i>	<i>35,646</i>

Description of how additional revenues will be used:

Lifeworks has provided regular employee increases over the past few years to ensure our valued employees are paid a competitive wage for services they provide to individuals across the state of Minnesota. The additional revenues will continue to be used toward employee compensation.

	Individualized Home Supports without Training	Respite	Night Supervision
Hourly Pay Rate as of:			
12/31/2022	\$ 20.75	\$ 20.00	\$ 19.00
12/31/2021	\$ 16.00	\$ 16.00	\$ 16.00
Increased Hourly Wage	\$ 4.75	\$ 4.00	\$ 3.00
Annual Estimated Hours	491,630	141,530	6,139
2022 Additional Wage Expense	2,335,241	566,121	18,416
2023 Additional Wage Expense	2,335,241	566,121	18,416
Q1 2024 Additional Wage Expense	583,810	141,530	4,604
Additional Wage Expense to be Paid	5,254,293	1,273,772	41,437
Employer FICA Taxes 7.65%	401,953	97,444	3,170
Employer State Unemployment 0.7%	36,780	8,916	290
Employer Workers Compensation Insurance 0.8%	42,034	10,190	331
Total Employer Taxes	480,768	116,550	3,791
Total Additional Employee Compensation	5,735,061	1,390,322	45,228



If an employee has questions about receiving the benefits of this distribution plan, please contact Jennifer Evans-Hall, Director of Human Resources, jevanshall@lifeworks.org or 651-384-7022.

If an employee needs this distribution document translated to a different language or in an alternate format, please contact Saijal Bhakta, Human Resources Coordinator, sbhakta@lifeworks.org or 651-268-2872.

Somali

OGSOONOW: Haddii aad u baahantay in mid kamid ah dukumentiyadan laguugu turjumo luqad kale, fadlan nala soo socodsii. Farxad bay noo ahaan doontaa inaanu ku caawino. Saijal Bhakta, Human Resources Coordinator, sbhakta@lifeworks.org or 651-268-2872.

Spanish

P.S. Si usted necesita traducir alguno de estos documentos a otro idioma, no dude en contactarnos. Nos daría mucho gusto ayudarle. Saijal Bhakta, Human Resources Coordinator, sbhakta@lifeworks.org or 651-268-2872.

Hmong

Yog hais tias koj xav kom muab qee cov ntawm cov ntaub ntawv no txhais ua lwm hom lus, thov hais qhia rau peb paub. Peb txaus siab yuav pab kom tau koj. Saijal Bhakta, Human Resources Coordinator, sbhakta@lifeworks.org or 651-268-2872.

Karen

လံာ်ဟံာ်ထွဲ- နမ့ၢ်အဲၣ်ဒီး တၢ်ကွဲးကျိးထံ လံာ်တီလံာ်မိတဖၣ်အံၤဆူ ကျိၣ်အဂၤတကျိၣ်အဟံၤ, ဝံသးစူၤ ဒုးသ့ၣ်ညါပုၤတက့ၢ်. ပသးခုလၢ ပကမၤစၢၤဘျၢၣ်န့ၢ်အဟံၤလီၤ. Saijal Bhakta, Human Resources Coordinator, sbhakta@lifeworks.org or 651-268-2872.