



SEMCIL PCA Choice Wages, Taxes and Insurance, Benefits and Administrative Fee

Effective Date: July 2015

The following information describes how SEMCIL will generally allocate the PCA services reimbursement from the State. The wage and other rates remain in effect until further notice and supersede previously published information.

WAGE PER HOUR

Starting hourly wage for PCA Choice employees: \$11.84

Employees are not allowed to work in excess of 40 hours per week unless they agree to an adjusted wage.

Employees are only allowed to work up to 48 hours per week with the adjusted wage.

EMPLOYER RESPONSIBILITY TAXES AND INSURANCE \$2.00

This cost is per hour of work and includes State and Federal obligations on the part of the employer, such as payroll taxes, FICA, Worker's Compensation, Unemployment Insurance, Professional Liability Insurance and the PCA Surety Bond.

PCA Benefits \$1.09

This cost is based on per hour of work and includes, for eligible PCAs, the 403B Retirement Savings Plan, Paid Time Off (PTO), mileage reimbursement, Aflac, and the 125 Flexible Spending Account (FSA).

COST OF DELIVERY OF SERVICE \$2.11

A fee of \$2.11 per hour covers fiscal intermediary and program services including, but not limited to:

- PCA set-up costs
- PCA Program Administration
- Copying and postage
- Payroll processing
- Billing processing
- Bad debt
- DHS background studies
- Flexible Spending Account
- Quality Assurance

EMPLOYEE TO KEEP FOR REFERENCE