

PCA WAGES AND REIMBURSEMENT

	Year 1 (2023-2024)	Year 2 (2024-2025)
CBA's Minimum PCA wage	\$19.00	\$20.00
+		
Basic Benefits & Payroll Expenses	\$3.68 / hour	\$3.87 / hour
+		
Administrative Costs & Overhead Expenses	\$3.60 / hour	\$3.85 / hour
=		
Required Reimbursement Rate at given wages	\$26.28 / hour	\$27.72 / hour
DHS recommended reimbursement rate	\$22.92 / hour	\$24.08 / hour
Underfunded Difference	\$3.36 / hour	\$3.64 / hour

