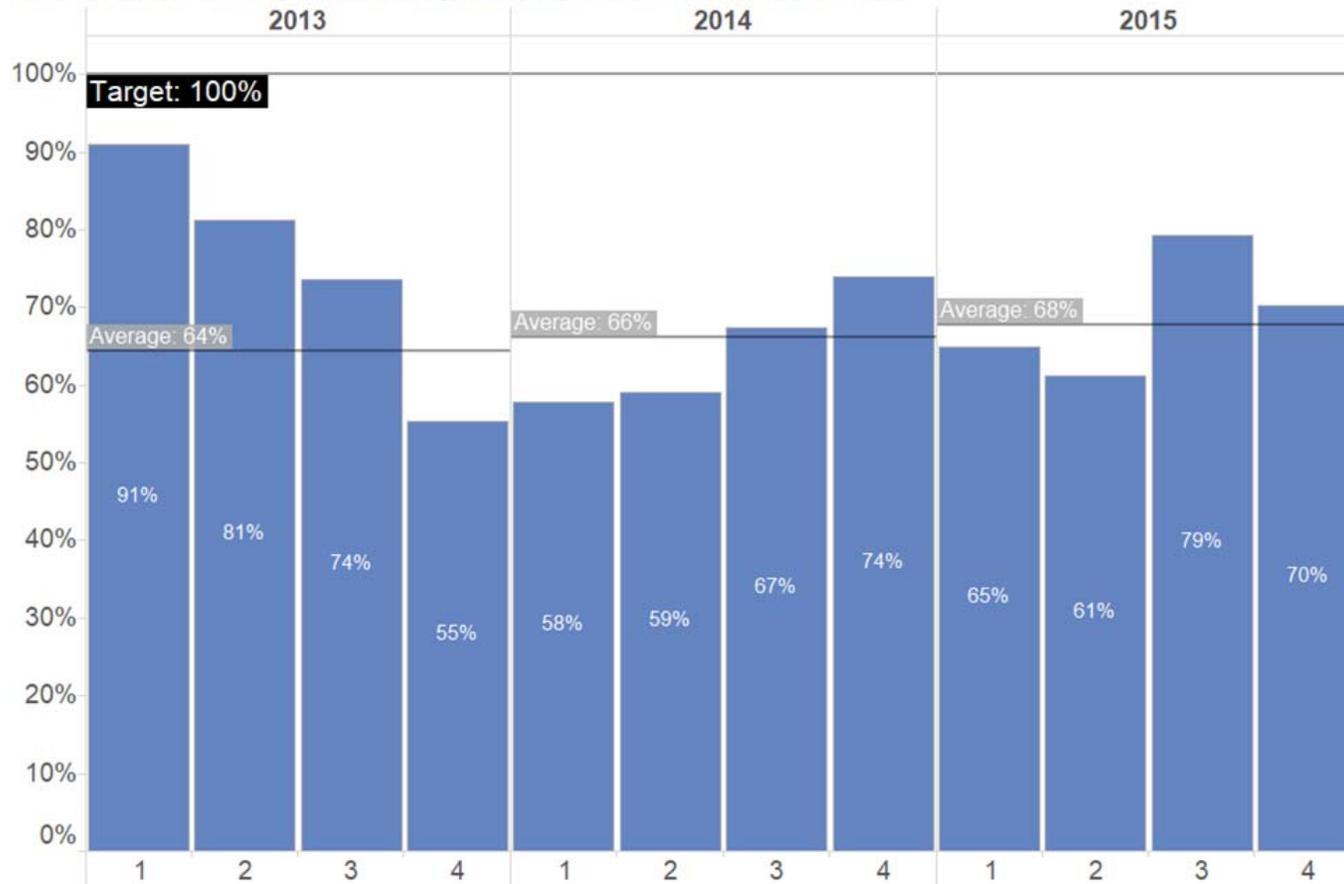


Direct Service Worker Improvements – Year One

This presentation reflects data received as of December 2015 (All data for Q3 and Q4 has not yet been received and the final numbers will not be available until fiscal year 2016 is closed)

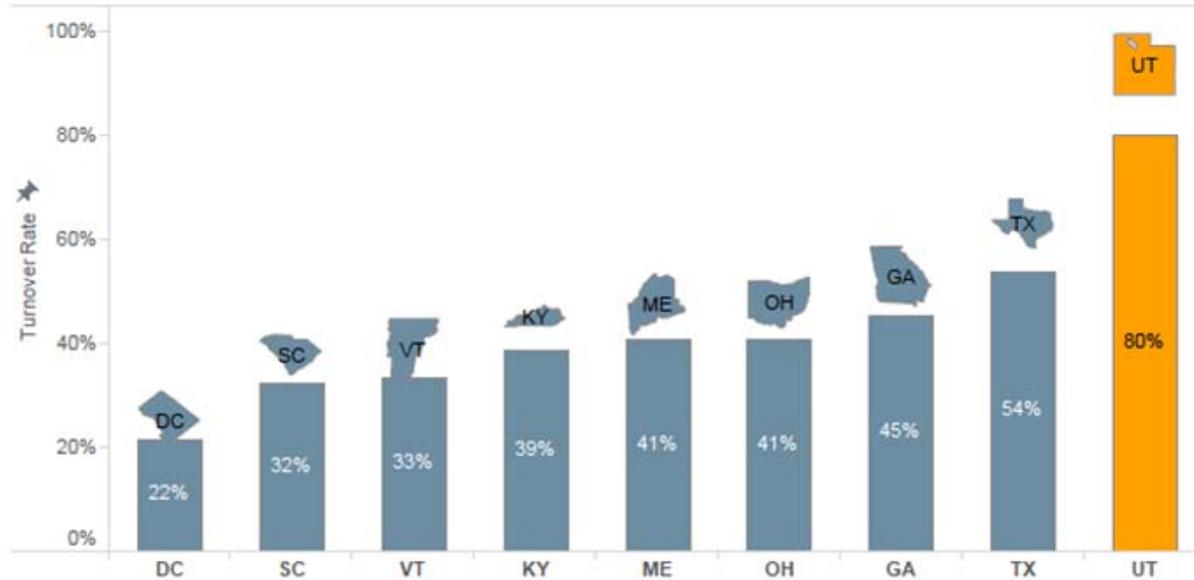
Access to services

How quickly are people entering services?
Percent of people entering services having their first payment within the first 90 days.

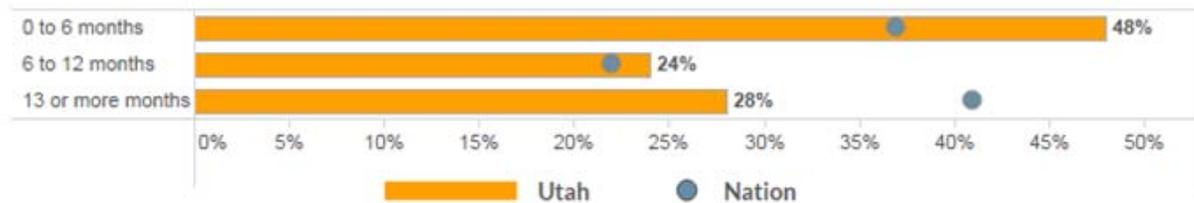


Turnover & Tenure

Turnover Rates for DSPs: 2014



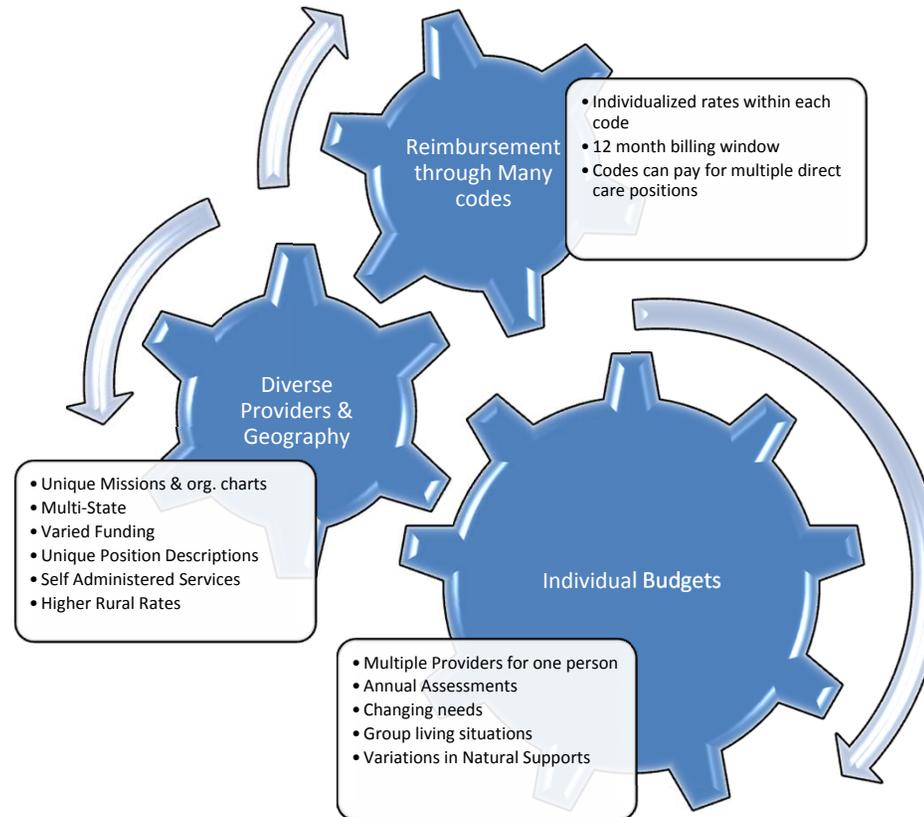
Tenure for Separated DSPs: 2014



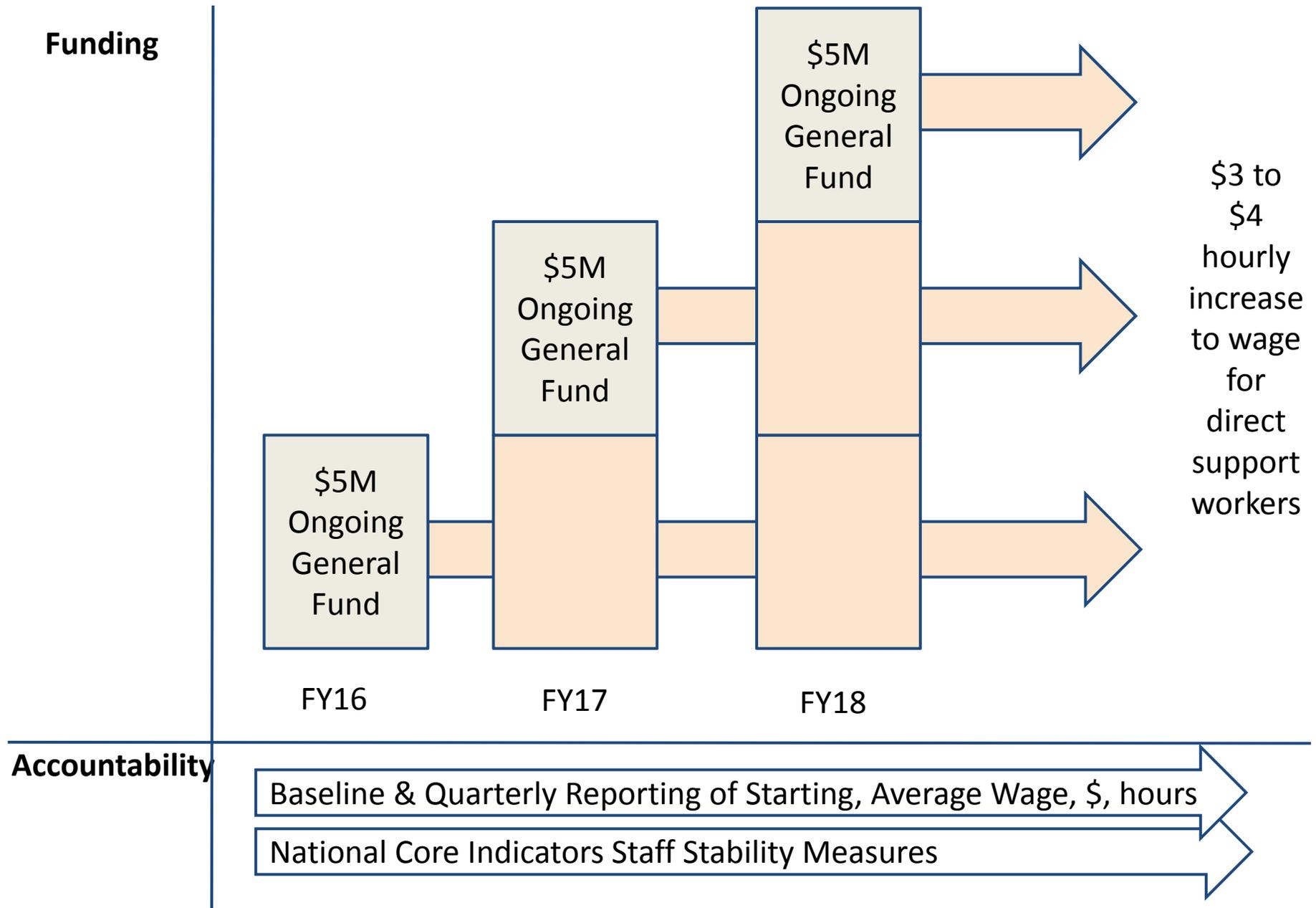
Source: National Core Indicators. Staff Stability Survey Report 2014

utah department of
human services
division of services for people with disabilities

Moving Parts of DSPD



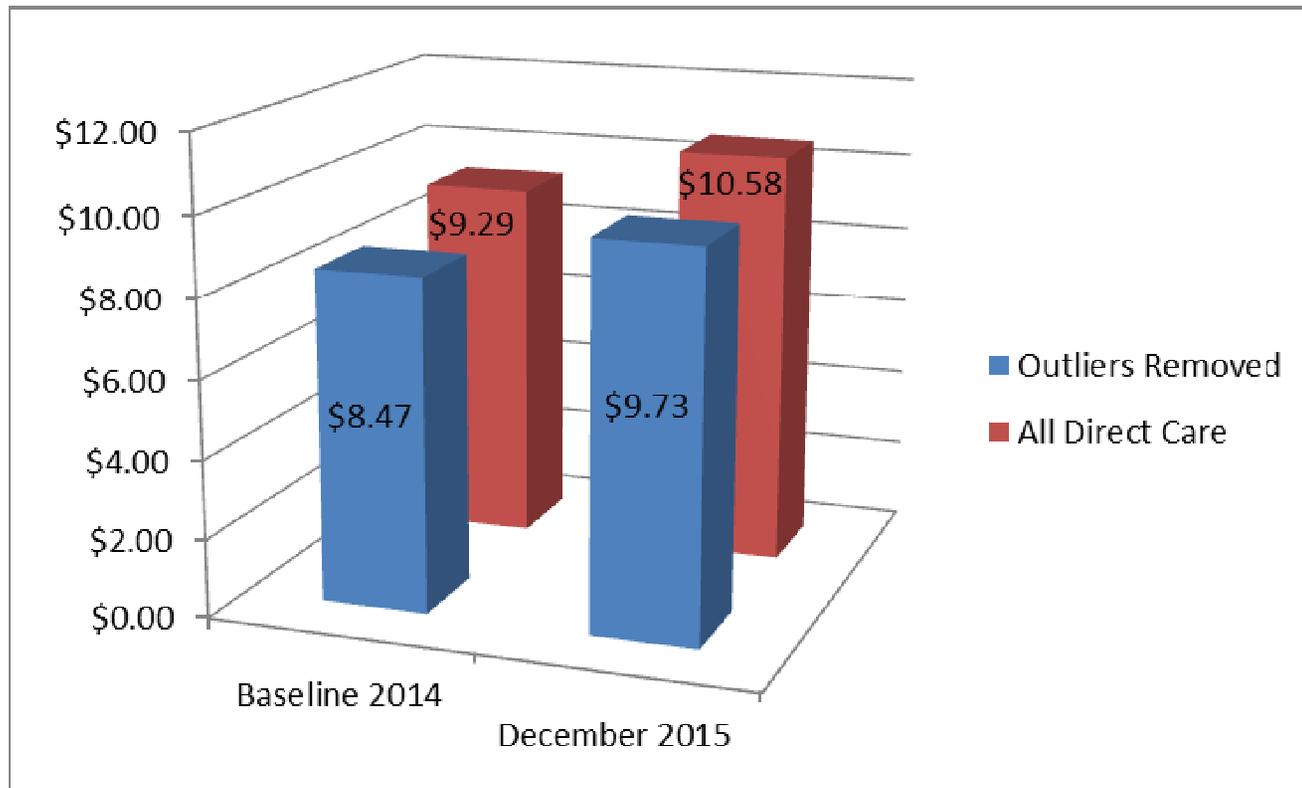
Phased Implementation



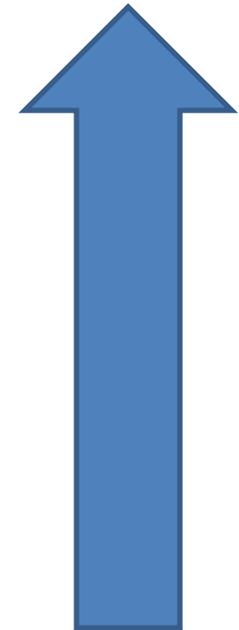
Provider Reporting Requirements:

- Required by Contract
 - Baseline and Quarterly Summary data
 - Prepared as specified by DSPD / OLAG / SS Committee Chairs
 - Detailed back-up must be available when requested
- Self-Reported (must be available for audit)
- Funds used incorrectly will be recovered by DSPD or any other oversight agency at their discretion

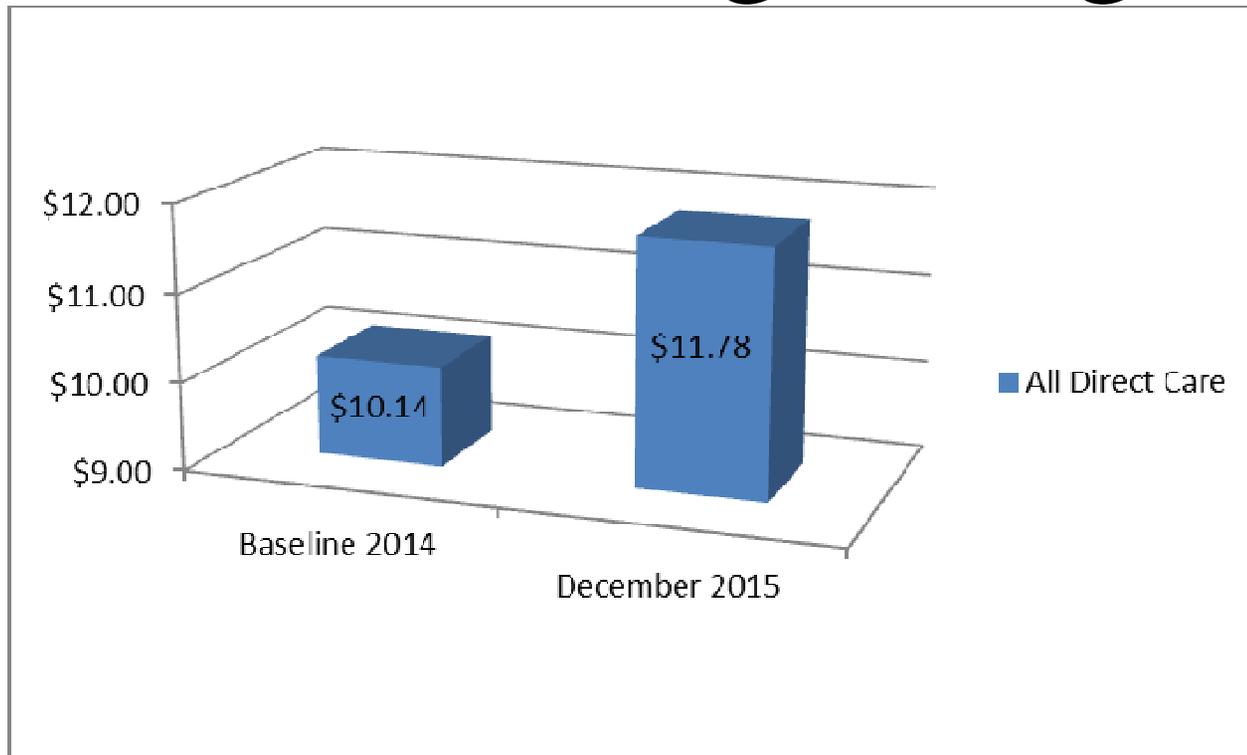
Progress to date: Average Starting Wage



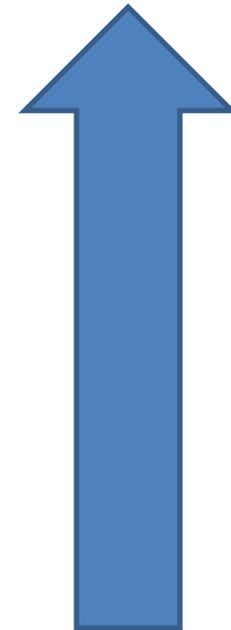
\$1.26



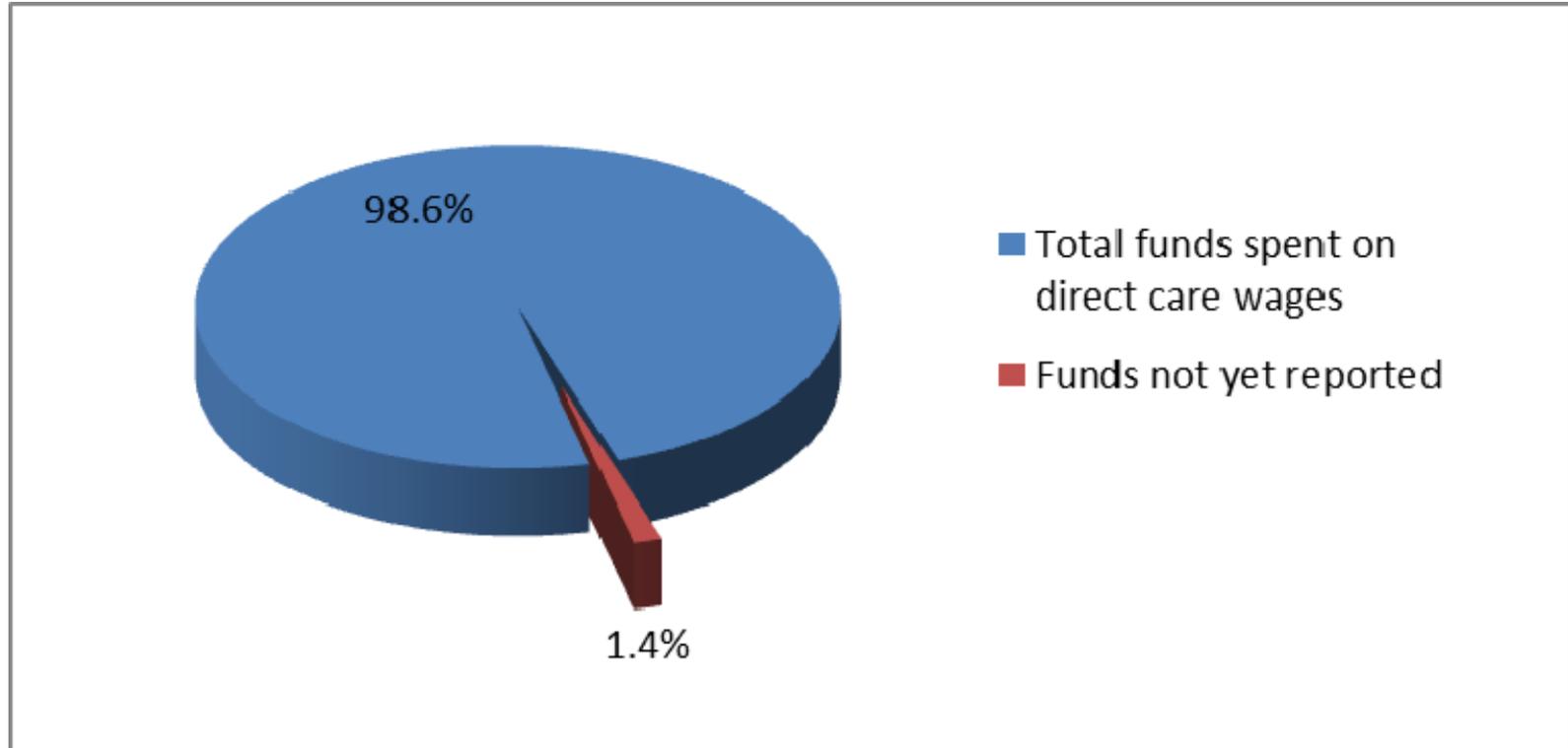
Progress to date: Average Wage



\$1.64



Progress to date



Audits

Audit Plan approved October 2015:

- * **Social Services Chairs & OLAG**
- * 5 providers, stratified to include Large, Medium, Small
- * \$37K for experienced auditor

3 out of 5 audits completed:

- * **double validation of use of funds for direct care wages only**
- * detailed examination of payroll records
- * minor mistakes only, no fraudulent transactions found

Other findings:

- * **Providers are incurring costs to comply with new reporting and audits**
- * Turnover rates are validated by payroll data
- * Small providers and providers with multiple funding sources have unique reporting challenges