



Division Update for Individuals, Families, and Providers

January 25, 2024

Agenda

- Upcoming Webinars
- January 1, 2024 Direct Support Professional and Supervisor Rate Increase
- Self-Directed Employees and Overtime
- NJ Minimum Wage
- Resources

Next DDD Update Webinar

- February Update Webinar:
 - Thursday, February 22, 2024 – 10:30 am.
 - [Register for the February Webinar.](#)
- The 2024 schedule of update webinars, including registration links, is available on the Division's [Public Update Meetings](#) webpage.

January 1, 2024 Direct Support Professional and Supervisor Rate Increase

- DDD successfully implemented the January 1, 2024 Direct Support Professional (DSP) and DSP Supervisor wage increase.
- Due to the Fiscal Year 2024 (FY24) Appropriations Act, the January 1, 2024 wage increase was about \$0.50 higher than anticipated – totaling about \$1.75 per hour as opposed to the anticipated \$1.25 per hour!

January 1, 2024 Direct Support Professional and Supervisor Rate Increase

- Consistent with previous years, the wage increase is supported by upward adjustments to fee-for-service program budgets, and to fee-for-service reimbursement rates for the following services:
 - Career Planning,
 - Community Based Supports,
 - Community Inclusion Services,
 - Day Habilitation,
 - Individual Supports,
 - Prevocational Training (Individual and Group),
 - Respite, and
 - Supported Employment (Individual and Group).

January 1, 2024 Direct Support Professional and Supervisor Rate Increase

- The new up-to budget amounts, rates, and prior authorizations were successfully updated on January 1, 2024.
- This means that service providers will be reimbursed at the new rates for impacted services rendered on or after that date. No other action is needed.

January 1, 2024 Direct Support Professional and Supervisor Rate Increase

- Reminder for persons using Self-Directed Employees (SDEs)
 - Due to the fact that self-directing individuals/families privately negotiate the SDE hourly wage, SDEs do not receive an *automatic* increase.
 - An individual/family wishing to increase an SDE's hourly wage within the parameters of the established Reasonable and Customary Wage Range should reach out to their support coordinator to discuss.
 - It is important to note that SDE wages are always required to comply with New Jersey's most current mandatory minimum wage.

January 1, 2024 Direct Support Professional and Supervisor Rate Increase

- Please see the following items for more information:
 - [Public Notice](#) (posted Dec. 26, 2023 to the NJ Human Services [Public Notices](#) page)
 - [Quick Guide to Updated Fee-for-Service Reimbursement Rates](#) (effective January 1, 2024)
 - [Quick Guide to Updated Fee-for-Service Program Budgets](#) (effective January 1, 2024)
 - [FAQ: DSP and DSP Supervisor Wage Increases, and Corresponding Updates to Fee-for-Service Reimbursement Rates and Program Budgets](#)
 - [DDD Information Bulletin: DSP and DSP Supervisor Wage Increases, and Corresponding Updates to Fee-for-Service Reimbursement Rates and Program Budgets](#)

Self-Directed Employees and Overtime

- Self-Directed Employees and Overtime
 - DDD will pause on anticipated adjustments to SDE Overtime.
 - Ample notice will be provided before implementing any changes in policy around SDE Overtime.
 - In the interim, SDE Overtime will continue to operate as it has.

New Jersey Minimum Wage

- In February 2019, Governor Murphy signed [New Jersey's Minimum Wage Law](#) requiring a minimum hourly wage of \$15 to be implemented statewide by January 1, 2024. Under the law, the minimum wage increases by \$1 per hour – or more if warranted based on the Consumer Price Index (CPI).
- Minimum wage in New Jersey increased to [\\$15.13](#) per hour on January 1, 2024.
- Any employer of staff in the DDD system, [including individuals/families who employ Self-Directed Employees](#), must ensure that employee hourly wages are now at or above the \$15.13 minimum.

New Jersey Minimum Wage

- Individuals who receive DDD-funded services from a **self-directed employee** need to be in compliance with the law by ensuring their employee's hourly wage for any service provided is at least \$15.13 per hour.
- To increase a self-directed employee's hourly wage, individuals should have already contacted their Support Coordinator and the fiscal intermediary that issues payments to their employee.
- Please note that fiscal intermediaries are prohibited by law from compensating self-directed employees for any amount less than \$15.13 per hour.

Important Resources

- [Disability Rights New Jersey](#)
 - 800-922-7233 (toll-free in New Jersey only)
- [Ombudsman for Individuals with Developmental Disabilities and their Families](#)
 - 609-984-7764
- [New Jersey Council on Developmental Disabilities](#)
 - 800-792-8858
- [The Boggs Center](#)
 - 732-235-9300

Important Resources

- For issues, call the Division Community Services office for your county or 800-832-9173.
- For routine questions: DDD.FeeForService@dhs.nj.gov
- To report suspected abuse, neglect or exploitation: call 800-832-9173, then press 1.