

## TN TennCare<sup>SM</sup> Employment and Community First CHOICES Rates & Employer Costs

You get to decide how much to pay your workers. The amount that you pay them is a little lower than the amount that gets charged to your budget. This chart shows what that difference is.

The cost to your budget is higher because you have to pay taxes when paying a wage. This comes out of your budget and CDTN pays the tax for you. The grid here shows what taxes are owed for the wage.

### Employer Tax When Paying a Wage

\*FICA and FUTA rates are determined by the IRS.

FICA	7.65%
FUTA	0.60%
SUTA	1.55%
<b>TOTAL</b>	<b>9.8%</b>

### Examples of Employee Wage and Cost to Your Budget

SERVICE	EMPLOYEE WAGE	EMPLOYER – COST TO YOUR BUDGET
Personal Assistance	\$10.07	\$11.06
Personal Assistance	\$12.58	\$13.81
Personal Assistance	\$15.10	\$16.58
Personal Assistance	\$16.36	\$17.96
Personal Assistance	\$17.63	\$19.35
Personal Assistance	\$18.88	\$20.73
Supportive Home Care	\$10.07	\$11.06
Supportive Home Care	\$12.58	\$13.81
Supportive Home Care	\$15.10	\$16.58
Supportive Home Care	\$16.36	\$17.96
Supportive Home Care	\$17.63	\$19.35
Supportive Home Care	\$18.88	\$20.73
Respite	\$11.90	\$13.07
Respite	\$14.87	\$16.33
Respite	\$17.85	\$19.59
Respite	\$18.32	\$20.12
Respite	\$18.66	\$20.49

**For example:** If you want to pay your employee \$12.33 an hour, then \$13.54 an hour is charged to your budget.

## What about Overtime Wages?

If a single worker works more than 40 hours in one calendar week, all hours after 40 are considered “Overtime.” Overtime is paid at 1.5 times the regular wage.

If a worker provides multiple services, the service that brings the total to over 40 hours will be the one billed for.

Examples of what the Regular Wage, Overtime Wage, and Cost to Your Budget would be:

## Examples of Employee Wage and Cost to Your Budget

SERVICE	EMPLOYEE WAGE	OVERTIME WAGE – 1.5 X EMPLOYEE WAGE	EMPLOYER – COST TO YOUR BUDGET
Personal Assistance	\$10.07	\$15.10	\$37.76
Personal Assistance	\$12.58	\$18.87	\$47.18
Personal Assistance	\$15.10	\$22.65	\$56.64
Personal Assistance	\$16.36	\$24.54	\$61.35
Personal Assistance	\$17.63	\$26.44	\$66.10
Personal Assistance	\$18.88	\$28.32	\$70.81
Supportive Home Care	\$10.07	\$15.10	\$37.76
Supportive Home Care	\$12.58	\$18.87	\$47.18
Supportive Home Care	\$15.10	\$22.65	\$56.64
Supportive Home Care	\$16.36	\$24.54	\$61.35
Supportive Home Care	\$17.63	\$26.44	\$66.10
Supportive Home Care	\$18.88	\$28.32	\$70.81
Respite	\$11.90	\$17.85	\$44.63
Respite	\$14.87	\$22.31	\$55.77
Respite	\$17.85	\$26.77	\$66.92
Respite	\$18.32	\$27.49	\$68.72
Respite	\$18.66	\$28.00	\$69.99

### Have Questions or Need Help?

**CDTN Wellpoint: 888-398-0664**

**CDTN BlueCare Tennessee: 888-450-3240**

**CDTN UnitedHealth Care: 888-444-3109**

**InfoCDTN@ConsumerDirectCare.com**

**Do you need free help with this letter?**

**If you speak a language other than English, help in your language is available for free. This page tells you how to get help in a language other than English. It also tells you about other help that's available.**

**Spanish: Español**

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística.

- CDTN Wellpoint: 888-398-0664 (TRS:711)
- CDTN BlueCare Tennessee: 888-450-3240 (TRS:711)
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- CDTN TennCare DIDD: 888-450-3242 (TRS:711)

**Kurdish: كوردی**

ئاگاداری: ئهگهر به زمانی کوردی قهسه دمهکیت، خزمهتگوزاریهکانی یارمهتی زمان، بهخوڕایی، بۆ تو بهره‌دهسته.

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**Arabic: ريبية عدا**

وظة حلم: اذا ملكتتة عدا ات مدخدة عاسملا وية عدا رة فوتمكلا انجام.

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**Chinese: 繁體中文**

注意: 如果您使用繁體中文, 您可以免費獲得語言援助服務。

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**Vietnamese: Tiếng Việt**

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn.

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**Korean: 한국어**

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다.

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**French: Français**

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement.

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**Amharic: አማርኛ**

ማስታወሻ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም እርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጅተዋል።

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- CDTN UnitedHealthcare: 888-444-3109 (መስመር ለተሰናድብ: TRS:711 )
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**Gujarati: ગુજરાતી**

**સુચના:** જો તમે ગુજરાતી બોલતા હો, તો િન:શુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે.

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**Laotian: ພາສາລາວ**

**ໂປດຊາບ:** ຖ້າວ່າ ທ່ານເວົ້າພາສາລາວ, ການບໍລິການຊ່ວຍເຫຼືອ ອັດຕະໂນພາສາ, ໂດຍບໍ່ ເສັຽຄ່າ, ແມ່ນມີ ພ້ອມໃຫ້ ທ່ານ.

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**German: Deutsch**

**ACHTUNG:** Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung.

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**Tagalog: Tagalog**

**PAUNAWA:** Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad.

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**Hindi: हिंदी**

**आनंद:** यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं।

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**Serbo-Croatian: Srpsko-hrvatski**

**OBAVJEŠTENJE:** Ako govorite srpsko-hrvatski, usluge jezičke pomoći dostupne su vam besplatno.

- CDTN Wellpoint: 888-398-0664 (TRS- Telefon za osobe sa oštećenim govorom ili sluhom: 711 )
- CDTN BlueCare Tennessee: 888-450-3240 (TRS- Telefon za osobe sa oštećenim govorom ili sluhom: 711 )
- CDTN UnitedHealthcare: 888-444-3109 (TRS- Telefon za osobe sa oštećenim govorom ili sluhom: 711 )
- CDTN TennCare DIDD: 888-450-3242 (TRS- Telefon za osobe sa oštećenim govorom ili sluhom: 711 )

**Russian: Русский**

**ВНИМАНИЕ:** Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода.

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**Nepali:**

**नेपाली**

आन दिनुहोस्: तपाइले नेपाली बोल्नुन्छ भने तपाइको निन भाषा सहायता सेवाह निन: शुपमा

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**Persian:**

**فارسی**

توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد.

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- Do you need help talking with us or reading what we send you?
- Do you have a disability and need help getting care or taking part in one of our programs or services?
- Or do you have more questions about your health care?

Call us for free. We can connect you with the free help or service you need. (For TRS call: 711)

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- CDTN TennCare DIDD: 888-450-3242

We obey federal and state civil rights laws. We do not treat people in a different way because of their race, color, birth place, language, age, disability, religion, or sex. Do you think we did not help you or you were treated differently because of your race, color, birth place, language, age, disability, religion, or sex? You can file a complaint by mail, by email, or by phone. Here are three places where you can file a complaint:

<p>TennCare Office of Civil Rights Compliance 310 Great Circle Road, 3W Nashville, Tennessee 37243</p> <p>Email: <a href="mailto:HCFA.Fairtreatment@tn.gov">HCFA.Fairtreatment@tn.gov</a> Phone: 855-857-1673 (TRS 711)</p> <p>You can get a complaint form online at: <a href="https://www.tn.gov/tenncare/members-applicants/civil-rights-compliance.html">https://www.tn.gov/tenncare/members-applicants/civil-rights-compliance.html</a></p>	<p>MCO/Contractor Information</p> <p>Wellpoint Phone: 800-600-4441 (TRS 711)</p> <p>BlueCare Tennessee Phone: 800-468-9698 (TRS 711: 888-418-0008)</p> <p>UnitedHealthcare Phone: 888-383-9253 (TRS 711)</p>	<p>U.S. Department of Health &amp; Human Services Office for Civil Rights 200 Independence Ave SW, Rm 509F, HHH Bldg Washington, DC 20201</p> <p>Phone: 800-368-1019 (TDD): 800-537-7697</p> <p>You can get a complaint form online at: <a href="http://www.hhs.gov/ocr/office/file/index.html">www.hhs.gov/ocr/office/file/index.html</a> Or you can file a complaint online at: <a href="http://ocrportal.hhs.gov/ocr/portal/lobby.jsf">ocrportal.hhs.gov/ocr/portal/lobby.jsf</a></p>
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