



When will direct support employee receive the payments?

While we do not have the specific date when the payments will be received, we anticipate them being available in early spring. Heritage Christian Services will receive the funds from the state and then provide the payments to the staff. We believe the agency will receive the funds by March 31, 2022. Please know that we are doing everything that we can to ensure that the payments are made to employees as soon as possible.

Can a direct support professional receive all of the incentives?

Yes, if they meet the eligibility requirements, including being employed by HCS at the time of payment distribution.

If an employee is relief but works full-time hours, will they receive the full-time incentive?

It is our understanding that in this circumstance the employee would receive the full-time payment for the Covid Service payment however, this may not be the case for the other incentives. We will rely on guidance from the state to determine the level of payment in these types of circumstances.

Will payments be received in a lump sum or separate payments?

They will be separate payments for each incentive.

If I work in a non-direct support role – and have worked in direct support during the time of the pandemic – will I be eligible for the incentives?

It is our understanding that an employee who works in a non-direct support role, but who has worked in direct support during the periods outlined in the eligibility requirements for the incentives, would be eligible for the Covid Service incentive. This may not be the case for the other incentives and we will rely on guidance from the state to determine the level of payment.

Will any clinical staff qualify for these incentives? If so, which clinical staff?

Clinical staff are not covered under this initiative unless they worked in a direct support role during the times outlined by the state and if they punched in using eTime in ADP when they worked as a DSP. If a clinical staff member did take these steps AND met the other eligibility requirements for the incentive programs, they would receive the Covid Service incentive. We will rely on guidance from the state to determine eligibility for the other incentives.

Will managers in day hab and residential programs receive incentives?

Yes, if they meet eligibility requirements.

Will the incentive payments be taxed?

Yes.

Is a booster required for the vaccine incentive?

No.

What happens if a person moves from direct support to a non-direct support role? Are they still eligible to receive payments?

If that person worked in a direct support role during the eligibility time frame and met all of the other requirements, they are still eligible as long as they are still employed by Heritage Christian Services at the time of payments.

Are any administrative support staff included in the incentive payments?

No. Unless they worked in direct support during the periods outlined in the eligibility requirements for the incentives.



HERITAGE
CHRISTIAN SERVICES

NYS WORKFORCE INCENTIVES

- Longevity Payment—Based on OPWDD formula related to hours worked
- Retention Payment—Based on OPWDD formula related to hours worked
- Covid Service Payment
A minimum of \$1,000 for full-time staffers; \$500 for part-time and relief staff who work at least 20 hours per week; \$250 for relief who work at least 10 hours per week
- Covid Vaccine Incentive Payment
\$500 full-time staffers; \$250 part-time and relief staff who work at least 20 hours per week; \$125 for relief employees who work at least 10 hours per week

The governor is enacting for employees who provide direct support:

LONGEVITY PAYMENT

Were you in an OPWDD direct support role at HCS some point between 4/1/2020 and 3/31/2021 and continued to be employed by HCS through 9/11/21?

Yes

You are eligible for the Longevity Payment as long as you are still an active HCS employee at the time of the payment.

No

You are not eligible for the Longevity Payment.

RETENTION PAYMENT

Were you in an OPWDD direct support role at HCS at some point between 4/1/2021 and 3/31/2022 and continued to be employed by HCS through 3/27/22?

Yes

You are eligible for the Retention Payment as long as you are still an active HCS employee at the time of the payment.

No

You are not eligible for the Retention Payment.

COVID SERVICE PAYMENT

Did you work in an OPWDD direct support role at HCS for at least 90 days between 3/17/2020 and 9/1/2021 and are you still employed?

Yes

You are eligible for the Covid Service payment as long as you are still an active HCS employee at the time of the payment.

No

You are not eligible for the Covid Service payment.

COVID VACCINE INCENTIVE PAYMENT

Were you in an OPWDD direct support role at HCS and did you complete a Covid-19 vaccine series by 1/14/2022?

Yes

You are eligible for the vaccine incentive payment as long as you are still an active HCS employee at the time of the payment.

No

You are not eligible for the vaccine incentive payment.