

HB 4004 Workforce Stability Grant Award

Frequently Asked Questions

Question: When did award letters go out?

Answer: Thursday 5/19 and Friday 5/20.

Question: What is included in the 75% compensation?

Answer: Direct compensation to staff in the form of wages, benefits, and bonuses. Other examples may include but are not limited to, child care and transportation that are provided as a taxable benefit.

Question: Is there a reason why the award letter is different than what we received?

Answer: There were some last-minute approvals that required a recalculation of funding allocation — The difference was approximately 2.3%

Question: Will we get an updated award letter for our files?

Answer: Yes, a letter with the updated award amount will be sent the week of 5/30/22.

Question: Are these State funds or is there a CFDA we need to reference?

Answer: 100% of the HB 4004 grant funds come from the State of Oregon—there are no Federal funds used for this grant.

Question: Can we use these funds to pay the whole month's salary of the vacant position that is filled in this time period?

Answer: Yes

Question: The website says the final report is due January 15, 2023. What is the correct date?

Answer: The final report is due on December 30, 2022—the website has been updated to reflect the correct date

Question: Can the funds be used for portions of the employee's salary that aren't part of the pay increase?

Answer: It is up to the provider to make that decision.

Question: If we use wage increases, can we truly depend on Rate Standardization increases by a DATE CERTAIN?

Answer: OHA is on track to meet legislative intent for Behavioral Health rates to be implemented with a July 1, 2022 date. Note, OHA is working on getting approval from the federal government and the approval will be retroactive back to July 1, 2022.

Question: Can you clarify whether there is a July deadline for retention bonuses as was noted on the website?

Answer: The retention bonuses do not need to be expended by July, but the August 1 report asks to include all grant funds that have been expended before July 31.

Question: Is establishing a fund out of which dollars could be spent beyond Dec 30, 2022, a possibility as something that might be considered “expended” from the legislature’s perspective?

Answer: An awardee just needs to complete payments/expenditures by the end of the grant period. If establishing a fund meets your own financial reporting requirements, then that should meet the intent of HB 4004, but please refer to your own accounting/auditing staff for particular guidance.

Question: The Attestation form virtually places OHA as the beneficiary of any 'Loyalty' towards the money being received, can this form promote us as Providers as directing this money to them instead?

Answer: A provider is welcome to create their own attestation or other acknowledgement form for these funds.

Question: In order to receive these funds, many of us may need to request approval from our Board of Commissioners. Is there a formal agreement forthcoming related to these funds? Or is the expectation that we should be using the email award letter for that purpose?

Answer: There will be no additional grant agreement document issued—the application with attestations, the email award letter, and subsequent reports, will be the only documentation available.

Question: If an organization implemented increases prior to the award date in anticipation of the award, what is the earliest date that could be considered for use?

Answer: HB 4004 went into effect on March 23, 2022; therefore, grant funds can be used for wage increases, bonuses, and other direct compensation going back to that date.

Question: Can you pay 100% of the salary for a new hire that fills a vacancy?

Answer: Yes

Question: Can the funds be used for the entire wages of the staff or just the wage increase?

Answer: Yes

Question: When can we start paying employee bonuses?

Answer: Immediately after you receive your funds.

Question: Can money be used for wages for temporary personnel (aka temp service)?

Answer: If the entity/provider is eligible, then the staff that is providing services such as peer support or administrative support could get a portion of the pay/benefit/bonus increase. That is up to the provider how to pay out to their employees.

Question: Can we use our own retention agreement which requires a retention period and possible payback?

Answer: Yes

Question: Are there a series of wage floors we should be heading towards that will reflect a portion of these rates?

Answer: There are no wage floors or further guidance on how to distribute at least 75% of the dollars for compensation/bonuses.

Question: Can you clarify the 25% discretionary and what specific guidelines there are for that portion?

Answer: As stated in HB 4004, a provider must spend at least 75% on direct compensation. For the other 25%, those funds may be spent on programs or other non-compensatory means to increase workforce retention or recruitment. We have no other specific guidance other than to describe this in the reporting asked for in the RFA.

Question: Do we include staff that live in another state, but provide telehealth services to clients in Oregon?

Answer: Yes, that is up to your organization on the payout to staff.

Question: Does an organization have the ability to say: this clinical position gets X amount, administrative gets Y amount? Not expecting bonuses to be equivalent across the board.

Answer: Correct, the organization can determine how money is distributed. Note, in discussions with the legislature, there is a strong desire to assure that administrative and other staff are not left out of any distribution.