

## NEW Employer Maximum DCW Hourly Wage Rate Sheet

Each Participant/Direct Care Worker (DCW) may negotiate a DCW hourly wage for each service provided. The chart below shows the maximum DCW Hourly Wage Rate you may pay a DCW in your region. If you are a newly referred participant/CLE, you will use the Maximum Wage Rate Breakdown Sheet provided in your initial enrollment package. The maximum wage rate breakdown sheet is specific to new employers only. Please note that the maximum DCW Hourly Wage Rate is subject to change if unemployment or workers compensation insurance rates change. To manage these employer costs, each participant should actively monitor worker safety and staff turnover.

**Table 1**

Region	Service	Maximum DCW Hourly Wage Rate
Region 1	PAS	\$13.26
Region 1	Respite	\$11.78
Region 2	PAS	\$12.69
Region 2	Respite	\$11.28
Region 3	PAS	\$13.86
Region 3	Respite	\$12.34
Region 4	PAS	\$15.55
Region 4	Respite	\$13.86

**Table 2**

Region 1	Region 2			Region 3	Region 4
Allegheny	Bedford	Jefferson	Susquehanna	Adams	Bucks
Armstrong	Blair	Lackawanna	Tioga	Berks	Chester
Beaver	Bradford	Lawrence	Union	Carbon	Delaware
Fayette	Butler	Lycoming	Venango	Cumberland	Montgomery
Greene	Cambria	Luzerne	Warren	Dauphin	Philadelphia
Washington	Cameron	McKean	Wayne	Franklin	
Westmoreland	Centre	Mercer	Wyoming	Fulton	
	Clarion	Mifflin		Huntingdon	
	Clearfield	Monroe		Juniata	
	Clinton	Montour		Lancaster	
	Columbia	Northumberland		Lebanon	
	Crawford	Pike		Lehigh	
	Elk	Potter		Northampton	
	Erie	Snyder		Perry	
	Forest	Somerset		Schuylkill	
	Indiana	Sullivan		York	