



### Consumer Direction Hourly Rates

As the employer you have to set your workers wages using hourly rates approved by TennCare. Below is a chart that shows you the updated rates, as applicable, and what your options are for paying your workers. You must pick a rate that is in this chart and matches with the type of service that worker is providing.

Type of Service	Gross Hourly Rates
Attendant Care	\$8.31
	\$10.39
	\$12.47
	\$13.51
	\$14.55
	\$15.59
Personal Care Visit	\$8.31
	\$10.39
	\$12.47
	\$13.51
	\$14.55
	\$15.59
In-Home Respite	\$8.00
	\$10.00
	\$12.00
	\$13.00

Companion Care	Gross Daily Rates
24/7	\$144.10
24/5	\$133.09
Back-Up Pay	\$134.95

\*\*Note - The IRS has criteria to determine if your workers are exempt from certain federal taxes (FICA & FUTA) based on the employer/employee relationship. The IRS requires your worker take the exemption ifs/he is your child, your parent or your spouse. This means their net pay amount will be closer to their gross pay amount. However, no taxes will be paid into Social Security or Medicare for them.