

DSN Board Employee Bonus Rules Relaxed:

SCDDSN has set forth requirements that Providers must follow when implementing bonus/incentive plans. Due to the COVID-19 national & state emergency, SCDDSN's goal is to provide interim procedures to give Providers as much flexibility as possible. SCDDSN is permitting Providers the latitude to develop compensation plans, to include bonuses/incentives, without requiring SCDDSN approval. Providers should ensure that any bonus/incentive structure they implement is documented, fair, and reasonable. Any payments should be focused towards those staff that are on the front lines working with consumers or staff that have work demands otherwise directly impacted by this pandemic. An example may include the need to enhance the pay for staff working in a home where a consumer or staff has tested positive for the virus. You may find it necessary to enhance pay in a variety of situations to ensure you can attract and retain staff needed to serve the consumers in your care. DDSN cautions providers to ensure that you properly report compensation (including gift cards and other noncash gifts) to all parties - IRS, SCDOR, SCDEW, Workers Comp, PEBA, etc. Also, please ensure costs are charged to the proper program and not to administrative costs. Providers will be notified when the SCDDSN's bonus/incentive plan approval requirement is restored. Please let us know if you have any questions.