

Rate and Payment Options Study

Proposed Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare,
Developmental Disabilities and Hospitals

- prepared by -

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New Rate and Payment Options - Proposed Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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Comparison of Proposed Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Group Home

Tier A	3 or Fewer Bed Homes	Day		\$361.94	Proposed rates are based on a 344-day billing year; current rates have been converted to a 344-day equivalent for comparative purposes.
	4 or 5 Bed Homes	Day	\$181.91	\$304.52	
	6 or More Bed Homes	Day		\$278.11	
Tier B	3 or Fewer Bed Homes	Day		\$399.54	
	4 or 5 Bed Homes	Day	\$181.91	\$357.28	
	6 or More Bed Homes	Day		\$315.15	
Tier C	3 or Fewer Bed Homes	Day		\$436.58	
	4 or 5 Bed Homes	Day	\$256.89	\$406.66	
	6 or More Bed Homes	Day		\$358.37	
Tier D	3 or Fewer Bed Homes	Day		\$511.77	
	4 or 5 Bed Homes	Day	\$414.29	\$464.46	
	6 or More Bed Homes	Day		\$395.96	
Tier E	3 or Fewer Bed Homes	Day		\$590.35	
	4 or 5 Bed Homes	Day	\$464.32	\$514.41	
	6 or More Bed Homes	Day		\$435.24	

Supervised Living

Tier A	Awake Overnight	Day		\$254.75	New service to replace some Non-Congregate Residential services (others will transition to Community-Based Supports).
	Asleep/ On-Call Overnight	Day	\$181.91	\$198.03	
Tier B	Awake Overnight	Day	\$181.91	\$304.64	
	Asleep/ On-Call Overnight	Day		\$247.92	
Tier C	Awake Overnight	Day	\$256.89	\$357.05	
	Asleep/ On-Call Overnight	Day		\$300.29	
Tier D	Awake Overnight	Day	\$414.29	\$406.88	Proposed rates are based on a 344-day billing year; current rates for Non-Congregate Residential have been converted to a 344-day equivalent for comparative purposes.
	Asleep/ On-Call Overnight	Day		\$350.18	
Tier E	Awake Overnight	Day	\$464.32	\$444.31	
	Asleep/ On-Call Overnight	Day		\$387.60	

Shared Living Arrangement

Tier A	Standard	Day		\$147.08	Proposed rates are based on a 344-day billing year; current rates have been converted to a 344-day equivalent for comparative purposes.
	No Day/ Employment	Day	\$76.24	\$218.34	
Tier B	Standard	Day	\$93.04	\$164.77	
	No Day/ Employment	Day		\$239.56	
Tier C	Standard	Day	\$118.13	\$187.27	
	No Day/ Employment	Day		\$265.61	
Tier D	Standard	Day	\$141.51	\$209.77	
	No Day/ Employment	Day		\$318.44	
Tier E	Standard	Day	\$141.51	\$227.46	
	No Day/ Employment	Day		\$339.66	

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Comparison of Proposed Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Remote Supports

Monitoring	15 Min.	-	\$3.53	New services.
In-Person Response	15 Min.	-	\$16.25	

Community-Based Supports (includes current Community-Based Supports and Community-Based Day Program)

Community-Based Supports, 1:1	15 Min.	\$9.47	\$16.25	Services currently billed under shared Community-Based Supports will transition to the tiered group rates.
Community-Based Supports, 1:2	15 Min.	\$5.45	-	
Community-Based Supports, 1:3	15 Min.	\$3.79	-	
Community-Based Supports, 1:4	15 Min.	\$2.96	-	
Community-Based Supports, 1:5	15 Min.	\$2.46	-	
Community-Based Supports, 1:6	15 Min.	\$2.13	-	
Community-Based Supports, Group, Tier A	15 Min.	\$2.01	\$5.57	
Community-Based Supports, Group, Tier B	15 Min.	\$2.01	\$5.57	
Community-Based Supports, Group, Tier C	15 Min.	\$4.67	\$6.58	
Community-Based Supports, Group, Tier D	15 Min.	\$9.56	\$8.05	
Community-Based Supports, Group, Tier E	15 Min.	\$9.56	\$10.64	

Center-Based Supports (current Center-Based Day Program)

Center-Based Supports, Tier A	15 Min.	\$1.38	\$3.30	
Center-Based Supports, Tier B	15 Min.	\$1.59	\$3.30	
Center-Based Supports, Tier C	15 Min.	\$2.26	\$4.00	
Center-Based Supports, Tier D	15 Min.	\$3.45	\$5.21	
Center-Based Supports, Tier E	15 Min.	\$9.47	\$6.15	

Home-Based Day Program

Home-Based Supports, Tier A	Day	\$1.38	-	With the increased staffing levels in the Group Home rate models, Home-Based Day Programs would be eliminated (there will be an exceptions process to increase Group Home staffing if appropriate).
Home-Based Supports, Tier B	Day	\$1.59	-	
Home-Based Supports, Tier C	Day	\$2.26	-	
Home-Based Supports, Tier D	Day	\$3.45	-	
Home-Based Supports, Tier E	Day	\$9.47	-	

Respite

Hourly, 1:1	15 Min.	\$7.71	\$14.99	Daily rate to be billed when service exceeds 16 hours in a day
Hourly, 1:2	15 Min.		\$8.26	
Hourly, 1:3	15 Min.		\$5.59	
Daily, 1:1	Day	\$277.56	\$935.11	
Daily, 1:2	Day		\$491.34	
Daily, 1:3	Day		\$329.93	

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Comparison of Proposed Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Job Discovery and Job Development

Job Discovery	15 Min.	\$15.05	\$17.49	Current hourly Job Development/ Assessment rate is reported as a 15- minute equivalent for comparability.
Job Development	15 Min.		\$19.60	

Job Coaching

Tier A	Initial	15 Min.	\$9.69	TBD	Job Coaching rates billed based on the number of participant work hours (rather than direct support hours) would replace existing monthly Job Retention and 15-minute Job Coaching rates. Base rate of \$17.67 per quarter-hour will be adjusted by the expected ratio of participant work hours to direct support hours, but additional data collection will be needed to establish these ratios.
	Maintenance	15 Min.		TBD	
Tier B	Initial	15 Min.		TBD	
	Maintenance	15 Min.		TBD	
Tier C	Initial	15 Min.		TBD	
	Maintenance	15 Min.		TBD	
Tier D	Initial	15 Min.		TBD	
	Maintenance	15 Min.		TBD	
Tier E	Initial	15 Min.		TBD	
	Maintenance	15 Min.		TBD	
Job Retention, Tier A		Month	\$216.39	-	
Job Retention, Tier B		Month	\$299.88	-	
Job Retention, Tier C		Month	\$386.66	-	
Job Retention, Tier D		Month	\$580.00	-	
Job Retention, Tier E		Month	\$727.22	-	

Group Support Employment

Group Supported Employment, 1:2	15 Min.	\$5.57	\$8.48	
Group Supported Employment, 1:3	15 Min.	\$3.88	\$5.75	
Group Supported Employment, 1:4	15 Min.	\$3.03	\$4.38	
Group Supported Employment, 1:5	15 Min.	\$2.52	\$3.56	
Group Supported Employment, 1:6	15 Min.	\$2.18	\$2.99	

Workplace Assistance

Workplace Assistance	15 Min.	-	\$16.13	New service.
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Transportation

Tiers A-C	Trip	\$10.62	-	Current tiered rates would be replaced with rates based on the number of individuals transported.
Tiers D-E	Trip	\$18.64	-	
Individual	Trip	-	\$35.46	
2 or 3 Persons	Trip	-	\$25.05	
4+ Persons	Trip	-	\$14.92	

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Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Peer Supports and Family-to-Family Training

Peer Supports	15 Min.	-	\$9.94	New service.
Family to Family Training	15 Min.	-	\$9.54	New service.

Professional Services

Psychologist/	Community	15 Min.		\$24.22	
BCBA	Office/ Telehealth	15 Min.		\$19.90	
Psychiatrist	Community	15 Min.		\$72.30	
	Office/ Telehealth	15 Min.		\$60.78	
Therapist	Community	15 Min.		\$28.34	
	Office/ Telehealth	15 Min.		\$23.40	
Registered	Community	15 Min.	\$13.13	\$24.07	Service incorporates current Natural Supports Training by Professional Staff and Professional Supports while at Day Program services.
Nurse	Office/ Telehealth	15 Min.		\$19.76	
Licensed Social	Community	15 Min.		\$24.06	
Worker	Office/ Telehealth	15 Min.		\$19.76	
Lic. Mental Hlth	Community	15 Min.		\$19.40	
Couns./ LMFT	Office/ Telehealth	15 Min.		\$15.80	
Interpreter	Community	15 Min.		\$16.60	
	Office/ Telehealth	15 Min.		\$13.41	

Self-Direct Supports

Support Facilitation, Tier A	Month	\$49.20	-	
Support Facilitation, Tier B	Month	\$49.20	-	
Support Facilitation, Tier C	Month	\$98.41	-	Existing fiscal intermediary and supports facilitation supports are bundled into the current bundled monthly rates.
Support Facilitation, Tier D	Month	\$197.88	-	
Support Facilitation, Tier E	Month	\$197.88	-	
Supports Facilitation	15 Min.	-	\$17.91	
Fiscal Intermediary	Month	-	\$148.07	

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Group Homes, 3 or Fewer Beds

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32
	<i>Staffing (see Appendix D)</i>					
	- Staff Hours per Residence per Week	168.0	188.0	208.0	248.0	290.0
	Allocated Staff Hours per Participant per Week	56.0	62.7	69.3	82.7	96.7
	Weekly Staff Cost per Participant	\$1,865.92	\$2,089.16	\$2,309.08	\$2,755.56	\$3,222.04
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	350	350	350	350	350
	Allocated Miles per Participant per Week	117	117	117	117	117
	Weekly Mileage Cost per Participant	\$73.13	\$73.13	\$73.13	\$73.13	\$73.13
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,939.05	\$2,162.29	\$2,382.21	\$2,828.69	\$3,295.17
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$238.78	\$263.59	\$288.02	\$337.63	\$389.46
Total Cost per Participant per Week		\$2,387.83	\$2,635.88	\$2,880.23	\$3,376.32	\$3,894.63
Total Cost per Participant per Day		\$341.12	\$376.55	\$411.46	\$482.33	\$556.38
Rate per Day at 344 Days per Year		\$361.94	\$399.54	\$436.58	\$511.77	\$590.35

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Group Homes, 4 or 5 Beds

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32
	<i>Staffing (see Appendix D)</i>					
	- Staff Hours per Residence per Week	208.0	250.0	290.0	336.0	376.0
	Allocated Staff Hours per Participant per Week	46.2	55.6	64.4	74.7	83.6
	Weekly Staff Cost per Participant	\$1,539.38	\$1,852.59	\$2,145.81	\$2,489.00	\$2,785.55
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	425	425	425	425	425
	Allocated Miles per Participant per Week	94	94	94	94	94
	Weekly Mileage Cost per Participant	\$58.75	\$58.75	\$58.75	\$58.75	\$58.75
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,598.13	\$1,911.34	\$2,204.56	\$2,547.75	\$2,844.30
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$200.90	\$235.70	\$268.28	\$306.42	\$339.37
Total Cost per Participant per Week		\$2,009.03	\$2,357.04	\$2,682.84	\$3,064.17	\$3,393.67
Total Cost per Participant per Day		\$287.00	\$336.72	\$383.26	\$437.74	\$484.81
Rate per Day at 344 Days per Year		\$304.52	\$357.28	\$406.66	\$464.46	\$514.41

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Group Homes, 6 or More Beds

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32
	<i>Staffing (see Appendix D)</i>					
	- Staff Hours per Residence per Week	250.0	290.0	336.0	376.0	418.0
	Allocated Staff Hours per Participant per Week	41.7	48.3	56.0	62.7	69.7
	Weekly Staff Cost per Participant	\$1,389.44	\$1,609.36	\$1,865.92	\$2,089.16	\$2,322.40
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	500	500	500	500	500
	Allocated Miles per Participant per Week	83	83	83	83	83
	Weekly Mileage Cost per Participant	\$51.88	\$51.88	\$51.88	\$51.88	\$51.88
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,441.32	\$1,661.24	\$1,917.80	\$2,141.04	\$2,374.28
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$183.48	\$207.92	\$236.42	\$261.23	\$287.14
Total Cost per Participant per Week		\$1,834.80	\$2,079.16	\$2,364.22	\$2,612.27	\$2,871.42
Total Cost per Participant per Day		\$262.11	\$297.02	\$337.75	\$373.18	\$410.20
Rate per Day at 344 Days per Year		\$278.11	\$315.15	\$358.37	\$395.96	\$435.24

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Supervised Living with Awake Overnight Staff

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32
	<i>Staffing (see Appendix E)</i>					
	- Staff Hours per Residence per Week	168.0	208.0	250.0	290.0	320.0
	Allocated Staff Hours per Participant per Week	37.3	46.2	55.6	64.4	71.1
	Weekly Staff Cost per Participant	\$1,243.84	\$1,540.05	\$1,851.26	\$2,147.14	\$2,369.39
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	425	425	425	425	425
	Allocated Miles per Participant per Week	94	94	94	94	94
	Weekly Mileage Cost per Participant	\$58.75	\$58.75	\$58.75	\$58.75	\$58.75
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,302.59	\$1,598.80	\$1,910.01	\$2,205.89	\$2,428.14
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$168.07	\$200.98	\$235.56	\$268.43	\$293.13
Total Cost per Participant per Week		\$1,680.66	\$2,009.78	\$2,355.57	\$2,684.32	\$2,931.27
Total Cost per Participant per Day		\$240.09	\$287.11	\$336.51	\$383.47	\$418.75
Rate per Day at 344 Days per Year		\$254.75	\$304.64	\$357.05	\$406.88	\$444.31

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Supervised Living with Asleep/ On-Call Overnight Staff

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32	\$33.32	\$33.32
	<i>Staffing (see Appendix E)</i>					
	- Staff Hours per Residence per Week	112.0	152.0	194.0	234.0	264.0
	Allocated Staff Hours per Participant per Week	24.9	33.8	43.1	52.0	58.7
	Weekly Staff Cost per Participant	\$829.33	\$1,125.55	\$1,436.43	\$1,732.64	\$1,954.88
Asleep/ On-Call Pay	- Daily Payment for Asleep/ On-Call Shift	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
	Weekly Asleep/ On-Call Shift Payments	\$350.00	\$350.00	\$350.00	\$350.00	\$350.00
	Weekly Asleep/ On-Call Shift Payment per Participant	\$77.78	\$77.78	\$77.78	\$77.78	\$77.78
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	425	425	425	425	425
	Allocated Miles per Participant per Week	94	94	94	94	94
	Weekly Mileage Cost per Participant	\$58.75	\$58.75	\$58.75	\$58.75	\$58.75
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$965.86	\$1,262.08	\$1,572.96	\$1,869.17	\$2,091.41
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$130.65	\$163.56	\$198.11	\$231.02	\$255.71
	Total Cost per Participant per Week	\$1,306.51	\$1,635.64	\$1,981.07	\$2,310.19	\$2,557.12
	Total Cost per Participant per Day	\$186.64	\$233.66	\$283.01	\$330.03	\$365.30
	Rate per Day at 344 Days per Year	\$198.03	\$247.92	\$300.29	\$350.18	\$387.60

New Rate and Payment Options - Proposed Rate Models
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Shared Living Arrangement

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	23.47%	23.47%	23.47%	23.47%	23.47%
	Annual Recruiter Cost (wages + benefits)	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85
	- Home Recruitments per Full-Time Recruiter per Year	12	12	12	12	12
	Recruiter Cost per Home Recruitment	\$7,257.24	\$7,257.24	\$7,257.24	\$7,257.24	\$7,257.24
	- Annual Home Recruiter Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Recruiter Miles per Home	325	325	325	325	325
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Recruiter Mileage Cost per Home	\$203.13	\$203.13	\$203.13	\$203.13	\$203.13
	- Number of Years that a Home Contracts with Agency	6.0	6.0	6.0	6.0	6.0
	Amortized Annual Recruitment Cost per Participant	\$1,243.40	\$1,243.40	\$1,243.40	\$1,243.40	\$1,243.40
Home Monitor	- Home Monitor Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	23.47%	23.47%	23.47%	23.47%	23.47%
	Annual Home Monitor Cost (wages + benefits)	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85
Home Monitor Mileage	- Home Monitor Caseload	15	15	12	10	10
	Annual Home Monitor Cost per Participant	\$5,805.79	\$5,805.79	\$7,257.24	\$8,708.69	\$8,708.69
	- Annual Home Monitor Miles	3,900	3,900	3,900	3,900	3,900
Home Monitor Mileage	- Annual Home Monitor Miles per Home	260	260	325	390	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Monitor Mileage Cost per Home	\$162.50	\$162.50	\$203.13	\$243.75	\$243.75
Home Payment	- Daily Payment to Home Provider per Participant	\$75.00	\$90.00	\$105.00	\$120.00	\$135.00
	Annual Payment per Participant	\$27,375.00	\$32,850.00	\$38,325.00	\$43,800.00	\$49,275.00
Admin. and Program Support	Annual Cost Before Program Support and Administration	\$34,586.69	\$40,061.69	\$47,028.77	\$53,995.84	\$59,470.84
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Annual Administration Cost per Participant	\$5,059.63	\$5,667.97	\$6,442.09	\$7,216.20	\$7,824.54
	Total Cost per Participant per Year	\$50,596.32	\$56,679.66	\$64,420.86	\$72,162.04	\$78,245.38
	Total Cost per Participant per Day	\$138.62	\$155.29	\$176.50	\$197.70	\$214.37
	Rate per Day at 344 Days per Year	\$147.08	\$164.77	\$187.27	\$209.77	\$227.46

New Rate and Payment Options - Proposed Rate Models
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Shared Living Arrangement, Enhanced

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	Day	Day	Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	23.47%	23.47%	23.47%	23.47%	23.47%
	Annual Recruiter Cost (wages + benefits)	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85
	- Number of Home Recruitments per Recruiter per Year	12	12	12	12	12
	Recruiter Cost per Home Recruitment	\$7,257.24	\$7,257.24	\$7,257.24	\$7,257.24	\$7,257.24
	- Annual Home Recruiter Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Recruiter Miles per Home	325	325	325	325	325
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Recruiter Mileage Cost per Home	\$203.13	\$203.13	\$203.13	\$203.13	\$203.13
	- Number of Years that a Home Contracts with Agency	6.0	6.0	6.0	6.0	6.0
	Amortized Annual Recruitment Cost per Participant	\$1,243.40	\$1,243.40	\$1,243.40	\$1,243.40	\$1,243.40
Home Monitor	- Home Monitor Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	23.47%	23.47%	23.47%	23.47%	23.47%
	Annual Home Monitor Cost (wages + benefits)	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85	\$87,086.85
	- Home Monitor Caseload	15	15	12	10	10
	Annual Home Monitor Cost per Participant	\$5,805.79	\$5,805.79	\$7,257.24	\$8,708.69	\$8,708.69
Home Monitor Mileage	- Annual Home Monitor Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Monitor Miles per Home	260	260	325	390	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Monitor Mileage Cost per Home	\$162.50	\$162.50	\$203.13	\$243.75	\$243.75
Agency Respite	Hourly Respite costs (prior to Program Ops & Admin)	\$49.37	\$49.37	\$49.37	\$49.37	\$49.37
	- Number of Agency-Provided Respite Hours per Year	336	336	336	504	504
	Annual Cost of Agency-Provided Respite per Home	\$16,588.32	\$16,588.32	\$16,588.32	\$24,882.48	\$24,882.48
Home Payment	- Daily Payment to Home Provider per Participant	\$90.00	\$108.00	\$126.00	\$144.00	\$162.00
	Annual Payment per Participant	\$32,850.00	\$39,420.00	\$45,990.00	\$52,560.00	\$59,130.00
Admin. and Program Support	Annual Cost Before Program Support and Administration	\$56,650.01	\$63,220.01	\$71,282.09	\$87,638.32	\$94,208.32
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Annual Administration Cost per Participant	\$7,511.11	\$8,241.11	\$9,136.90	\$10,954.26	\$11,684.26
	Total Annual Cost per Participant	\$75,111.12	\$82,411.12	\$91,368.99	#####	#####
	Total Cost per Participant per Day	\$205.78	\$225.78	\$250.33	\$300.12	\$320.12
	Rate per Day at 344 Days per Year	\$218.34	\$239.56	\$265.61	\$318.44	\$339.66

New Rate and Payment Options - Proposed Rate Models
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Remote Supports, Monitoring

	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	34.50
	Productivity Factor	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$46.40
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$46.40
	- Program Support Cost per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.35
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$5.64
	Cost per Billable Hour	\$56.39
	- Number of Members Monitored	4
	Total Cost per Billable Hour per Individual	\$14.10
	Rate per 15 Minutes per Individual	\$3.53

New Rate and Payment Options - Proposed Rate Models
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Remote Supports, In-Person Response

Unit of Service		15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.21
	- Recordkeeping and Reporting	0.88
	- Individual Planning Meetings	0.22
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	31.19
	Productivity Factor	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$51.20
Mileage	- Number of Miles Traveled per Week	125
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$78.13
	Mileage Cost per Billable Hour	\$2.50
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$53.70
	- Program Support Cost per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.81
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$6.50
Cost per Billable Hour		\$65.01
Rate per 15 Minutes		\$16.25

New Rate and Payment Options - Proposed Rate Models
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Community Based Supports, Individual

Unit of Service		15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.21
	- Recordkeeping and Reporting	0.88
	- Individual Planning Meetings	0.22
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	31.19
	Productivity Factor	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$51.20
Mileage	- Number of Miles Traveled per Week	125
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$78.13
	Mileage Cost per Billable Hour	\$2.50
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$53.70
	- Program Support Cost per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.81
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$6.50
Cost per Billable Hour		\$65.01
Rate per 15 Minutes		\$16.25

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Community-Based Supports, Group

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11
	- Recordkeeping and Reporting	1.33	1.33	1.33	0.88	0.88
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	0.22
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	31.62	31.62	31.84	32.29	32.29
	Productivity Factor	1.27	1.27	1.26	1.24	1.24
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	3.00	3.00	2.50	2.00	1.50
Attendance	- Participant Attendance Rate	90%	90%	90%	90%	90%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.70	2.70	2.25	1.80	1.35
	Staff Cost After Productivity Adj. per Billable Hour	\$13.51	\$13.51	\$16.08	\$19.78	\$26.38
Facility	- Annual Days of Program Support	250.0	250.0	250.0	250.0	250.0
	- Annual Days of Participant Attendance	225.0	225.0	225.0	225.0	225.0
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00
	Hours per Year of Participant Attendance	1,350	1,350	1,350	1,350	1,350
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
	Facility Cost per Participant per Billable Hour	\$1.11	\$1.11	\$1.11	\$1.11	\$1.11
Mileage, In Program	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	150
	- Number of Participants per Vehicle	2.70	2.70	2.25	1.80	1.35
	Allocated Miles per Participant per Week	55.6	55.6	66.7	83.3	111.1
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,737.50	\$1,737.50	\$2,084.38	\$2,603.13	\$3,471.88
	Mileage Cost per Participant per Billable Hour	\$1.29	\$1.29	\$1.54	\$1.93	\$2.57
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$15.91	\$15.91	\$18.73	\$22.82	\$30.06
	- Program Support Cost per Day	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00
	Program Support Cost per Participant per Billable Hour	\$4.12	\$4.12	\$4.94	\$6.17	\$8.23
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Participant per Billable Hour	\$2.23	\$2.23	\$2.63	\$3.22	\$4.25
	Cost per Participant per Billable Hour	\$22.26	\$22.26	\$26.30	\$32.21	\$42.54
	Rate per 15 Minutes	\$5.57	\$5.57	\$6.58	\$8.05	\$10.64

New Rate and Payment Options - Proposed Rate Models
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Center-Based Supports

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72	\$28.72	\$28.72
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11
	- Recordkeeping and Reporting	2.21	2.21	1.77	1.33	1.33
	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.22
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	30.74	30.74	31.18	31.62	31.84
	Productivity Factor	1.30	1.30	1.28	1.27	1.26
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	5.0	5.0	4.0	3.0	2.5
	- Participant Attendance Rate	90%	90%	90%	90%	90%
	- Adjusted Weighted Avg. of No. of Participants per Staff	4.5	4.5	3.6	2.7	2.3
	Staff Cost After Productivity Adj. per Billable Hour	\$8.30	\$8.30	\$10.21	\$13.51	\$16.08
Attendance	- Annual Days of Program Support	250.0	250.0	250.0	250.0	250.0
	- Annual Days of Participant Attendance	225.0	225.0	225.0	225.0	225.0
	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00
	Hours per Year of Participant Attendance	1,350	1,350	1,350	1,350	1,350
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
	Facility Cost per Participant per Billable Hour	\$1.11	\$1.11	\$1.11	\$1.11	\$1.11
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$9.41	\$9.41	\$11.32	\$14.62	\$17.19
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00
	Program Support Cost per Billable Hour	\$2.47	\$2.47	\$3.09	\$4.12	\$4.94
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$1.32	\$1.32	\$1.60	\$2.08	\$2.46
	Cost per Participant per Billable Hour	\$13.20	\$13.20	\$16.01	\$20.82	\$24.59
	Rate per 15 Minutes	\$3.30	\$3.30	\$4.00	\$5.21	\$6.15

New Rate and Payment Options - Proposed Rate Models
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Respite, Daily

		1:1	1:2	1:3
Unit of Service		15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time Between Individuals	0.44	0.44	0.44
	- Recordkeeping and Reporting	0.44	0.88	1.33
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	33.62	33.18	32.73
	Productivity Factor	1.19	1.21	1.22
	Staff Cost After Productivity Adj. per Billable Hour	\$47.60	\$48.40	\$48.80
	- Awake Staff Hours	16.00	16.00	16.00
	Daily Staff Cost for Awake Hours	\$761.60	\$774.40	\$780.80
	- Daily Staff Payment for Asleep Hours	\$50.00	\$50.00	\$50.00
Mileage	- Number of Miles Traveled per Week	30	30	30
	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$18.75	\$18.75	\$18.75
	Mileage Cost per Day (based on two shifts per week)	\$9.38	\$9.38	\$9.38
Admin. and Program Support	Cost per Day Before Program Support and Administration	\$811.60	\$824.40	\$830.80
	- Program Support Funding per Day	\$30.00	\$60.00	\$60.00
	- Administration Percent	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$93.51	\$98.27	\$98.98
Cost per Day		\$935.11	\$982.67	\$989.78
- Number of Individuals Served		1	2	3
Rate per Day per Participant		\$935.11	\$491.34	\$329.93

New Rate and Payment Options - Proposed Rate Models
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Job Discovery

	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.34
	- Employee Benefit Rate (as a percent of wages)	23.67%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.23
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.21
	- Recordkeeping and Reporting	1.77
	- Individual Planning Meetings	0.44
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	30.08
	Productivity Factor	1.33
	Staff Cost After Productivity Adj. per Billable Hour	\$54.84
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$93.75
	Mileage Cost per Billable Hour	\$3.12
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$57.96
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$4.99
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$6.99
	Cost per Billable Hour	\$69.94
	Rate per 15 Minutes	\$17.49

New Rate and Payment Options - Proposed Rate Models
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Job Development

	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.34
	- Employee Benefit Rate (as a percent of wages)	23.67%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.23
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.21
	- Networking/ General Development Activities	3.32
	- Recordkeeping and Reporting	1.77
	- Individual Planning Meetings	0.44
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	26.76
	Productivity Factor	1.49
	Staff Cost After Productivity Adj. per Billable Hour	\$61.43
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$93.75
	Mileage Cost per Billable Hour	\$3.50
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$64.93
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$5.61
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$7.84
	Cost per Billable Hour	\$78.38
	Rate per 15 Minutes	\$19.60

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Job Coaching

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	\$33.16	\$33.16	\$33.16
	- Employee Benefit Rate (as a percent of wages)	23.73%	23.73%	23.73%	23.73%	23.73%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.03	\$41.03	\$41.03	\$41.03	\$41.03
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Travel Time Between Individuals	2.65	2.65	2.65	2.65	2.65
	- Recordkeeping and Reporting	1.77	1.77	1.77	1.77	1.77
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.44
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	29.64	29.64	29.64	29.64	29.64
	Productivity Factor	1.35	1.35	1.35	1.35	1.35
	Staff Cost After Productivity Adj. per Billable Hour	\$55.39	\$55.39	\$55.39	\$55.39	\$55.39
Mileage	- Number of Miles Traveled per Week	150	150	150	150	150
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$93.75	\$93.75	\$93.75	\$93.75	\$93.75
	Mileage Cost per Billable Hour	\$3.16	\$3.16	\$3.16	\$3.16	\$3.16
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$58.55	\$58.55	\$58.55	\$58.55	\$58.55
	- Daily Program Support Costs	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.06	\$5.06	\$5.06	\$5.06	\$5.06
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$7.07	\$7.07	\$7.07	\$7.07	\$7.07
	Cost per Billable Hour	\$70.68	\$70.68	\$70.68	\$70.68	\$70.68
	<i>Rate During Initial Employment Period (first 6 months)</i>					
	Ratio of Direct Support Hours to Participant Work Hours	TBD	TBD	TBD	TBD	TBD
	Rate per Participant Work Hour (15 minutes)					
	<i>Rate After Initial Employment Period (after 6 months)</i>					
	Ratio of Direct Support Hours to Participant Work Hours	TBD	TBD	TBD	TBD	TBD
	Rate per Participant Work Hour (15 minutes)					

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Group Supported Employment

		1:2	1:3	1:4	1:5	1:6
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	\$33.16	\$33.16	\$33.16
	- Employee Benefit Rate (as a percent of wages)	23.73%	23.73%	23.73%	23.73%	23.73%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.03	\$41.03	\$41.03	\$41.03	\$41.03
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	40.00
	- Recordkeeping and Reporting	0.88	1.33	1.77	2.21	2.65
	- Individual Planning Meetings	0.22	0.44	0.44	0.44	0.44
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
	"Billable" Hours	33.40	32.73	32.29	31.85	31.41
	Productivity Factor	1.20	1.22	1.24	1.26	1.27
	Staff Cost After Productivity Adj. per Billable Hour	\$24.62	\$16.69	\$12.72	\$10.34	\$8.68
Mileage, In Program	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	150
	Allocated Miles per Participant per Week	75.0	50.0	37.5	30.0	25.0
	Mileage Cost per Participant per Billable Hour	\$1.40	\$0.95	\$0.73	\$0.59	\$0.50
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$26.02	\$17.64	\$13.45	\$10.93	\$9.18
	- Program Support Cost per Day	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00
	Program Support Cost per Participant per Billable Hour	\$4.49	\$3.06	\$2.32	\$1.88	\$1.59
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Participant per Billable Hour	\$3.39	\$2.30	\$1.75	\$1.42	\$1.20
Cost per Participant per Billable Hour		\$33.90	\$23.00	\$17.52	\$14.23	\$11.97
Rate per 15 Minutes		\$8.48	\$5.75	\$4.38	\$3.56	\$2.99

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Workplace Assistance

	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.21
	- Recordkeeping and Reporting	0.88
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	31.41
	Productivity Factor	1.27
	Staff Cost After Productivity Adj. per Billable Hour	\$50.80
Mileage	- Number of Miles Traveled per Week	125
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$78.13
	Mileage Cost per Billable Hour	\$2.49
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$53.29
	- Program Support Cost per Day	\$30.00
	Program Support Cost per Billable Hour	\$4.78
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$6.45
	Cost per Billable Hour	\$64.52
	Rate per 15 Minutes	\$16.13

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Transportation

		Individual	2 or 3 Persons	4(+) Persons
	Unit of Service	Trip	Trip	Trip
Trip Details	- Number of Miles Traveled per Trip	10	15	20
	- Assumed Travel Speed (miles per Hour)	35	35	35
	- Minutes for Loading/Unloading per Participant	2	2	2
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	29.70%	29.70%	29.70%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.72	\$28.72	\$28.72
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50
	Productivity Factor	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.32	\$33.32	\$33.32
	Number of Staff Hours per Trip (based on trip details above)	0.32	0.51	0.74
	Staff Cost per Trip	\$10.66	\$16.99	\$24.66
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Mileage Cost per Trip	\$6.25	\$9.38	\$12.50
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$16.91	\$26.37	\$37.16
	- Program Support Costs per Day	\$30.00	\$60.00	\$60.00
	Program Support Cost per Trip (based on two trips per day)	\$15.00	\$30.00	\$30.00
	- Administration Percent	10.0%	10.0%	10.0%
	Administration Cost per Trip	\$3.55	\$6.26	\$7.46
	Cost per Trip	\$35.46	\$62.63	\$74.62
	- Number of Individuals Transported	1	2.5	5
	Rate per Participant per Trip	\$35.46	\$25.05	\$14.92

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Peer Supports

Unit of Service		15-Min
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
	<i>Productivity Adjustments</i>	
	Total Hours	20.00
	- Supervision and Other Employer Time	1.08
	- Training	0.77
	- Paid Time Off	1.92
	"Billable" Hours	16.23
	Productivity Factor	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$24.60
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$1.93
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$26.53
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$9.24
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$3.97
	Cost per Billable Hour	\$39.74
	Rate per 15 Minutes	\$9.94

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Family-to-Family Training

Unit of Service		15-Min
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
	<i>Productivity Adjustments</i>	
	Total Hours	20.00
	- Supervision and Other Employer Time	0.43
	- Training	0.77
	- Paid Time Off	1.92
	"Billable" Hours	16.88
	Productivity Factor	1.18
	Staff Cost After Productivity Adj. per Billable Hour	\$23.60
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$1.85
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$25.45
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$8.89
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$3.82
	Cost per Billable Hour	\$38.16
	Rate per 15 Minutes	\$9.54

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Professional Services, Office/Telehealth

		Psych- ologist/ BCBA	Psych- iatrist	Therapist (OT/ PT/ SLP)	Registered Nurse
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.72	\$153.21	\$52.75	\$43.38
	- Employee Benefit Rate (as a percent of wages)	20.84%	11.33%	19.28%	20.91%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.83	\$170.57	\$62.92	\$52.45
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Recordkeeping and Reporting	1.99	1.99	1.99	1.99
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88
	- Missed Appointments	0.44	0.44	0.44	0.44
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	32.07	32.07	32.07	32.07
	Productivity Factor	1.25	1.25	1.25	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$66.04	\$213.21	\$78.65	\$65.56
Office Space	- Square Feet of Office Space per Staff	100	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
	Office Space Cost per Billable Hour	\$0.90	\$0.90	\$0.90	\$0.90
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$66.94	\$214.11	\$79.55	\$66.46
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.68	\$4.68	\$4.68	\$4.68
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$7.96	\$24.31	\$9.36	\$7.90
	Cost per Billable Hour	\$79.58	\$243.10	\$93.59	\$79.04
	Rate per 15 Minutes	\$19.90	\$60.78	\$23.40	\$19.76

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Professional Services, Office/Telehealth

		Licensed Social Worker	Lic. Mental Hlth Couns./ LMFT	Interpreter
	Unit of Service	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01
	- Employee Benefit Rate (as a percent of wages)	20.91%	23.73%	26.46%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.44	\$41.03	\$34.16
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	40.00
	- Recordkeeping and Reporting	1.99	1.99	1.99
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Missed Appointments	0.44	0.44	0.44
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	32.07	32.07	32.07
	Productivity Factor	1.25	1.25	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$65.55	\$51.29	\$42.70
Office Space	- Square Feet of Office Space per Staff	100	100	100
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	\$1,500.00
	Office Space Cost per Billable Hour	\$0.90	\$0.90	\$0.90
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$66.45	\$52.19	\$43.60
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.68	\$4.68	\$4.68
	- Administration Percent	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$7.90	\$6.32	\$5.36
	Cost per Billable Hour	\$79.03	\$63.19	\$53.64
	Rate per 15 Minutes	\$19.76	\$15.80	\$13.41

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Professional Services, Community

		Psych- ologist/ BCBA	Psych- iatrist	Therapist (OT/ PT/ SLP)	Registered Nurse
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.72	\$153.21	\$52.75	\$43.38
	- Employee Benefit Rate (as a percent of wages)	20.84%	11.33%	19.28%	20.91%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.83	\$170.57	\$62.92	\$52.45
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time Between Individuals	5.09	5.09	5.09	5.09
	- Recordkeeping and Reporting	1.77	1.77	1.77	1.77
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88
	- Missed Appointments	0.44	0.44	0.44	0.44
	- Training	0.77	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85	3.85
	"Billable" Hours	27.20	27.20	27.20	27.20
	Productivity Factor	1.47	1.47	1.47	1.47
	Staff Cost After Productivity Adj. per Billable Hour	\$77.66	\$250.74	\$92.49	\$77.10
Mileage	- Number of Miles Traveled per Week	175	175	175	175
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$109.38	\$109.38	\$109.38	\$109.38
	Mileage Cost per Billable Hour	\$4.02	\$4.02	\$4.02	\$4.02
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$81.68	\$254.76	\$96.51	\$81.12
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.51	\$5.51	\$5.51	\$5.51
	- Administration Percent	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$9.69	\$28.92	\$11.34	\$9.63
	Cost per Billable Hour	\$96.88	\$289.19	\$113.36	\$96.26
	Rate per 15 Minutes	\$24.22	\$72.30	\$28.34	\$24.07

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Professional Services, Community

		Licensed Social Worker	Lic. Mental Hlth Couns./ LMFT	Interpreter
	Unit of Service	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01
	- Employee Benefit Rate (as a percent of wages)	20.91%	23.73%	26.46%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.44	\$41.03	\$34.16
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time Between Individuals	5.09	5.09	5.09
	- Recordkeeping and Reporting	1.77	1.77	1.77
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Missed Appointments	0.44	0.44	0.44
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	27.20	27.20	27.20
	Productivity Factor	1.47	1.47	1.47
	Staff Cost After Productivity Adj. per Billable Hour	\$77.09	\$60.31	\$50.22
Mileage	- Number of Miles Traveled per Week	175	175	175
	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$109.38	\$109.38	\$109.38
	Mileage Cost per Billable Hour	\$4.02	\$4.02	\$4.02
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$81.11	\$64.33	\$54.24
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.51	\$5.51	\$5.51
	- Administration Percent	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$9.62	\$7.76	\$6.64
	Cost per Billable Hour	\$96.24	\$77.60	\$66.39
	Rate per 15 Minutes	\$24.06	\$19.40	\$16.60

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Support Facilitation

	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$27.54
	- Employee Benefit Rate (as % of wages)	23.98%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.14
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Travel Time Between Individuals	2.65
	- Recordkeeping and Reporting	3.32
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	28.53
	Productivity Factor	1.40
	Staff Cost After Productivity Adj. per Billable Hour	\$56.00
Mileage	- Number of Miles Traveled per Month	100
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$62.50
	Mileage Cost per Billable Hour	\$2.19
Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Office Space Cost per Billable Hour	\$1.01
Admin. and Program Support	Monthly Cost per Individual Before Admin. and Program Support	\$59.20
	- Program Support Cost per Day	\$30.00
	Program Support Cost per Billable Hour	\$5.26
	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$7.16
	Cost per Billable Hour	\$71.62
	Rate per 15 Minutes	\$17.91

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Fiscal Intermediary

Unit of Service		Month
Payroll Staff Wages and Benefits	- Payroll Staff Hourly Wage	\$26.17
	- Employee Benefit Rate (as % of wages)	24.84%
	Annual Payroll Staff Wage and Benefit Cost	\$67,955
	- Number of Individuals per Payroll Staff	50
	Monthly Payroll Staff Cost per Individual	\$113.26
Payroll/Tax Processing	- Annual Cost per Individual for Payroll Invoice/ Tax Processing	\$240.00
	Monthly Payroll Invoice/ Tax Processing Cost per Individual	\$20.00
Admin.	Monthly Cost per Individual Before Admin	\$133.26
	- Administration Percent	10.0%
	Monthly Administration Cost per Individual	\$14.81
Rate per Month		\$148.07

Rate and Payment Options Study

Appendices to Proposed Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare,
Developmental Disabilities and Hospitals

- prepared by -

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Appendix A: Wage Assumptions
Wage Data for Select BLS Job Classifications that Include Duties Related to HCBS

BLS Code and Title	Education and Training Requirement (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2021)				
	Typical Education	Related Experience	Typical on-the- job training	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community svc. mgr.	Bachelor's	Bachelor's	Bachelor's	\$23.13	\$28.98	\$38.18	\$55.90	\$62.25
19-3033 Clinical and counseling psychologist	Not pub.	Not pub.	Not pub.	\$36.00	\$38.35	\$47.44	\$50.45	\$82.16
19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$29.33	\$37.16	\$38.23	\$47.77	\$50.31
21-1012 Edu./ guidance/ career counselor	Master's	Master's	Master's	\$18.60	\$22.87	\$29.46	\$36.96	\$47.34
21-1015 Rehabilitation counselor	Master's	Master's	Master's	\$17.59	\$17.59	\$28.84	\$36.74	\$46.40
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	Bachelor's	Bachelor's	\$15.38	\$22.75	\$28.99	\$36.55	\$46.99
21-1021 Child, family, and school social worker	Bachelor's	Bachelor's	Bachelor's	\$17.89	\$22.91	\$29.65	\$36.96	\$46.61
21-1022 Healthcare social worker	Master's	Master's	Master's	\$24.01	\$30.52	\$37.92	\$38.93	\$39.16
21-1023 Mental health/ sub. abuse social worker	Master's	Master's	Master's	\$22.93	\$28.73	\$36.74	\$37.23	\$38.72
21-1091 Health education specialist	Bachelor's	Bachelor's	Bachelor's	\$22.79	\$29.29	\$37.12	\$37.61	\$47.37
21-1093 Social and human service assistant	High school	High school	High school	\$14.11	\$17.59	\$18.42	\$22.47	\$23.59
21-1094 Community health worker	High school	High school	High school	\$14.71	\$18.60	\$24.08	\$36.84	\$46.61
25-2052 Special ed. teachers, kindergarten/ elem. 2/	Bachelor's	Bachelor's	Bachelor's	\$29.84	\$37.92	\$48.05	\$60.93	\$61.01
25-2057 Special ed. teacher, middle school 2/	Bachelor's	Bachelor's	Bachelor's	\$31.33	\$48.05	\$48.05	\$60.93	\$62.69
25-2058 Special ed. teachers, secondary school 2/	Bachelor's	Bachelor's	Bachelor's	\$29.84	\$39.79	\$48.46	\$61.01	\$61.01
25-9045 Teaching assts., except postsecondary 2/	Some college	Some college	Some college	\$15.10	\$17.91	\$18.81	\$23.54	\$29.68
27-3091 Interpreter/ translator	Bachelor's	Bachelor's	Bachelor's	\$18.45	\$18.80	\$23.62	\$25.92	\$37.52
29-1031 Dietitians and nutritionists	Bachelor's	Bachelor's	Bachelor's	\$18.34	\$28.63	\$36.04	\$38.15	\$48.39
29-1122 Occupational therapist	Master's	Master's	Master's	\$30.14	\$37.38	\$46.09	\$48.19	\$59.80
29-1123 Physical therapist	Doctoral/prof	Doctoral/prof	Doctoral/prof	\$29.80	\$37.56	\$46.12	\$48.57	\$58.24
29-1127 Speech-language pathologist	Master's	Master's	Master's	\$28.90	\$37.16	\$42.86	\$47.88	\$58.24
29-1141 Registered nurse	Bachelor's	Bachelor's	Bachelor's	\$29.49	\$36.27	\$37.93	\$45.85	\$48.87
29-1223 Psychiatrists	Doctoral/prof	Doctoral/prof	Doctoral/prof	\$80.81	1/	1/	1/	1/
29-2061 Lic. practical/ lic. vocational nurse	Postsec award	Postsec award	Postsec award	\$22.72	\$28.07	\$28.96	\$29.25	\$36.80
31-1120 Home health and personal care aide	High school	High school	High school	\$13.73	\$13.96	\$14.09	\$14.42	\$18.01
31-1131 Nursing assistant	Postsec award	Postsec award	Postsec award	\$14.23	\$14.40	\$17.84	\$18.09	\$22.22
31-1133 Psychiatric aide	High school	High school	High school	\$17.59	\$18.01	\$22.22	\$22.73	\$22.82
31-2011 Occupational therapy assistant	Associate's	Associate's	Associate's	\$22.71	\$22.71	\$29.97	\$37.06	\$37.96
31-2021 Physical therapist assistant	Associate's	Associate's	Associate's	\$29.02	\$29.60	\$32.85	\$37.87	\$38.79
31-2022 Physical therapist aide	High school	High school	High school	\$11.56	\$13.73	\$13.73	\$27.76	\$27.77
31-9092 Medical assistant	Postsec award	Postsec award	Postsec award	\$14.24	\$17.59	\$18.20	\$22.22	\$23.31
39-1022 First-line supervisor of pers. svc. workers	Not pub.	Not pub.	Not pub.	\$18.93	\$22.92	\$23.61	\$28.78	\$36.51
39-9032 Recreation worker	High school	High school	High school	\$11.74	\$13.73	\$14.55	\$18.53	\$27.76
39-9041 Residential adviser	High school	High school	High school	\$14.37	\$14.63	\$18.12	\$22.80	\$23.35
43-3031 Bookkeeping, accounting, and auditing clerk	Some college	Some college	Some college	\$14.25	\$18.37	\$22.88	\$27.83	\$29.82
53-3051 School bus driver	Not pub.	Not pub.	Not pub.	\$20.40	\$23.02	\$23.17	\$23.18	\$23.30

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

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Appendix A: Wage Assumptions
BLS Wage Adjustments for Minimum Wage 'Spillover', Wage Inflation, and Direct Support Professional Wage Floor

Adjustment for Increasing Minimum Wage

Current minimum wage (as of May 2021 date for BLS dataset)	\$11.50
Future minimum wage (as of January 2024)	\$14.00
'Tipping point' at which formula does not produce an increase	\$18.06

Formula for Minimum Wage Adjustments

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
\$11.50				\$14.00
\$11.51 - \$12.50	\$1.00	90%	\$0.90	\$14.01 - \$14.90
\$12.51 - \$13.50	\$1.00	80%	\$0.80	\$14.91 - \$15.70
\$13.51 - \$14.50	\$1.00	70%	\$0.70	\$15.71 - \$16.40
\$14.51 - \$15.50	\$1.00	60%	\$0.60	\$16.41 - \$17.00
\$15.51 - \$16.50	\$1.00	50%	\$0.50	\$17.01 - \$17.50
\$16.51 - \$17.50	\$1.00	40%	\$0.40	\$17.50 - \$17.90
\$17.51 - \$18.06	\$1.00	30%	\$0.30	\$17.90 - \$18.07

Adjustment of Wage Inflation

# of Months from May 2021 to May 2022	12
Inflation Amount for May 2021 to May 2022 ¹	8.0%
# of Months from May 2022 to January 2024	20
Annual Inflation Amount from May 2022 to January 2024 ²	3.5%
Total Inflation Factor	14.37%

¹ Annual growth rate for net earnings in Rhode Island for 2020 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

² Compound annual growth rate for net earnings in Rhode Island for 2011 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

Estimated Wages for Direct Care Staff, Under \$20 Wage Floor

Unadjusted BLS Wages for 31-1120 Home Health and Personal Care Aides	
10th Percentile	\$13.73
90th Percentile	\$18.01
Difference between 10th and 90th percentiles	\$4.28
Assumed Wage Floor	\$20.00
Est. Average Wage (based on 50% of difference between 10th and 90th percentiles)	\$22.14

Methodology

Minimum wage and wage inflation adjustments were applied to every BLS wage value and the higher of the two adjustments was adopted. Once wage assumptions were established for each service (see following slides), any wage below \$22.14 was increased to \$22.14.

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Appendix A: Wage Assumptions
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments

BLS Code and Title		Bureau of Labor Statistics Wages (May 2021 After Adjustment)				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community svc. mgr.	\$26.45	\$33.14	\$43.67	\$63.93	\$71.20
19-3033	Clinical and counseling psychologist	\$41.17	\$43.86	\$54.26	\$57.70	\$93.97
19-3034	School psychologist	\$33.54	\$42.50	\$43.72	\$54.63	\$57.54
21-1012	Edu./ guidance/ career counselor	\$21.27	\$26.16	\$33.69	\$42.27	\$54.14
21-1015	Rehabilitation counselor	\$20.12	\$20.12	\$32.98	\$42.02	\$53.07
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.	\$17.59	\$26.02	\$33.16	\$41.80	\$53.74
21-1021	Child, family, and school social worker	\$20.46	\$26.20	\$33.91	\$42.27	\$53.31
21-1022	Healthcare social worker	\$27.46	\$34.91	\$43.37	\$44.52	\$44.79
21-1023	Mental health/ sub. abuse social worker	\$26.23	\$32.86	\$42.02	\$42.58	\$44.28
21-1091	Health education specialist	\$26.06	\$33.50	\$42.45	\$43.01	\$54.18
21-1093	Social and human service assistant	\$16.14	\$20.12	\$21.07	\$25.70	\$26.98
21-1094	Community health worker	\$16.82	\$21.27	\$27.54	\$42.13	\$53.31
25-2052	Special ed. teachers, kindergarten/ elem. 2/	\$34.13	\$43.37	\$54.95	\$69.69	\$69.78
25-2057	Special ed. teacher, middle school 2/	\$35.83	\$54.95	\$54.95	\$69.69	\$71.70
25-2058	Special ed. teachers, secondary school 2/	\$34.13	\$45.51	\$55.42	\$69.78	\$69.78
25-9045	Teaching assts., except postsecondary 2/	\$17.27	\$20.48	\$21.51	\$26.92	\$33.95
27-3091	Interpreter/ translator	\$21.10	\$21.50	\$27.01	\$29.64	\$42.91
29-1031	Dietitians and nutritionists	\$20.98	\$32.74	\$41.22	\$43.63	\$55.34
29-1122	Occupational therapist	\$34.47	\$42.75	\$52.71	\$55.11	\$68.39
29-1123	Physical therapist	\$34.08	\$42.96	\$52.75	\$55.55	\$66.61
29-1127	Speech-language pathologist	\$33.05	\$42.50	\$49.02	\$54.76	\$66.61
29-1141	Registered nurse	\$33.73	\$41.48	\$43.38	\$52.44	\$55.89
29-1223	Psychiatrists	\$92.42	1/	1/	1/	1/
29-2061	Lic. practical/ lic. vocational nurse	\$25.98	\$32.10	\$33.12	\$33.45	\$42.09
31-1120	Home health and personal care aide	\$15.89	\$16.08	\$16.12	\$16.49	\$20.60
31-1131	Nursing assistant	\$16.27	\$16.47	\$20.40	\$20.69	\$25.41
31-1133	Psychiatric aide	\$20.12	\$20.60	\$25.41	\$26.00	\$26.10
31-2011	Occupational therapy assistant	\$25.97	\$25.97	\$34.28	\$42.39	\$43.41
31-2021	Physical therapist assistant	\$33.19	\$33.85	\$37.57	\$43.31	\$44.36
31-2022	Physical therapist aide	\$14.06	\$15.89	\$15.89	\$31.75	\$31.76
31-9092	Medical assistant	\$16.29	\$20.12	\$20.82	\$25.41	\$26.66
39-1022	First-line supervisor of pers. svc. workers	\$21.65	\$26.21	\$27.00	\$32.92	\$41.76
39-9032	Recreation worker	\$14.24	\$15.89	\$16.64	\$21.19	\$31.75
39-9041	Residential adviser	\$16.43	\$16.73	\$20.72	\$26.08	\$26.71
43-3031	Bookkeeping, accounting, and auditing clerk	\$16.30	\$21.01	\$26.17	\$31.83	\$34.11
53-3051	School bus driver	\$23.33	\$26.33	\$26.50	\$26.51	\$26.65

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

New Rate and Payment Options - Proposed Rate Models
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Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)

		Group Home	Supervised Living	Shared Living Arrangement, Recruiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite
BLS Code and Title										
11-9151	Social and community svc. mgr.									
19-3033	Clinical and counseling psychologist									
19-3034	School psychologist									
21-1012	Edu./ guidance/ career counselor									
21-1015	Rehabilitation counselor									
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.									
21-1021	Child, family, and school social worker			100%	100%					
21-1022	Healthcare social worker									
21-1023	Mental health/ sub. abuse social worker									
21-1091	Health education specialist									
21-1093	Social and human service assistant									
21-1094	Community health worker									
25-2052	Special ed. teachers, kindergarten/ elem. 1/									
25-2057	Special ed. teacher, middle school									
25-2058	Special ed. teachers, secondary school 1/									
25-9045	Teaching assts., except postsecondary 1/									
27-3091	Interpreter/ translator									
29-1031	Dietitians and nutritionists									
29-1122	Occupational therapist									
29-1123	Physical therapist									
29-1127	Speech-language pathologist									
29-1141	Registered nurse									
29-1223	Psychiatrists									
29-2061	Lic. practical/ lic. vocational nurse									
31-1120	Home health and personal care aide	70%	70%			70%	70%	70%	70%	70%
31-1131	Nursing assistant	10%	10%			10%	10%	10%	10%	10%
31-1133	Psychiatric aide	10%	10%			10%	10%	10%	10%	10%
31-2011	Occupational therapy assistant									
31-2021	Physical therapist assistant									
31-2022	Physical therapist aide									
31-9092	Medical assistant									
39-1022	First-line supervisor of pers. svc. workers									
39-9032	Recreation worker	10%	10%			10%	10%	10%	10%	10%
39-9041	Residential adviser									
43-3031	Bookkeeping, accounting, and auditing clerk									
53-3051	School bus driver									
		100%	100%	100%	100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Proposed Rate Models
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Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)

		Job Discovery	Job Development	Job Coaching	Group Supported Employment	Workplace Assistance	Transportation	Peer Supports	Family-to-Family Training
BLS Code and Title									
11-9151	Social and community svc. mgr.								
19-3033	Clinical and counseling psychologist								
19-3034	School psychologist								
21-1012	Edu./ guidance/ career counselor	50%	50%	25%	25%				
21-1015	Rehabilitation counselor	50%	50%	75%	75%				
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.								
21-1021	Child, family, and school social worker								
21-1022	Healthcare social worker								
21-1023	Mental health/ sub. abuse social worker								
21-1091	Health education specialist								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2052	Special ed. teachers, kindergarten/ elem. 1/								
25-2057	Special ed. teacher, middle school								
25-2058	Special ed. teachers, secondary school 1/								
25-9045	Teaching assts., except postsecondary 1/								
27-3091	Interpreter/ translator								
29-1031	Dietitians and nutritionists								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1223	Psychiatrists								
29-2061	Lic. practical/ lic. vocational nurse								
31-1120	Home health and personal care aide					70%	70%	100%	100%
31-1131	Nursing assistant					10%	10%		
31-1133	Psychiatric aide					10%	10%		
31-2011	Occupational therapy assistant								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
39-1022	First-line supervisor of pers. svc. workers								
39-9032	Recreation worker					10%	10%		
39-9041	Residential adviser								
43-3031	Bookkeeping, accounting, and auditing clerk								
53-3051	School bus driver								
		100%	100%	100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Proposed Rate Models
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Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)

		Professional Services, Psychologist	Professional Services, Psychiatrist	Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Social Worker	Professional Services, Lic. Mental Health Counselor/ Lic. Marriage and Family Ther.	Professional Services, Interpreter	Supports Facilitation	Fiscal Intermediary
BLS Code and Title										
11-9151	Social and community svc. mgr.	100%								
19-3033	Clinical and counseling psychologist									
19-3034	School psychologist									
21-1012	Edu./ guidance/ career counselor									
21-1015	Rehabilitation counselor									
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.						100%			
21-1021	Child, family, and school social worker									
21-1022	Healthcare social worker					100%				
21-1023	Mental health/ sub. abuse social worker									
21-1091	Health education specialist									
21-1093	Social and human service assistant									
21-1094	Community health worker								100%	
25-2052	Special ed. teachers, kindergarten/ elem. 1/									
25-2057	Special ed. teacher, middle school									
25-2058	Special ed. teachers, secondary school 1/									
25-9045	Teaching assts., except postsecondary 1/									
27-3091	Interpreter/ translator							100%		
29-1031	Dietitians and nutritionists									
29-1122	Occupational therapist									
29-1123	Physical therapist			100%						
29-1127	Speech-language pathologist									
29-1141	Registered nurse				100%					
29-1223	Psychiatrists		100%							
29-2061	Lic. practical/ lic. vocational nurse									
31-1120	Home health and personal care aide									
31-1131	Nursing assistant									
31-1133	Psychiatric aide									
31-2011	Occupational therapy assistant									
31-2021	Physical therapist assistant									
31-2022	Physical therapist aide									
31-9092	Medical assistant									
39-1022	First-line supervisor of pers. svc. workers									
39-9032	Recreation worker									
39-9041	Residential adviser									
43-3031	Bookkeeping, accounting, and auditing clerk									100%
53-3051	School bus driver									
		100%	100%	100%	100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Proposed Rate Models
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Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Group Home	Supervised Living	Shared Living Arrangement, Recruiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite
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Based on Statewide BLS

10th Percentile	\$16.19	\$16.19	\$20.46	\$20.46	\$16.19	\$16.19	\$16.19	\$16.19	\$16.19
25th Percentile	\$16.55	\$16.55	\$26.20	\$26.20	\$16.55	\$16.55	\$16.55	\$16.55	\$16.55
50th Percentile (Median)	\$17.53	\$17.53	\$33.91	\$33.91	\$17.53	\$17.53	\$17.53	\$17.53	\$17.53
75th Percentile	\$18.33	\$18.33	\$42.27	\$42.27	\$18.33	\$18.33	\$18.33	\$18.33	\$18.33
90th Percentile	\$22.75	\$22.75	\$53.31	\$53.31	\$22.75	\$22.75	\$22.75	\$22.75	\$22.75

Model Wage	\$22.14	\$22.14	\$33.91	\$33.91	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
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- 1/ Rate model assumptions have been set at the median wage with the following exceptions:
- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
 - The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

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Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Job Discovery	Job Development	Job Coaching	Group Supported Employment	Workplace Assistance	Transportation	Peer Supports	Family-to-Family Training
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Based on Statewide BLS

10th Percentile	\$20.70	\$20.70	\$20.41	\$20.41	\$16.19	\$16.19	\$15.89	\$15.89
25th Percentile	\$23.14	\$23.14	\$21.63	\$21.63	\$16.55	\$16.55	\$16.08	\$16.08
50th Percentile (Median)	\$33.34	\$33.34	\$33.16	\$33.16	\$17.53	\$17.53	\$16.12	\$16.12
75th Percentile	\$42.15	\$42.15	\$42.08	\$42.08	\$18.33	\$18.33	\$16.49	\$16.49
90th Percentile	\$53.61	\$53.61	\$53.34	\$53.34	\$22.75	\$22.75	\$20.60	\$20.60

Model Wage	\$33.34	\$33.34	\$33.16	\$33.16	\$22.14	\$22.14	\$22.14	\$22.14
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1/ Rate model assumptions have been set at the median wage with the following exceptions:

- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
- The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

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Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Professional Services, Psychologist	Professional Services, Psychiatrist	Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Social Worker	Professional Services, Lic. Mental Health Counselor/ Lic. Marriage and Family Ther.	Professional Services, Interpreter	Support Facilitation	Fiscal Intermediary
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Based on Statewide BLS

10th Percentile	\$33.54	\$92.42	\$34.08	\$33.73	\$27.46	\$17.59	\$21.10	\$16.82	\$16.30
25th Percentile	\$42.50	\$0.00	\$42.96	\$41.48	\$34.91	\$26.02	\$21.50	\$21.27	\$21.01
50th Percentile (Median)	\$43.72	\$0.00	\$52.75	\$43.38	\$43.37	\$33.16	\$27.01	\$27.54	\$26.17
75th Percentile	\$54.63	\$0.00	\$55.55	\$52.44	\$44.52	\$41.80	\$29.64	\$42.13	\$31.83
90th Percentile	\$57.54	\$0.00	\$66.61	\$55.89	\$44.79	\$53.74	\$42.91	\$53.31	\$34.11

Model Wage	\$43.72	\$153.21	\$52.75	\$43.38	\$43.37	\$33.16	\$27.01	\$27.54	\$26.17
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- 1/ Rate model assumptions have been set at the median wage with the following exceptions:
- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
 - The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

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Appendix B: Benefits Assumptions
Benefits Assumptions for Employees to Establish Benefit Rates

% of Employees with Access		% of Employees with Access Who Participate ('Take-Up Rate')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models

Payroll Taxes

Social Security ²	-	100%	-	100%	-	6.20%	-	6.20%
Medicare ³	-	100%	-	100%	-	1.45%	-	1.45%
Federal UI ⁴	-	100%	-	100%	-	0.60%	-	0.60%
Employment Sec/State UI ^{4,5}	-	100%	-	100%	-	0.98%	-	0.98%
Job Dev Tax Fund ⁴	-	100%	-	100%	-	0.21%	-	0.21%
Workers' Compensation ⁶	-	100%	-	100%	-	4.09%	-	4.09%

Paid Time Off

Holidays	77%	100%	77%	100%	8.0	10.0	6.2	10.0
Vacation Leave	74%	100%	74%	100%		15.0		15.0
Sick Leave	84%		84%					
Total	-	-	-	-	8.0	25.0		25.0

Health Insurance⁷

Employee Only			39.5%		\$527.93	\$525.00		
Employee + One			10.9%			\$1,000.00		
Family			17.5%		\$1,309.59	\$1,400.00		
All Coverages	68%	100%	67%	67.9%				\$561.38

Other Benefits⁸

	-	100%	-	100%	-	\$100.00	-	\$100.00
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¹BLS' 2019 National Compensation Survey (https://www.bls.gov/ncs/ebs/benefits/2019/ownership_private.htm); data reported is for private employers in the New England region unless otherwise noted.

²Applies to the first \$147,00 in earnings.

³There is an additional 0.90% tax on earnings over \$200,000.

⁴Applies to first \$24,600 in wages.

⁵The rate models use the new employer tax rate in 2022.

⁶Based on the average reported for class 8835 (home/ public healthcare) in Rhode Island (see <http://classcodes.net/workers-compensation-rates-by-state/>).

⁷Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2021 (most recent available at publication at time of https://meps.ahrq.gov/data_files/publications/cb24/cb24.shtml#section3), which reports average monthly employer contributions in Rhode Island of \$508 for an employee-only plan, \$952 for employee-plus-one plans, and \$1,347 for family plans. Percent of employees receiving each coverage type assumes all staff are full-time and eligible for health insurance (see Tables II.B.3.b.(1).(a), II.C.4, II.D.4, and II.E.4).

⁸BLS provides information for a variety of other benefits that cannot be combined.

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Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO
\$15.00	\$31,200	47.87%	38.25%
\$16.00	\$33,280	46.21%	36.59%
\$17.00	\$35,360	44.75%	35.13%
\$18.00	\$37,440	43.45%	33.83%
\$19.00	\$39,520	42.28%	32.67%
\$20.00	\$41,600	41.24%	31.62%
\$21.00	\$43,680	40.29%	30.68%
\$22.00	\$45,760	39.43%	29.82%
\$23.00	\$47,840	38.64%	29.03%
\$24.00	\$49,920	37.92%	28.31%
\$25.00	\$52,000	37.26%	27.65%
\$26.00	\$54,080	36.65%	27.03%
\$27.00	\$56,160	36.08%	26.47%
\$28.00	\$58,240	35.56%	25.94%
\$29.00	\$60,320	35.07%	25.45%
\$30.00	\$62,400	34.61%	25.00%
\$31.00	\$64,480	34.18%	24.57%
\$32.00	\$66,560	33.78%	24.17%
\$33.00	\$68,640	33.41%	23.79%
\$34.00	\$70,720	33.05%	23.44%
\$35.00	\$72,800	32.72%	23.10%
\$36.00	\$74,880	32.40%	22.79%
\$37.00	\$76,960	32.10%	22.49%
\$38.00	\$79,040	31.82%	22.20%
\$39.00	\$81,120	31.55%	21.94%
\$40.00	\$83,200	31.30%	21.68%
\$41.00	\$85,280	31.05%	21.44%
\$42.00	\$87,360	30.82%	21.21%
\$43.00	\$89,440	30.60%	20.99%
\$44.00	\$91,520	30.39%	20.78%
\$45.00	\$93,600	30.19%	20.58%
\$46.00	\$95,680	30.00%	20.38%
\$47.00	\$97,760	29.82%	20.20%
\$48.00	\$99,840	29.64%	20.02%
\$49.00	\$101,920	29.47%	19.86%
\$50.00	\$104,000	29.31%	19.69%
\$55.00	\$114,400	28.59%	18.97%
\$60.00	\$124,800	27.98%	18.37%
\$65.00	\$135,200	27.47%	17.86%
\$70.00	\$145,600	27.04%	17.42%
\$75.00	\$156,000	26.66%	17.04%
\$80.00	\$166,400	26.33%	16.71%
\$85.00	\$176,800	26.03%	16.42%
\$90.00	\$187,200	25.77%	16.16%
\$95.00	\$197,600	25.54%	15.93%
\$100.00	\$208,000	25.37%	15.75%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny.

²Benefit rates in rate models exclude paid time off, which is accounted for as a productivity assumption.

New Rate and Payment Options - Proposed Rate Models
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Appendix C: Productivity Assumptions

Group Home	Supervised Living	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports, Individual	Community-Based Supports, Group, Tier A	Community-Based Supports, Group, Tier B	Community-Based Supports, Group, Tier C	Community-Based Supports, Group, Tier D	Community-Based Supports, Group, Tier E
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'Typical' Workweek Without Training and PTO

Direct services	39.00	39.00	39.00	35.25	35.25	35.75	35.75	36.00	36.50	36.50
Travel Time Between Individuals				2.50	2.50					
Program Set-Up/ Clean-Up						1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities										
Recordkeeping and Reporting				1.00	1.00	1.50	1.50	1.50	1.00	1.00
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments										
Individual Planning Meetings				0.25	0.25	0.50	0.50	0.25	0.25	0.25
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	34.50	34.50	34.50	31.19	31.19	31.62	31.62	31.84	32.29	32.29
Travel Time Between Individuals				2.21	2.21					
Program Set-Up/ Clean-Up						1.11	1.11	1.11	1.11	1.11
Networking/ General Development Activities										
Recordkeeping and Reporting				0.88	0.88	1.33	1.33	1.33	0.88	0.88
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments										
Individual Planning Meetings				0.22	0.22	0.44	0.44	0.22	0.22	0.22
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix C: Productivity Assumptions

Center-Based Supports, Tier A	Center-Based Supports, Tier B	Center-Based Supports, Tier C	Center-Based Supports, Tier D	Center-Based Supports, Tier E	Respite, Hourly, 1:1	Respite, Hourly, 1:2	Respite, Hourly, 1:3	Respite, Daily, 1:1	Respite, Daily, 1:2	Respite, Daily, 1:3
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'Typical' Workweek Without Training and PTO

Direct services	34.75	34.75	35.25	35.75	36.00	37.00	36.50	36.00	38.00	37.50	37.00
Travel Time Between Individuals						1.00	1.00	1.00	0.50	0.50	0.50
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25						
Networking/ General Development Activities											
Recordkeeping and Reporting	2.50	2.50	2.00	1.50	1.50	1.00	1.50	2.00	0.50	1.00	1.50
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments											
Individual Planning Meetings	0.50	0.50	0.50	0.50	0.25						
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	30.74	30.74	31.18	31.62	31.84	32.74	32.29	31.85	33.62	33.18	32.73
Travel Time Between Individuals						0.88	0.88	0.88	0.44	0.44	0.44
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11						
Networking/ General Development Activities											
Recordkeeping and Reporting	2.21	2.21	1.77	1.33	1.33	0.88	1.33	1.77	0.44	0.88	1.33
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments											
Individual Planning Meetings	0.44	0.44	0.44	0.44	0.22						
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

New Rate and Payment Options - Proposed Rate Models
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Appendix C: Productivity Assumptions

Job Discovery	Job Development	Job Coaching	Group Supported Employment, 1:2	Group Supported Employment, 1:3	Group Supported Employment, 1:4	Group Supported Employment, 1:5	Group Supported Employment, 1:6	Workplace Assistance	Transportation
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'Typical' Workweek Without Training and PTO

Direct services	34.00	30.25	33.50	37.75	37.00	36.50	36.00	35.50	35.50	39.00
Travel Time Between Individuals	2.50	2.50	3.00						2.50	
Program Set-Up/ Clean-Up										
Networking/ General Development Activities		3.75								
Recordkeeping and Reporting	2.00	2.00	2.00	1.00	1.50	2.00	2.50	3.00	1.00	
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments										
Individual Planning Meetings	0.50	0.50	0.50	0.25	0.50	0.50	0.50	0.50		
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	30.08	26.76	29.64	33.40	32.73	32.29	31.85	31.41	31.41	34.50
Travel Time Between Individuals	2.21	2.21	2.65						2.21	
Program Set-Up/ Clean-Up										
Networking/ General Development Activities		3.32								
Recordkeeping and Reporting	1.77	1.77	1.77	0.88	1.33	1.77	2.21	2.65	0.88	
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments										
Individual Planning Meetings	0.44	0.44	0.44	0.22	0.44	0.44	0.44	0.44		
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

New Rate and Payment Options - Proposed Rate Models
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Appendix C: Productivity Assumptions

Peer Supports	Family-to-Family Training	Professional Services, Office/Telehealth	Professional Services, Community	Support Facilitation
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'Typical' Workweek Without Training and PTO

Direct services	18.75	19.50	36.25	30.75	32.25
Travel Time Between Individuals				5.75	3.00
Program Set-Up/ Clean-Up					
Networking/ General Development Activities					
Recordkeeping and Reporting			2.25	2.00	3.75
Supervision and Other Employer Time	1.25	0.50	1.00	1.00	1.00
Missed Appointments			0.50	0.50	
Individual Planning Meetings					
Total	20.00	20.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00
Paid time off	100.00	100.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	16.23	16.88	32.07	27.20	28.53
Travel Time Between Individuals				5.09	2.65
Program Set-Up/ Clean-Up					
Networking/ General Development Activities					
Recordkeeping and Reporting			1.99	1.77	3.32
Supervision and Other Employer Time	1.08	0.43	0.88	0.88	0.88
Missed Appointments			0.44	0.44	
Individual Planning Meetings					
Training	0.77	0.77	0.77	0.77	0.77
Paid time off	1.92	1.92	3.85	3.85	3.85
Total	20.00	20.00	40.00	40.00	40.00

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Appendix D: Group Home Staffing Assumptions

	Tier A	Tier B	Tier C	Tier D	Tier E
3-Bed Homes					
<i>Base Staff Hours</i>					
Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	1	1	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	1
Number of Staff on Shift During Overnight Hours	1	1	1	1	1
Total Base Staff Hours	168.0	168.0	168.0	168.0	250.0
<i>'Floating' Staff Hours²</i>					
Floating FTE per Week	0.00	0.50	1.00	2.00	1.00
Total Floating Staff Hours	0.0	20.0	40.0	80.0	40.0
Total Hours per Home per Week	168.0	188.0	208.0	248.0	290.0
Hours per Resident per Week	56.0	62.7	69.3	82.7	96.7
4- and 5-Bed Homes					
<i>Base Staff Hours</i>					
Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	2	2	2	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	2	2
Number of Staff on Shift During Overnight Hours	1	1	1	2	2
Total Base Staff Hours	168.0	250.0	250.0	336.0	336.0
<i>'Floating' Staff Hours²</i>					
Floating FTE per Week	1.00	0.00	1.00	0.00	1.00
Total Floating Staff Hours	40.0	0.0	40.0	0.0	40.0
Total Hours per Home per Week	208.0	250.0	290.0	336.0	376.0
Hours per Resident per Week (based on 4.5 residents)	46.2	55.6	64.4	74.7	83.6
6+ Bed Homes					
<i>Base Staff Hours</i>					
Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	2	2	2	2	3
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	2	2	2
Number of Staff on Shift During Overnight Hours	1	1	2	2	2
Total Base Staff Hours	250.0	250.0	336.0	336.0	418.0
<i>'Floating' Staff Hours²</i>					
Floating FTE per Week	0.00	1.00	0.00	1.00	0.00
Total Floating Staff Hours	0.0	40.0	0.0	40.0	0.0
Total Hours per Home per Week	250.0	290.0	336.0	376.0	418.0
Hours per Resident per Week (based on six residents)	41.7	48.3	56.0	62.7	69.7

¹'Peak' hours include times when most participants are likely to be at home (i.e., mornings, evenings, and weekends)

²Floating' FTE hours are intended to provide additional staffing to supplement base staffing during specified times, to accommodate participants with minimal participation in activities outside of the home, to deliver one-to-one support, etc.

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Appendix E: Staffing Assumptions for Supervised Living with Awake Overnight Staff

Tier A	Tier B	Tier C	Tier D	Tier E
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With Awake Overnight Staff

Base Staff Hours

Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	2	2	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	2
Number of Staff on Shift During Overnight Hours	1	1	1	1	1
Total Base Staff Hours	168.0	168.0	250.0	250.0	280.0
'Floating' Staff Hours²					
Floating FTE per Week	0.00	1.00	0.00	1.00	1.00
Total Floating Staff Hours	0.0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	168.0	208.0	250.0	290.0	320.0
Hours per Resident per Week (based on 4.5 residents)	37.3	46.2	55.6	64.4	71.1

With Asleep/ On-Call Overnight Staff

Base Staff Hours

Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	2	2	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	2
Number of Staff on Shift During Overnight Hours	0	0	0	0	0
Total Base Staff Hours	112.0	112.0	194.0	194.0	224.0
'Floating' Staff Hours²					
Floating FTE per Week	0.00	1.00	0.00	1.00	1.00
Total Floating Staff Hours	0.0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	112.0	152.0	194.0	234.0	264.0
Hours per Resident per Week (based on 4.5 residents)	24.9	33.8	43.1	52.0	58.7

¹'Peak' hours include times when most participants are likely to be at home (i.e., mornings, evenings, and weekends)

²'Floating' FTE hours are intended to provide additional staffing to supplement base staffing during specified times, to accommodate participants with minimal participation in activities outside of the home, to deliver one-to-one support, etc.