

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 |
|-------------------|------|--------------|---------------|-------|
|-------------------|------|--------------|---------------|-------|

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 | \$203.41 | |
| Tier B | Standard | Day | \$93.04 | \$164.77 | |
| | No Day/ Employment | Day | | \$224.63 | |
| Tier C | Standard | Day | \$118.13 | \$187.27 | |
| | No Day/ Employment | Day | | \$250.67 | |
| Tier D | Standard | Day | \$141.51 | \$209.77 | |
| | No Day/ Employment | Day | | \$296.04 | |
| Tier E | Standard | Day | \$141.51 | \$227.46 | |
| | No Day/ Employment | Day | | \$317.26 | |

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Comparison of Proposed Rates to Current Published Rates

| Service/Variation | Unit | Current Rate | Proposed Rate | Notes |
|-------------------|------|--------------|---------------|-------|
|-------------------|------|--------------|---------------|-------|

Remote Supports

| | | | | |
|--------------------|---------|---|---------|---------------|
| Monitoring | 15 Min. | - | \$2.62 | New services. |
| In-Person Response | 15 Min. | - | \$12.24 | |

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

| | | | | |
|---|---------|--------|---------|--|
| Community-Based Supports, 1:1 | 15 Min. | \$9.47 | \$12.24 | 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 | \$11.17 | Daily rate to be billed when service exceeds 16 hours in a day |
| Hourly, 1:2 | 15 Min. | | \$6.32 | |
| Hourly, 1:3 | 15 Min. | | \$4.28 | |
| Daily, 1:1 | Day | \$277.56 | \$696.53 | |
| Daily, 1:2 | Day | | \$370.00 | |
| Daily, 1:3 | Day | | \$248.39 | |

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Comparison of Proposed Rates to Current Published Rates

| Service/Variation | Unit | Current Rate | Proposed Rate | Notes |
|-------------------|------|--------------|---------------|-------|
|-------------------|------|--------------|---------------|-------|

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. | 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. | \$9.69 | |
| | 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. | - | \$12.15 | New service. |
|----------------------|---------|---|---------|--------------|

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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Comparison of Proposed Rates to Current Published Rates

| Service/Variation | Unit | Current Rate | Proposed Rate | Notes |
|-------------------|------|--------------|---------------|-------|
|-------------------|------|--------------|---------------|-------|

Peer Supports and Family-to-Family Training

| | | | | |
|---------------------------|---------|---|---------|--------------|
| Peer Supports | 15 Min. | - | \$11.65 | New service. |
| Family to Family Training | 15 Min. | - | \$11.18 | New service. |

Professional Services

| | | | | | |
|-------------------------------|--------------------|---------|---------|---------|---|
| Psychologist/ BCBA | Community | 15 Min. | | \$24.22 | |
| | 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 Nurse | Community | 15 Min. | \$13.13 | \$24.07 | Service incorporates current Natural Supports Training by Professional Staff and Professional Supports while at Day Program services. |
| | Office/ Telehealth | 15 Min. | | \$19.76 | |
| Licensed Social Worker | Community | 15 Min. | | \$24.06 | |
| | Office/ Telehealth | 15 Min. | | \$19.76 | |
| Lic. Mental Hlth Couns./ LMFT | Community | 15 Min. | | \$19.40 | |
| | 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. | - | \$15.87 | |
| Fiscal Intermediary | Month | - | \$150.18 | |

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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 |

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

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 | - 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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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 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 |
| 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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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) | \$35.61 | \$35.61 | \$35.61 | \$35.61 | \$35.61 |
| | - Number of Agency-Provided Respite Hours per Year | 336 | 336 | 336 | 504 | 504 |
| | Annual Cost of Agency-Provided Respite per Home | \$11,964.96 | \$11,964.96 | \$11,964.96 | \$17,947.44 | \$17,947.44 |
| 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 | \$52,026.65 | \$58,596.65 | \$66,658.73 | \$80,703.28 | \$87,273.28 |
| | - 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 | \$6,997.41 | \$7,727.41 | \$8,623.19 | \$10,183.70 | \$10,913.70 |
| Total Annual Cost per Participant | | \$69,974.06 | \$77,274.06 | \$86,231.92 | ##### | ##### |
| Total Cost per Participant per Day | | \$191.71 | \$211.71 | \$236.25 | \$279.01 | \$299.01 |
| Rate per Day at 344 Days per Year | | \$203.41 | \$224.63 | \$250.67 | \$296.04 | \$317.26 |

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

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 | \$33.32 |
| Admin. and Program Support | Cost per Hour Before Program Support and Administration | \$33.32 |
| | - Program Support Cost per Day | \$30.00 |
| | Program Support Cost per Billable Hour | \$4.35 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.19 |
| | Cost per Billable Hour | \$41.86 |
| | - Number of Members Monitored | 4 |
| | Total Cost per Billable Hour per Individual | \$10.47 |
| | Rate per 15 Minutes per Individual | \$2.62 |

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

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 | \$36.76 |
| 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 | \$39.26 |
| | - Program Support Cost per Day | \$30.00 |
| | Program Support Cost per Billable Hour | \$4.81 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.90 |
| | Cost per Billable Hour | \$48.97 |
| | Rate per 15 Minutes | \$12.24 |

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

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 | \$36.76 |
| 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 | \$39.26 |
| | - Program Support Cost per Day | \$30.00 |
| | Program Support Cost per Billable Hour | \$4.81 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.90 |
| | Cost per Billable Hour | \$48.97 |
| | Rate per 15 Minutes | \$12.24 |

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

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 |
| | - 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 |
| 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 |
| 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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Respite, Hourly

| | | 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 | 0.88 | 0.88 | 0.88 |
| | - Recordkeeping and Reporting | 0.88 | 1.33 | 1.77 |
| | - 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 | 32.74 | 32.29 | 31.85 |
| | Productivity Factor | 1.22 | 1.24 | 1.26 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$35.04 | \$35.61 | \$36.19 |
| 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 Billable Hour | \$0.57 | \$0.58 | \$0.59 |
| Admin. and Program Support | Cost per Hour Before Program Support and Administration | \$35.61 | \$36.19 | \$36.78 |
| | - Program Support Funding per Day | \$30.00 | \$60.00 | \$60.00 |
| | Program Support Cost per Billable Hour | \$4.58 | \$9.29 | \$9.42 |
| | - Administration Percent | 10.0% | 10.0% | 10.0% |
| | Administration Cost per Billable Hour | \$4.47 | \$5.05 | \$5.13 |
| | Cost per Billable Hour | \$44.66 | \$50.53 | \$51.33 |
| | - Number of Individuals Served | 1 | 2 | 3 |
| | Rate per 15 Minutes per Participant | \$11.17 | \$6.32 | \$4.28 |

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

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 | \$34.18 | \$34.75 | \$35.04 |
| | - Awake Staff Hours | 16.00 | 16.00 | 16.00 |
| | Daily Staff Cost for Awake Hours | \$546.88 | \$556.00 | \$560.64 |
| Mileage | - Daily Staff Payment for Asleep Hours | \$50.00 | \$50.00 | \$50.00 |
| | - Number of Miles Traveled per Week | 30 | 30 | 30 |
| | - Amount per Mile | \$0.625 | \$0.625 | \$0.625 |
| Admin. and Program Support | 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 |
| | Cost per Day Before Program Support and Administration | \$596.88 | \$606.00 | \$610.64 |
| | - Program Support Funding per Day | \$30.00 | \$60.00 | \$60.00 |
| | - Administration Percent | 10.0% | 10.0% | 10.0% |
| | Administration Cost per Billable Hour | \$69.65 | \$74.00 | \$74.52 |
| | Cost per Day | \$696.53 | \$740.00 | \$745.16 |
| | - Number of Individuals Served | 1 | 2 | 3 |
| | Rate per Day per Participant | \$696.53 | \$370.00 | \$248.39 |

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

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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 |

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

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) | | | | | |

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

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 |

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

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 | \$36.47 |
| 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 | \$38.96 |
| | - Program Support Cost per Day | \$30.00 |
| | Program Support Cost per Billable Hour | \$4.78 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.86 |
| | Cost per Billable Hour | \$48.60 |
| | Rate per 15 Minutes | \$12.15 |

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

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 |

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

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 | \$30.77 |
| 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 | \$32.70 |
| | - Daily Program Support Costs | \$30.00 |
| | Program Support Cost per Billable Hour | \$9.24 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.66 |
| | Cost per Billable Hour | \$46.60 |
| | Rate per 15 Minutes | \$11.65 |

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

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 | \$29.52 |
| 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 | \$31.37 |
| | - Daily Program Support Costs | \$30.00 |
| | Program Support Cost per Billable Hour | \$8.89 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$4.47 |
| | Cost per Billable Hour | \$44.73 |
| | Rate per 15 Minutes | \$11.18 |

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

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 |

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

Professional Services, Office/Telehealth

| | | Licensed Social Worker | Lic. Mental Hlth Couns./ | 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 |

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

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 |

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

Professional Services, Community

| | | Licensed Social Worker | Lic. Mental Hlth Couns./ | 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 |

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

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) | 26.18% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.75 |
| | <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 | \$48.65 |
| | | |
| 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 | \$51.85 |
| | - Program Support Cost per Day | \$30.00 |
| | Program Support Cost per Billable Hour | \$5.26 |
| | - Administration Percent | 10.0% |
| | Administration Cost per Billable Hour | \$6.35 |
| | Cost per Billable Hour | \$63.46 |
| | Rate per 15 Minutes | \$15.87 |

New Rate and Payment Options - Proposed Rate Models
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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) | 26.94% |
| | Annual Payroll Staff Wage and Benefit Cost | \$69,098 |
| | - Number of Individuals per Payroll Staff | 50 |
| | Monthly Payroll Staff Cost per Individual | \$115.16 |
| 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 | \$135.16 |
| | - Administration Percent | 10.0% |
| | Monthly Administration Cost per Individual | \$15.02 |
| | Rate per Month | \$150.18 |

Rate and Payment Options Study

Appendices to Proposed Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare,
Developmental Disabilities and Hospitals

- prepared by -

Burns & Associates, Inc.

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October 10, 2022

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

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.

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

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.

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

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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 |
|------------|-------------------|---|---------------------------------------|-----------------|--|--------------------------|-----------------------|---------|
|------------|-------------------|---|---------------------------------------|-----------------|--|--------------------------|-----------------------|---------|

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 |
|-------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

- 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

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

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 |
|---------------|-----------------|--------------|----------------------------|----------------------|----------------|---------------|---------------------------|

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 |

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

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)

| | | | | | | | | |
|--|--|---|--|--|---|------------------------------------|----------------------|---------------------|
| 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 |
|--|--|---|--|--|---|------------------------------------|----------------------|---------------------|

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 |
|-------------------|----------------|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

- 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

New Rate and Payment Options - Proposed Rate Models
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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 |
|--|---|------|---|------|---|----------|---|----------|

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.

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

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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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 |
|------------|-------------------|-----------------|-------------------------------------|--------------------------------------|---|---|---|---|---|
|------------|-------------------|-----------------|-------------------------------------|--------------------------------------|---|---|---|---|---|

'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 |

New Rate and Payment Options - Proposed Rate Models
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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 |
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|----------------------|----------------------|----------------------|---------------------|---------------------|---------------------|
|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|----------------------|----------------------|----------------------|---------------------|---------------------|---------------------|

'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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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 |
|---------------|-----------------|--------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------|
|---------------|-----------------|--------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------|

'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
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix C: Productivity Assumptions

| Peer Supports | Family-to-Family Training | Professional Services, Office/Telehealth | Professional Services, Community | Support Facilitation |
|---------------|---------------------------|---|----------------------------------|----------------------|
|---------------|---------------------------|---|----------------------------------|----------------------|

'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 |

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

| | 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 |

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

| | Tier A | Tier B | Tier C | Tier D | Tier E |
|---|---------------|---------------|---------------|---------------|---------------|
| 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)

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.

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

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

| | Tier A | Tier B | Tier C | Tier D | Tier E |
|---|--------------|--------------|--------------|--------------|--------------|
| <i>With Awake Overnight Staff</i> | | | | | |
| <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 | 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 |
| <i>'Floating' Staff Hours²</i> | | | | | |
| 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

| | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|
| <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 | 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 |
| <i>'Floating' Staff Hours²</i> | | | | | |
| 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)

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.