Rate and Payment Options Study

# **Final 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 - Final Rate Models

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

# **Table of Contents**

Comparison of Proposed Rates to Current Published Rates	1
Proposed Rate Models	
Group Homes	5
<u>Supervised Living</u> Awake Overnight Staff Asleep/ On-Call Overnight Stff	
<u>Shared Living Arrangement</u> Standard Enhanced	
<u>Remote Supports</u> Monitoring In-Person Response.	
<u>Community-Based Supports</u> Individual Group	
<u>Center-Based Supports</u> Individual Group	
Respite	16
Employment Supports Discovery Job Development Job Coaching Group Supported Employment Personal Care in the Workplace	18 19 20
Transportation	22
Peer Supports	23
Family-to-Family Training	24
Professional Services Office/ Telehealth Community	25 28
Supports for Self-Direction Supports Brokerage	31
Appendices Appendix A: Wage Assumptions Appendix B: Benefits Assumptions Appendix C: Productivity Assumptions Appendix D: Group Home Staffing Assumptions Appendix E: Staffing Assumptions for Supervised Living with Awake Overnight Staff	

#### Service/Variation Unit Current **Proposed** Notes Rate Rate Group Home Tier A \$181.91 \$293.79 Day Proposed rates are based on a 344-day Tier B \$181.91 \$350.56 Day billing year; current rates have been Tier C Day \$256.89 \$407.31 converted to a 344-day equivalent for Tier D \$472.96 Day \$414.29 comparative purposes. Tier E \$464.32 \$529.78 Day Supportive Living Awake Overnight Day \$266.03 Tier A \$181.91 \$208.52 New service to replace some Non-Asleep/ On-Call Overnight Day Congregate Residential services (others Awake Overnight \$316.49 Day \$181.91 Tier B will transition to Community-Based Asleep/ On-Call Overnight Day \$258.98 Supports). Awake Overnight Day \$369.50 Tier C \$256.89 Proposed rates are based on a 344-day Asleep/ On-Call Overnight \$311.94 Day billing year; current rates for Non-Awake Overnight Day \$428.79 Congregate Residential have been Tier D \$414.29 Asleep/ On-Call Overnight Day \$371.28 converted to a 344-day equivalent for Awake Overnight \$466.71 comparative purposes. Day Tier E \$464.32 \$409.20 Asleep/ On-Call Overnight Day Shared Living Arrangement Tier A, Standard \$147.26 Day \$76.24 Proposed rates are based on a 344-day Tier B, Standard Day \$93.04 \$164.95 billing year; current rates have been Tier C, Standard Day \$118.13 \$187.49 converted to a 344-day equivalent for Tier D, Standard Day \$141.51 \$210.02 comparative purposes. Tier E, Standard Day \$141.51 \$227.71 Tier A. Enhanced Day \$178.21 Tier B. Enhanced Day \$202.09 Tier C, Enhanced \$230.81 Day Tier D. Enhanced Day \$309.06 Tier E, Enhanced \$339.12 Day

#### **Comparison of Final Rates to Current Published Rates**

#### Remote Supports

Monitoring	15 Min.	-	\$2.64
In-Person Response	15 Min.	-	\$12.36

<b>Comparison of Final Rates to Current Published Rates</b>								
Service/Variation	Unit	Current Rate	Proposed Rate	Notes				
Community-Based Supports (includes current C	ommunity-Base	d Supports an	nd Community	y-Based Day Program)				
Community-Based Supports, 1:1	15 Min.	\$9.47	\$12.36					
Community-Based Supports, 1:2	15 Min.	\$5.45	-					
Community-Based Supports, 1:3	15 Min.	\$3.79	-	Services currently billed under shared				
Community-Based Supports, 1:4	15 Min.	\$2.96	-	Community-Based Supports will				
Community-Based Supports, 1:5	15 Min.	\$2.46	-	transition to the tiered group rates.				
Community-Based Supports, 1:6	15 Min.	\$2.13	-					
Community-Based Supports, Group, Tier A	15 Min.	\$2.01	\$5.61					
Community-Based Supports, Group, Tier B	15 Min.	\$2.01	\$5.61					
Community-Based Supports, Group, Tier C	15 Min.	\$4.67	\$6.63					
Community-Based Supports, Group, Tier D	15 Min.	\$9.56	\$8.12					
Community-Based Supports, Group, Tier E	15 Min.	\$9.56	\$10.72					
Center-Based Supports (current Center-Based 1	Day Program							
Center-Based Supports, Individual	15 Min.		\$11.78					
Center-Based Supports, Tier A	15 Min.	\$1.38	\$3.33					
Center-Based Supports, Tier B	15 Min.	\$1.59	\$3.33					
Center-Based Supports, Tier C	15 Min.	\$2.26	\$4.04					
Center-Based Supports, Tier D	15 Min.	\$3.45	\$5.25					
Center-Based Supports, Tier E	15 Min.	\$9.47	\$6.20					
Home-Based Day Program								
Home-Based Supports, Tier A	Day	\$1.38	-	With the increased staffing levels in the				
Home-Based Supports, Tier B	Day	\$1.59	-	Group Home rate models, Home-Based				
Home-Based Supports, Tier C	Day	\$2.26	-	Day Programs would be eliminated (there will be an exceptions process to				
Home-Based Supports, Tier D	Day	\$3.45	-	increase Group Home staffing if				
Home-Based Supports, Tier E	Day	\$9.47	-	appropriate).				
Respite								
Hourly, 1:1	15 Min.	\$7.71	\$11.28					
Hourly, 1:2	15 Min.		\$6.37	Daily rate for use in cases of				
Hourly, 1:3	15 Min.		\$4.32	Emergency SLA placements, using the Enhanced Tier E SLA rate				
Daily, 1:1	Day	\$277.56	\$339.12					
Discovery and Job Development								
Discovery	15 Min.	<b>61505</b>	\$17.61	Current hourly Development/				
Job Development	15 Min.	\$15.05	\$19.73	Assessment rate is reported as a 15- minute equivalent for comparability.				

# Comparison of Final Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
Job Coaching				
Tier A	15 Min.		\$18.06	
Tier B	15 Min.		\$18.06	
Tier C	15 Min.	\$9.69	\$18.06	Current Job Coaching and Job
Tier D	15 Min.		\$18.06	Retention rates will be consolidated under a single reimbursement
Tier E	15 Min.		\$18.06	framework based on hours of support
Job Retention, Tier A	Month	\$216.39	-	provided. The longer-term goal is to
Job Retention, Tier B	Month	\$299.88	-	pay providers based on the number of hours worked by the individual being
Job Retention, Tier C	Month	\$386.66	-	supported.
Job Retention, Tier D	Month	\$580.00	-	11
Job Retention, Tier E	Month	\$727.22	-	
Group Support Employment				
Group Supported Employment, 1:2	15 Min.	\$5.57	\$8.53	
Group Supported Employment, 1:3	15 Min.	\$3.88	\$5.79	
Group Supported Employment, 1:4	15 Min.	\$3.03	\$4.41	
Group Supported Employment, 1:5	15 Min.	\$2.52	\$3.58	
Group Supported Employment, 1:6	15 Min.	\$2.18	\$3.01	
Personal Care in the Workplace				
Personal Care in the Workplace	15 Min.	-	\$12.36	New service.
Transportation				
Tiers A-C	Trip	\$10.62	-	Current tiered rates would be replaced
Tiers D-E	Trip	\$18.64	-	with rates based on the number of
All Tiers	Trip	-	\$21.20	individuals transported.
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.

# **Comparison of Final Rates to Current Published Rates**

Service/Variatio	Dn	Unit	Current Rate	Proposed Rate	Notes
Professional Ser	vices				
Psychologist/	Community	15 Min.		\$24.36	
BCBA	Office/ Telehealth	15 Min.		\$20.01	
Psychiatrist	Community	15 Min.		\$72.44	
1 Sycillau Ist	Office/ Telehealth	15 Min.		\$60.90	
Therapist	Community	15 Min.	-	\$28.48	
Therapist	Office/ Telehealth	15 Min.		\$23.51	
Registered	Community	15 Min.		\$24.20	
Nurse	Office/ Telehealth	15 Min.		\$19.88	Service incorporates current Natural
Licensed Social	Community	15 Min.	\$13.13	\$24.20	Supports Training by Professional Staff
Worker	Office/ Telehealth	15 Min.		\$19.87	and Professional Supports while at Day
Lic. Mental Hlth	Community	15 Min.		\$19.54	Program services.
Couns./ LMFT	Office/ Telehealth	15 Min.		\$15.91	
Intonnaton	Community	15 Min.		\$16.73	
Interpreter	Office/ Telehealth	15 Min.		\$13.53	
BCABA	Community	15 Min.		\$20.77	
DCADA	Office/ Telehealth	15 Min.		\$16.77	
Licensed	Community	15 Min.	•	\$20.75	
Practical Nurse	Office/ Telehealth	15 Min.		\$16.76	
Supports Broker	age				
Supports Brokers	age	15 Min.	\$12.50	\$15.99	
Financial Manag	gement Services (Support F	acilitation)			
Tier A		Month	\$49.20	-	
Tier B		Month	\$49.20	-	
Tier C		Month	\$98.41	-	
Tier D		Month	\$197.88	-	
Tier E		Month	\$197.88	-	

# **Comparison of Final Rates to Current Published Rates**

# **Group Homes**

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	Day	Day	Day	Day	Day
mefits	<ul> <li>Direct Support Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours - Supervision and Other Employer Time - Training - Paid Time Off	40.00 0.88 0.77 3.85	40.00 0.88 0.77 3.85	40.00 0.88 0.77 3.85	40.00 0.88 0.77 3.85	40.00 0.88 0.77 3.85
ct Support S	"Billable" Hours Productivity Adjustment Staff Cost After Productivity Adj. per Billable Hour	34.50 1.16 \$33.70	34.50 1.16 \$33.70	34.50 1.16 \$33.70	34.50 1.16 \$33.70	34.50 1.16 \$33.70
Dire	Staffing (see Appendix D) - Staff Hours per Residence per Week Allocated Staff Hours per Participant per Week Weekly Staff Cost per Participant	168.0 42.0 <b>\$1,415.40</b>	208.0 52.0 <b>\$1,752.40</b>	248.0 62.0 <b>\$2,089.40</b>	288.0 72.0 <b>\$2,426.40</b>	328.0 82.0 <b>\$2,763.40</b>
Mileage	<ul> <li>Amount per Mile</li> <li>Number of Miles per Home per Week</li> <li>Allocated Miles per Participant per Week</li> <li>Weekly Mileage Cost per Participant</li> </ul>	\$0.625 425 106 <b>\$66.25</b>	\$0.625 425 106 <b>\$66.25</b>	\$0.625 425 106 <b>\$66.25</b>	\$0.625 425 106 <b>\$66.25</b>	\$0.625 425 106 <b>\$66.25</b>
Services	-Licensed Staff (RN) Wage -Licensed Staff ERE Hourly Cost (wages + benefits) Weekly Hours per Participant	\$43.38 21.67% \$52.78 1.0	\$43.38 21.67% \$52.78 1.0	\$43.38 21.67% \$52.78 1.0	\$43.38 21.67% \$52.78 2.0	\$43.38 21.67% \$52.78 1.0
Professional Services	-Licensed Staff (Psychologist) Wage -Licensed Staff ERE Hourly Cost (wages + benefits) Weekly Hours per Participant	\$43.72 21.60% \$53.16 0.0	\$43.72 21.60% \$53.16 0.0	\$43.72 21.60% \$53.16 0.0	\$43.72 21.60% \$53.16 0.0	\$43.72 21.60% \$53.16 1.0
	Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94
d port	Cost per Week Before Program Support and Administration	\$1,534.43	\$1,871.43	\$2,208.43	\$2,598.21	\$2,935.59
Admin. and Program Support	- Program Support Cost per Participant per Day Weekly Program Support Cost per Participant	\$30.00 \$210.00	\$30.00 \$210.00	\$30.00 \$210.00	\$30.00 \$210.00	\$30.00 \$210.00
Prog	- Administration Percent Weekly Administration Cost per Participant	10.0% \$193.83	10.0% \$231.27	10.0% \$268.71	10.0% \$312.02	10.0% \$349.51
	Total Cost per Participant per Week Total Cost per Participant per Day Rate per Day at 344 Days per Year	\$1,938.26 <b>\$276.89</b> <b>\$293.79</b>	\$2,312.70 \$330.39 \$350.56	\$2,687.14 <b>\$383.88</b> <b>\$407.31</b>	\$3,120.23 \$445.75 \$472.96	\$3,495.10 <b>\$499.30</b> <b>\$529.78</b>

#### Supportive 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 Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Its.	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05
I B	Productivity Assumptions					
sar	Total Hours	40.00	40.00	40.00	40.00	40.00
lge	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
N N	- Training	0.77	0.77	0.77	0.77	0.77
aff	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
St	"Billable" Hours	34.50	34.50	34.50	34.50	34.50
l Do	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
Supp	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	\$33.70	\$33.70	\$33.70	\$33.70
sct	Staffing (see Appendix E)					
Dire	- 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	\$1,258.02	\$1,557.61	\$1,872.37	\$2,171.63	\$2,396.41
<u> </u>	Weekiy Stan Cost per 1 articipant	\$1,230.02	\$1,557.01	\$1,072.57	\$2,171.05	\$2,570.41
20	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
Mileage	- Number of Miles per Home per Week	425	425	425	425	425
Mil	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
	-Licensed Staff (RN) Wage	<mark>\$43.38</mark>	<b>\$43.38</b>	<b>\$43.38</b>	<b>\$43.38</b>	\$43.38
ses	-Licensed Staff ERE	<u>21.67%</u>	21.67%	<u>21.67%</u>	21.67%	21.67%
vic	Hourly Cost (wages + benefits)	\$52.78	\$52.78	\$52.78	\$52.78	\$52.78
Professional Services	Weekly Hours per Participant	1.0	1.0	<u>1.0</u>	2.0	1.0
ona	-Licensed Staff (Psychologist) Wage	\$43.72	\$43.72	\$43.72	\$43.72	\$43.72
ssic	-Licensed Staff ERE	21.60%	21.60%	21.60%	21.60%	21.60%
ofe	Hourly Cost (wages + benefits)	\$53.16	\$53.16	\$53.16	\$53.16	\$53.16
P 1	Weekly Hours per Participant	0.0	0.0	0.0	0.0	1.0
	Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94
n I	Cost per Week Before Program Support and Administration	\$1,369.55	\$1,669.14	\$1,983.90	\$2,335.94	\$2,561.10
and	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
n S	Weekly Program Support Cost per Participant		\$210.00	\$ <b>210.00</b>	\$30.00 \$210.00	\$210.00
Admin. and Program Support	weekiy riogram Support Cost per rarucipant	\$210.00			\$210.00	\$ <b>210.00</b>
Pro,	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Weekly Administration Cost per Participant	\$175.51	\$208.79	\$243.77	\$282.88	\$307.90
	Total Cost per Participant per Week	\$1,755.06	\$2,087.93	\$2,437.67	\$2,828.82	\$3,079.00
	Total Cost per Participant per Day	\$250.72	\$298.28	\$348.24	\$404.12	\$439.86
	Rate per Day at 344 Days per Year	\$266.03	\$316.49	\$369.50	\$428.79	\$466.71
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## Supportive Living with Asleep/ On-Call Overnight Staff

	r	Tier A	Tier B	Tier C	Tier D	Tier E
r	Unit of Service	Day	Day	Day	Day	Day
nefits	<ul> <li>Direct Support Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours - Supervision and Other Employer Time	40.00 0.88	40.00 0.88	40.00 0.88	40.00 0.88	40.00 0.88
t Staff Wa	- 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
ct Support	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	\$33.70	\$33.70	\$33.70	\$33.70
Dire	Staffing (see Appendix E) - Staff Hours per Residence per Week Allocated Staff Hours per Participant per Week Weekly Staff Cost per Participant	112.0 24.9 <b>\$838.79</b>	152.0 33.8 <b>\$1,138.39</b>	194.0 43.1 <b>\$1,452.81</b>	234.0 52.0 <b>\$1,752.40</b>	264.0 58.7 <b>\$1,977.18</b>
Asleep/ On- Call Pay	- Daily Payment for Asleep/ On-Call Shift Weekly Asleep/ On-Call Shift Payments Weekly Asleep/ On-Call Shift Payment per Participant	\$50.00 \$350.00 \$77.78	\$50.00 \$350.00 \$77.78	\$50.00 \$350.00 \$77.78	\$50.00 \$350.00 \$77.78	\$50.00 \$350.00 \$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
Services	-Licensed Staff (RN) Wage	\$43.38	\$43.38	\$43.38	\$43.38	\$43.38
	-Licensed Staff ERE	21.67%	21.67%	21.67%	21.67%	21.67%
	Hourly Cost (wages + benefits)	\$52.78	\$52.78	\$52.78	\$52.78	\$52.78
	Weekly Hours per Participant	1.0	1.0	1.0	2.0	1.0
Professional Services	-Licensed Staff (Psychologist) Wage	\$43.72	\$43.72	\$43.72	\$43.72	\$43.72
	-Licensed Staff ERE	21.60%	21.60%	21.60%	21.60%	21.60%
	Hourly Cost (wages + benefits)	\$53.16	\$53.16	\$53.16	\$53.16	\$53.16
	Weekly Hours per Participant	0.0	0.0	0.0	0.0	1.0
	Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94
d port	Cost per Week Before Program Support and Administration	\$1,028.10	\$1,327.70	\$1,642.12	\$1,994.49	\$2,219.65
Admin. and	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Program Support	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00
Pro	- Administration Percent	<u>10.0%</u>	<u>10.0%</u>	<u>10.0%</u>	<u>10.0%</u>	10.0%
	Weekly Administration Cost per Participant	\$137.57	\$170.86	\$205.79	\$244.94	\$269.96
	Total Cost per Participant per Week	\$1,375.67	\$1,708.56	\$2,057.91	\$2,449.43	\$2,699.61
	Total Cost per Participant per Day	<b>\$196.52</b>	<b>\$244.08</b>	<b>\$293.99</b>	<b>\$349.92</b>	<b>\$385.66</b>
	Rate per Day at 344 Days per Year	<b>\$208.52</b>	<b>\$258.98</b>	<b>\$311.94</b>	<b>\$371.28</b>	<b>\$409.20</b>

#### **Shared Living Arrangement**

		Tier A	Tier B	Tier C	Tier D	Tier E
	Unit of Service	Day	Day	Day	Day	Day
	- Recruiter Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
	Annual Recruiter Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
		10	10	10	10	10
H	- Home Recruitments per Full-Time Recruiter per Year	<u>12</u>	<u>12</u>	<u>12</u>	12 #7-214.04	12 #7.214.94
mei	Recruiter Cost per Home Recruitment	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84
Recruitment	- Annual Home Recruiter Miles	3,900	3,900	3,900	3,900	3,900
Sec	- 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
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	- 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	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00
or	- Home Monitor Hourly Wage	\$33.91	<mark>\$33.91</mark>	<mark>\$33.91</mark>	\$33.91	\$33.91
onit	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
X	Annual Home Monitor Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
Home Monitor	- Home Monitor Caseload	15	15	12	10	10
Η						
	Annual Home Monitor Cost per Participant	\$5,851.87	\$5,851.87	\$7,314.84	\$8,777.81	\$8,777.81
Home Monitor Mileage						
me Monit Mileage	- Annual Home Monitor Miles	<mark>3,900</mark>	<mark>3,900</mark>	<mark>3,900</mark>	<mark>3,900</mark>	3,900
e M lile:	- Annual Home Monitor Miles per Home	260	260	325	390	390
S a	- Amount per Mile	\$0.625	<b>\$0.625</b>	<b>\$0.625</b>	<b>\$0.625</b>	\$0.625
	Home Monitor Mileage Cost per Home	\$162.50	\$162.50	\$203.13	\$243.75	\$243.75
Home Payment						
Home	- Daily Payment to Home Provider per Participant	\$75.00	<mark>\$90.00</mark>	<u>\$105.00</u>	<b>\$120.00</b>	\$135.00
P <sub>3</sub>	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	\$34,642.37	\$40,117.37	\$47,095.97	\$54,074.56	\$59,549.56
an	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
nin (	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
Admin. and ogram Suppo						+
Pro	- Administration Percent	<u>10.0%</u>	<u>10.0%</u>	<u>10.0%</u>	<u>10.0%</u>	10.0%
	Annual Administration Cost per Participant	\$5,065.82	\$5,674.15	\$6,449.55	\$7,224.95	\$7,833.28
		<b></b>			<b>***</b>	<b></b>
	Total Cost per Participant per Year	\$50,658.19	\$56,741.52	\$64,495.52	\$72,249.51	\$78,332.84
	Total Cost per Participant per Day	\$138.79	\$155.46	\$176.70	\$197.94	\$214.61
	Rate per Day at 344 Days per Year	\$147.26	\$164.95	\$187.49	\$210.02	\$227.71

ŗ		Tier A		Tier B	Tier C	Tier D	Tier E
	Unit of Service	Day		Day	Day	Day	Day
	- Recruiter Hourly Wage	\$33.91		\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	,	24.45%	24.45%	24.45%	24.45%
	Annual Recruiter Cost (wages + benefits)	\$87,778.07	'	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
	- Number of Home Recruitments per Recruiter per Year	12		12	12	12	12
lent	Recruiter Cost per Home Recruitment	\$7,314.84		\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84
Recruitment	- Annual Home Recruiter Miles	3,900	1	3,900	3,900	3,900	3,900
ecr	- Annual Home Recruiter Miles per Home	325		325	325	325	325
<sup>∞</sup>	- 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	\$1,253.00	)	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00
	- Home Monitor Hourly Wage	\$33.91		\$33.91	\$33.91	\$33.91	\$33.91
litor	- Employee Benefit Rate (as a percent of wages)	24.45%		24.45%	24.45%	24.45%	24.45%
4 on	Annual Home Monitor Cost (wages + benefits)	\$87,778.07		\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
le N	, <b>,</b> ,						-
Home Monitor	- Home Monitor Caseload	15		15	12	10	10
	Annual Home Monitor Cost per Participant	\$5,851.87	'	\$5,851.87	\$7,314.84	\$8,777.81	\$8,777.81
	<b>A A</b>						
Home Monitor Mileage	- Annual Home Monitor Miles	3,900	)	3,900	3,900	3,900	3,900
me Moni Mileage	- Annual Home Monitor Miles per Home	260	)	260	325	390	390
Mi Mi	- Amount per Mile	\$0.625	i	\$0.625	\$0.625	\$0.625	\$0.625
Нс	Home Monitor Mileage Cost per Home	\$162.50	)	\$162.50	\$203.13	\$243.75	\$243.75
Home Payment							
Home	- Daily Payment to Home Provider per Participant	\$101.25		<b>\$121.50</b>	\$141.75	\$204.00	\$229.50
F Pa	Annual Payment per Participant	\$36,956.25	;	\$44,347.50	\$51,738.75	\$74,460.00	\$83,767.50
d port	Annual Cost Before Program Support and Administration	\$44,223.62	2	\$51,614.87	\$60,509.72	\$84,734.56	\$94,042.06
. an Supj	- Program Support Cost per Participant per Day	\$30.00	)	\$30.00	\$30.00	\$30.00	\$30.00
Admin. and ogram Suppc	Annual Program Support Cost per Participant	\$10,950.00		\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
Admin. and Program Support	- Administration Percent	10.0%	, ,	10.0%	10.0%	10.0%	10.0%
	Annual Administration Cost per Participant	\$6,130.40		\$6,951.65	\$7,939.97	\$10,631.62	\$11,665.78
	Total Annual Cost per Participant	\$61,304.02	2	\$69,516.52	\$79,399.69	\$106,316.18	\$116,657.84
	Total Cost per Participant per Day	\$167.96		\$190.46	\$217.53	\$291.28	\$319.61
	Rate per Day at 344 Days per Year	\$178.21		\$202.09	\$230.81	\$309.06	\$339.12

# Shared Living Arrangement, Enhanced

<b>Remote Supports</b>	Monitoring
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	Unit of Service	15 Min.
Direct Support Staff Wages and Benefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> <li>Productivity Adjustments</li> <li>Total Hours</li> <li>Supervision and Other Employer Time</li> </ul>	\$22.14 31.20% \$29.05 40.00 0.88
Direct Wages	- Training - Paid Time Off "Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	0.77 3.85 34.50 1.16 <b>\$33.70</b>
nd pport	Cost per Hour Before Program Support and Administration	\$33.70
Admin. and Program Support	- Program Support Cost per Day Program Support Cost per Billable Hour	\$30.00 \$4.35
Pro	- Administration Percent Administration Cost per Billable Hour	10.0% \$4.23
	Cost per Billable Hour - Number of Members Monitored Total Cost per Billable Hour per Individual	\$42.28 4 \$10.57
	Rate per 15 Minutes per Individual	\$2.64

		15 M.
	Unit of Service	15 Min.
	- Direct Care Staff Hourly Wage	\$22.14
its	- Employee Benefit Rate (as a percent of wages)	31.20%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05
Be		\$27.00
pur	Productivity Adjustments	
es a	Total Hours	40.00
/ag	- Travel Time Between Individuals	2.21
ŦΜ	- Recordkeeping and Reporting	0.88
Staf	- Individual Planning Meetings	0.22
L L	- Supervision and Other Employer Time	0.88
odd	- Training	0.77
Suj	- Paid Time Off	3.85
ect	"Billable" Hours	31.19
Dir	Productivity Factor	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$37.18
	······································	
es B	- Number of Miles Traveled per Week	125
Mileage	- Amount per Mile	\$0.625
Ŭ.	Weekly Mileage Cost	\$78.13
	Mileage Cost per Billable Hour	\$2.50
1 t	Cost per Hour Before Program Support and Administration	\$39.68
pu		\$23100
J. al Sul	- Program Support Cost per Day	\$30.00
Admin. and Program Support	Program Support Cost per Billable Hour	\$4.81
Ad	- Administration Percent	10.0%
Pr		
	Administration Cost per Billable Hour	\$4.94
	Cost per Billable Hour	\$49.43
	Rate per 15 Minutes	\$12.36

#### **Remote Supports, In-Person Response**

	Unit of Service	15 Min.
senefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Travel Time Between Individuals - Recordkeeping and Reporting - Individual Planning Meetings - Supervision and Other Employer Time - Training - Paid Time Off "Billable" Hours Productivity Factor	40.00 2.21 0.88 0.22 0.88 0.77 3.85 31.19 1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$37.18
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost <b>Mileage Cost per Billable Hour</b>	125 \$0.625 \$78.13 <b>\$2.50</b>
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Program Support Cost per Day Program Support Cost per Billable Hour - Administration Percent	\$39.68 \$30.00 \$4.81 10.0%
P <sub>1</sub>	Administration Cost per Billable Hour	\$4.94
	Cost per Billable Hour Rate per 15 Minutes	\$49.43 <b>\$12.36</b>

#### **Community Based Supports, Individual**

#### **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.
	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05	\$22.14 31.20% \$29.05
Staff Wages and Benefits	Productivity Adjustments Total Hours - Program Set-Up/ Clean-Up - Recordkeeping and Reporting - Individual Planning Meetings - Supervision and Other Employer Time	40.00 1.11 1.33 0.44 0.88	40.00 1.11 1.33 0.44 0.88	40.00 1.11 1.33 0.22 0.88	40.00 1.11 0.88 0.22 0.88	40.00 1.11 0.88 0.22 0.88
Staff Wage:	- Training - Paid Time Off "Billable" Hours Productivity Factor	0.77 3.85 31.62 1.27	0.77 3.85 31.62 1.27	0.77 3.85 31.84 1.26	0.77 3.85 32.29 1.24	0.77 3.85 32.29 1.24
	<ul> <li>Staffing Ratio</li> <li>Group Size (Participants per Direct Care Staff)</li> <li>Participant Attendance Rate</li> <li>Adjusted Weighted Avg. of No. of Participants per Staff</li> </ul>	3.00 90% 2.70	3.00 90% 2.70	2.50 90% 2.25	2.00 90% 1.80	1.50 90% 1.35
0	Staff Cost After Productivity Adj. per Billable Hour	\$13.66	\$13.66	\$16.27	\$20.01	\$26.68
Attendance	<ul> <li>Annual Days of Program Support</li> <li>Annual Days of Participant Attendance</li> <li>Hours per Day of Participant Attendance</li> <li>Hours per Year of Participant Attendance</li> </ul>	250.0 225.0 6.00 1,350	250.0 225.0 6.00 1,350	250.0 225.0 6.00 1,350	250.0 225.0 6.00 1,350	250.0 225.0 6.00 1,350
Facility	<ul> <li>Square Feet of Service Space per Participant</li> <li>Annual Cost per Square Foot</li> <li>Annual Facility Cost per Participant</li> <li>Facility Cost per Participant per Billable Hour</li> </ul>	100 \$15.00 \$1,500.00 <b>\$1.11</b>	100 \$15.00 \$1,500.00 <b>\$1.11</b>	100 \$15.00 \$1,500.00 <b>\$1.11</b>	100 \$15.00 \$1,500.00 <b>\$1.11</b>	100 \$15.00 \$1,500.00 <b>\$1.11</b>
Mileage, In Program	Amount per Mile - Number of Miles Traveled per Vehicle per Week - Number of Participants per Vehicle Allocated Miles per Participant per Week Annual Mileage Cost/ Participant (at 250 days of operation) <b>Mileage Cost per Participant per Billable Hour</b>	\$0.625 150 2.70 55.6 \$1,737.50 <b>\$1.29</b>	\$0.625 150 2.70 55.6 \$1,737.50 <b>\$1.29</b>	\$0.625 150 2.25 66.7 \$2,084.38 <b>\$1.54</b>	\$0.625 150 1.80 83.3 \$2,603.13 <b>\$1.93</b>	\$0.625 150 1.35 111.1 \$3,471.88 \$2.57
l ort	Cost per Hour Before Program Support and Administration	\$16.06	\$16.06	\$18.92	\$23.05	\$30.36
Admin. and Program Support	- Program Support Cost per Day Program Support Cost per Participant per Billable Hour	\$60.00 \$4.12	\$60.00 \$4.12	<mark>\$60.00</mark> \$4.94	<mark>\$60.00</mark> <b>\$6.17</b>	\$60.00 \$8.23
 Proį	- Administration Percent Administration Cost per Participant per Billable Hour	<u>10.0%</u> \$2.24	10.0% \$2.24	10.0% \$2.65	<u>10.0%</u> \$3.25	10.0% \$4.29
L	Cost per Participant per Billable Hour Rate per 15 Minutes	\$22.42 \$5.61	\$22.42 \$5.61	\$26.51 \$6.63	\$32.47 \$8.12	\$42.88 \$10.72

	Unit of Service	15 Min.
d Benefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05
iff Wages and	Productivity Adjustments Total Hours - Program Set-Up/ Clean-Up - Recordkeeping and Reporting	40.00 1.11 1.33
Direct Support Staff Wages and Benefits	<ul> <li>Individual Planning Meetings</li> <li>Supervision and Other Employer Time</li> <li>Training</li> <li>Paid Time Off</li> <li>"Billable" Hours</li> </ul>	0.22 0.88 0.77 3.85 31.84
	Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	1.26 \$36.60
Attendance	<ul> <li>Annual Days of Program Support</li> <li>Annual Days of Participant Attendance</li> <li>Hours per Day of Participant Attendance</li> <li>Hours per Year of Participant Attendance</li> </ul>	250.0 225.0 6.00 1,350
Facility	<ul> <li>Square Feet of Service Space per Participant</li> <li>Annual Cost per Square Foot</li> <li>Annual Facility Cost per Participant</li> <li>Facility Cost per Participant per Billable Hour</li> </ul>	100 \$15.00 \$1,500.00 <b>\$1.11</b>
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Program Support Cost per Day <b>Program Support Cost per Billable Hour</b>	\$37.71 <mark>\$30.00</mark> <b>\$4.71</b>
A Prog	- Administration Percent Administration Cost per Billable Hour	10.0% \$4.71
	Cost per Billable Hour Rate per 15 Minutes	\$47.13 <b>\$11.78</b>

#### **Center-Based Supports, Individual**

#### **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.
	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05
	Productivity Adjustments					
ŝ	Total Hours	40.00	40.00	40.00	40.00	40.00
Staff Wages and Benefits	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11
3en	- Recordkeeping and Reporting	2.21	2.21	1.77	1.33	1.33
ЧE	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.22
s an	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
iagei	- Training	0.77	0.77	0.77	0.77	0.77
Ŵ	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
aff	"Billable" Hours	30.74	30.74	31.18	31.62	31.84
St	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
	riajusteu (regneu rivg, or ito, or runerpunts per sum			5.0	2.,	2.5
	Staff Cost After Productivity Adj. per Billable Hour	\$8.39	\$8.39	\$10.33	\$13.66	\$16.27
e	A musel Deve of Development Service of	250.0	250.0	250.0	250.0	250.0
Attendance	- Annual Days of Program Support - Annual Days of Participant Attendance	230.0	230.0	230.0	230.0	230.0
enc	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00
Att	Hours per Year of Participant Attendance	1,350	1,350	1,350	1,350	1,350
	Hours per Tear of Farticipant Attendance	1,330	1,330	1,330	1,550	1,550
<i>S</i>	- Square Feet of Service Space per Participant	100	100	100	100	100
silit	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Facility	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
ort	Cost per Hour Before Program Support and Administration	\$9.50	\$9.50	\$11.44	\$14.77	\$17.38
and		<b>\$</b> < 0, 0, 0	<b>.</b>	<b>#</b> <0.00	<b>.</b>	<b>.</b>
in. Su	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00
Admin. and ogram Suppo	Program Support Cost per Billable Hour	\$2.47	\$2.47	\$3.09	\$4.12	\$4.94
Admin. and Program Support	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	\$1.33	\$1.33	\$1.61	\$2.10	\$2.48
	•					
	Cost per Participant per Billable Hour	\$13.30	\$13.30	\$16.14	\$20.99	\$24.80
	Rate per 15 Minutes	\$3.33	\$3.33	\$4.04	\$5.25	\$6.20

		1:1	1:2	1:3
	Unit of Service	15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> <li>Productivity Adjustments</li> <li>Total Hours</li> <li>Travel Time Between Individuals</li> <li>Recordkeeping and Reporting</li> <li>Supervision and Other Employer Time</li> </ul>	\$22.14 31.20% \$29.05 40.00 0.88 0.88 0.88	\$22.14 31.20% \$29.05 40.00 0.88 1.33 0.88	\$22.14 31.20% \$29.05 40.00 0.88 1.77 0.88
	- Supervision and Other Employer Time     - Training     - Paid Time Off     "Billable" Hours     Productivity Factor     Staff Cost After Productivity Adj. per Billable Hour	0.88 0.77 3.85 32.74 1.22 \$35.44	0.88 0.77 3.85 32.29 1.24 \$36.02	0.88 0.77 3.85 31.85 1.26 <b>\$36.60</b>
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	30 \$0.625 \$18.75 <b>\$0.57</b>	30 <b>\$0.625</b> \$18.75 <b>\$0.58</b>	30 \$0.625 \$18.75 <b>\$0.59</b>
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Program Support Funding per Day	\$36.01 \$30.00	\$36.60 \$60.00	\$37.19 \$60.00
Admin. and gram Suppo	Program Support Cost per Billable Hour	\$4.58	\$9.29	\$9.42
Prog	- Administration Percent Administration Cost per Billable Hour	10.0% \$4.51	10.0% \$5.10	10.0% \$5.18
	Cost per Billable Hour - Number of Individuals Served	\$45.10	\$50.99	\$51.79
	Rate per 15 Minutes per Participant	\$11.28	\$6.37	\$4.32

#### **Respite**, Hourly

	Unit of Service	15	Min.
enefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	2	<mark>\$33.34</mark> 2 <mark>4.67%</mark> \$41.56
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Travel Time Between Individuals - Recordkeeping and Reporting - Individual Planning Meetings - Supervision and Other Employer Time - Training - Paid Time Off "Billable" Hours Productivity Factor		40.00 2.21 1.77 0.44 0.88 0.77 3.85 30.08 1.33
Mileage	Staff Cost After Productivity Adj. per Billable Hour - Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour		\$55.27 150 \$0.625 \$93.75 \$3.12
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Daily Program Support Costs Program Support Cost per Billable Hour - Administration Percent		\$58.39 \$30.00 \$4.99 10.0%
ΡY	Administration Cost per Billable Hour		\$7.04
	Cost per Billable Hour Rate per 15 Minutes		\$70.42 <b>\$17.61</b>

	Unit of Service	15 Min.
	- Direct Care Staff Hourly Wage	\$33.34
Ĩts	- Employee Benefit Rate (as a percent of wages)	24.67%
nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.56
Direct Support Staff Wages and Benefits	Productivity Adjustments	
anc	Total Hours	40.00
Ses	- Travel Time Between Individuals	2.21
Vag	- Networking/ General Development Activities	3.32
ff.	- Recordkeeping and Reporting	1.77
Sta	- Individual Planning Meetings	0.44
ort	- Supervision and Other Employer Time	0.88
ddn	- Training	0.77
it S	- Paid Time Off	3.85
irec	"Billable" Hours	26.76
	Productivity Factor	1.49
	Staff Cost After Productivity Adj. per Billable Hour	\$61.92
	Northan af Miles Torrada da en Walt	150
Mileage	- Number of Miles Traveled per Week - Amount per Mile	\$0.625
file	Weekly Mileage Cost	\$93.75
	Mileage Cost per Billable Hour	\$3.50
		\$3.30
or l	Cost per Hour Before Program Support and Administration	\$65.42
and		<b>#20.00</b>
J Si	- Daily Program Support Costs	\$30.00
Admin. and Program Support	Program Support Cost per Billable Hour	\$5.61
A Jug	- Administration Percent	10.0%
	Administration Cost per Billable Hour	\$7.89
		¢70.00
	Cost per Billable Hour	\$78.92 \$10.73
	Rate per 15 Minutes	\$19.73

#### Job Development

## 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.
s	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	\$33.16	\$33.16	\$33.16
efit	- Employee Benefit Rate (as a percent of wages)	24.74%	24.74%	24.74%	24.74%	<mark>24.74%</mark>
Sen	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.36	\$41.36	\$41.36	\$41.36
Direct Support Staff Wages and Benefits	Productivity Adjustments					
s ar	Total Hours	40.00	40.00	40.00	40.00	40.00
l ge	- Travel Time Between Individuals	2.65	2.65	2.65	2.65	2.65
Å	- Recordkeeping and Reporting	2.03	2.05	2.03	2.03	2.03
aff	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
t St	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.88
por	- Training	0.77	0.77	0.77	0.77	0.77
ldn	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
ct N	"Billable" Hours	29.20	29.20	29.20	29.20	29.20
lire	Productivity Factor	1.37	1.37	1.37	1.37	1.37
		1.57	1.57	1.57	1.57	1.57
	Staff Cost After Productivity Adj. per Billable Hour	\$56.66	\$56.66	\$56.66	\$56.66	\$56.66
		1.50	1.50	1.50	1.50	1.50
age	- Number of Miles Traveled per Week	150	150	150	150	150
Mileage	- 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	\$3.21	\$3.21	\$3.21	\$3.21	\$3.21
Ę	Cost per Hour Before Program Support and Administration	\$59.87	\$59.87	\$59.87	\$59.87	\$59.87
pu odd	con per mour Denne i rogium support una manimutation	<i>QUJ107</i>		<i>QUJ</i> 10 <i>1</i>	<i>QUIOI</i>	<i><b>QU</b></i> <b>3 1 0 7</b>
J. a Suj	- Daily Program Support Costs	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Admin. and ogram Suppo	Program Support Cost per Billable Hour	\$5.14	\$5.14	\$5.14	\$5.14	\$5.14
Admin. and Program Support	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
P						
	Administration Cost per Billable Hour	\$7.22	\$7.22	\$7.22	\$7.22	\$7.22
	Cost per Billable Hour	\$72.23	\$72.23	\$72.23	\$72.23	\$72.23
	Rate per 15 Minutes	\$18.06	\$18.06	\$18.06	\$18.06	\$18.06

#### **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.
its	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	<mark>\$33.16</mark>	\$33.16	\$33.16
nef	- Employee Benefit Rate (as a percent of wages)	24.74%	24.74%	24.74%	24.74%	24.74%
Be	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.36	\$41.36	\$41.36	\$41.36
pu						
Direct Support Staff Wages and Benefits	Productivity Adjustments	40.00	40.00	40.00	40.00	10.00
age	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
tafi	- Individual Planning Meetings	0.22	0.44	0.44	0.44	0.44
t S	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88
por	- Training	0.77	0.77	0.77	0.77	0.77
dn	- Paid Time Off	3.85	3.85	3.85	3.85	3.85
cts	"Billable" Hours	33.40	32.73	32.29	31.85	31.41
ire	Productivity Factor	1.20	1.22	1.24	1.26	1.27
		<b>69409</b>	014.00	@1 <b>.</b>	<b>610.10</b>	~~ <b>-</b> -
	Staff Cost After Productivity Adj. per Billable Hour	\$24.82	\$16.82	\$12.82	\$10.42	\$8.75
Mileage, In Program	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
lileage, Ir Program	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	150
lica	Allocated Miles per Participant per Week	75.0	50.0	37.5	30.0	25.0
Σ <sup>Δ</sup>	Mileage Cost per Participant per Billable Hour	\$1.40	\$0.95	\$0.73	\$0.59	\$0.50
	Hindage cost per l'articipant per binable riour	\$1.10	<b>\$0.75</b>	\$0 <b>.</b> 75	0.57	\$0.50
L H	Cost per Hour Before Program Support and Administration	\$26.22	\$17.77	\$13.55	\$11.01	\$9.25
pu						
n. a	- Program Support Cost per Day	\$60.00	\$60.00	<mark>\$60.00</mark>	\$60.00	<mark>\$60.00</mark>
Admin. and ogram Suppo	Program Support Cost per Participant per Billable Hour	\$4.49	\$3.06	\$2.32	\$1.88	\$1.59
Admin. and Program Support	- Administration Percent	10.00/	10.00/	10.00/	10.00/	10.00/
Pr		<u>10.0%</u>	10.0%	10.0%	10.0%	10.0%
	Administration Cost per Participant per Billable Hour	\$3.41	\$2.31	\$1.76	\$1.43	\$1.20
	Cost per Participant per Billable Hour	\$34.12	\$23.14	\$17.63	\$14.32	\$12.04
	Rate per 15 Minutes	\$8.53	\$5.79	\$4.41	\$3.58	\$3.01
	F	40120	*****	+		

	Unit of Service	15 Min.
enefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$22.14 31.20% \$29.05
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Travel Time Between Individuals - Recordkeeping and Reporting - Individual Planning Meetings - Supervision and Other Employer Time - Training - Paid Time Off	40.00 2.21 0.88 0.22 0.88 0.77 3.85
Direct	"Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	31.19 1.28 <b>\$37.18</b>
Mileage	<ul> <li>Number of Miles Traveled per Week</li> <li>Amount per Mile</li> <li>Weekly Mileage Cost</li> <li>Mileage Cost per Billable Hour</li> </ul>	125 \$0.625 \$78.13 <b>\$2.50</b>
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Program Support Cost per Day <b>Program Support Cost per Billable Hour</b> - Administration Percent <b>Administration Cost per Billable Hour</b>	\$39.68 \$30.00 \$4.81 10.0% \$4.94
	Cost per Billable Hour Rate per 15 Minutes	\$49.43 <b>\$12.36</b>

	Unit of Service	Trip
Trip Details	- Number of Miles Traveled per Trip - Assumed Travel Speed (miles per Hour) - Minutes for Loading/Unloading per Participant	15 35 2
Direct Support Staff Wages and Benefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> <li>Productivity Adjustments</li> </ul>	\$22.14 31.20% \$29.05
Wages a	Total Hours - Supervision and Other Employer Time - Training	40.00 0.88 0.77
port Staff	- Paid Time Off "Billable" Hours Productivity Factor	3.85 34.50 1.16
Direct Sup	Staff Cost After Productivity Adj. per Billable Hour	\$33.70
	Number of Staff Hours per Trip (based on trip details above) Staff Cost per Trip	0.53 <b>\$17.86</b>
Mileage	- Amount per Mile Mileage Cost per Trip	\$0.625 \$9.38
Admin. and Program Support	Cost per Hour Before Program Support and Administration - Program Support Costs per Day Program Support Cost per Trip (based on two trips per day)	\$27.24 \$60.00 <b>\$30.00</b>
Adn Prograi	- Administration Percent Administration Cost per Trip	10.0% \$6.36
	Cost per Trip - Number of Individuals Transported Rate per Participant per Trip	\$63.60 3 <b>\$21.20</b>

#### Transportation

	Unit of Service	15-Min
	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
E s	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
Direct Support Staff Wages and Benefits		
Sen Sen	Productivity Adjustments Total Hours	20.00
ddi I		20.00
Su s ai	- Supervision and Other Employer Time	1.08
age	- Training - Paid Time Off	0.77
N Di	- Paid Time Off "Billable" Hours	1.92
		16.23 1.23
	Productivity Factor	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$30.77
	Number of Miles Travaled ner West	50
Mileage	- Number of Miles Traveled per Week - Amount per Mile	\$0.625
Tile	Weekly Mileage Cost	\$0.025
	Mileage Cost per Billable Hour	\$1.93
ort	Cost per Hour Before Program Support and Administration	\$32.70
and	- Daily Program Support Costs	\$30.00
Admin. and Program Support	Program Support Cost per Billable Hour	\$9.24
Adn	A devicing the Develop	10.0%
Pro	- Administration Percent	
	Administration Cost per Billable Hour	\$4.66
	Cost per Billable Hour	\$46.60
	Rate per 15 Minutes	\$11.65

#### **Peer Supports**

	Unit of Service	15-Min
		15 10111
	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
s H	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
Direct Support Staff Wages and Benefits		
en Sen	Productivity Adjustments	
bpc	Total Hours	20.00
Suj	- Supervision and Other Employer Time	0.43
ges	- Training	0.77
Dir Wa	- Paid Time Off	1.92
	"Billable" Hours	16.88
	Productivity Factor	1.18
	Staff Cost After Productivity Adj. per Billable Hour	\$29.52
<u> </u>	······································	41/101
50	- Number of Miles Traveled per Week	50
lea	- Amount per Mile	\$0.625
Mileage	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$1.85
۲,	Cost non Houn Defons Dup grow Sunn out and Administration	\$31.37
bbc	Cost per Hour Before Program Support and Administration - Daily Program Support Costs	
J. a Su		\$30.00
Admin. and ogram Suppo	Program Support Cost per Billable Hour	\$8.89
Admin. and Program Support	- Administration Percent	10.0%
Pr	Administration Cost per Billable Hour	\$4.47
	Cost per Billable Hour	\$44.73
	Rate per 15 Minutes	\$11.18

#### Family-to-Family Training

#### **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.
Benefits	<ul> <li>Direct Care Staff Hourly Wage</li> <li>Employee Benefit Rate (as a percent of wages)</li> <li>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</li> </ul>	\$43.72 21.60% \$53.16	\$153.21 11.55% \$170.91	\$52.75 19.91% \$63.25	\$43.38 21.67% \$52.78
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Recordkeeping and Reporting	40.00 1.99	40.00	40.00	40.00 1.99
ort Staff W	- Supervision and Other Employer Time - Missed Appointments - Training	0.88 0.44 0.77	0.88 0.44 0.77	0.88 0.44 0.77	0.88 0.44 0.77
ect Suppo	- Paid Time Off "Billable" Hours Productivity Factor	3.85 32.07 1.25	3.85 32.07 1.25	3.85 32.07 1.25	3.85 32.07 1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$66.45	\$213.64	\$79.06	\$65.98
Office Space	- Square Feet of Office Space per Staff - Annual Cost per Square Foot Annual Office Space Cost per Staff	100 \$15.00 \$1,500.00	100 \$15.00 \$1,500.00	100 \$15.00 \$1,500.00	100 \$15.00 \$1,500.00
	Office Space Cost per Billable Hour Cost per Hour Before Program Support and Administration - Program Support Cost per Day	\$0.90 \$67.35 \$30.00	\$0.90 \$214.54 \$30.00	\$0.90 \$79.96 \$30.00	<b>\$0.90</b> \$66.88 <b>\$30.00</b>
Admin. and Program Support	Program Support Cost per Day Program Support Cost per Billable Hour     Administration Percent	\$30.00 \$4.68 10.0%	\$30.00 \$4.68 10.0%	\$30.00 \$4.68 10.0%	\$30.00 \$4.68 10.0%
Prc	Administration Cost per Billable Hour	\$8.00	\$24.36	\$9.40	\$7.95
	Cost per Billable Hour Rate per 15 Minutes	\$80.03 <b>\$20.01</b>	\$243.58 <b>\$60.90</b>	\$94.04 <b>\$23.51</b>	\$79.51 <b>\$19.88</b>

The supervision and Reporting1.991.991.99- Supervision and Other Employer Time0.880.880.88- Missed Appointments0.440.440.44- Training0.770.770.77- Paid Time Off3.853.853.85"Billable" Hours32.0732.0732.07Productivity Factor1.251.251.25Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$443.11Staff Cost After Productivity Adj. per Billable Hour\$66.86\$51.00\$115.00Office Space Cost per Staff100100\$100Office Space Cost per Staff\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$0.90\$0.90\$30.00Program Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Billable Hour\$4.68\$4.68\$4.68- Administration Percent10.0%10.0%10.0%- Administration Cost per Billable Hour\$7.95\$6.36\$5.41			Licensed	Lic. Mental	Interpreter
Unit of Service15 Min.15 Min.15 Min.unit of Service- Direct Care Staff Hourly Wage\$43.37\$33.16\$27.01- Employce Benefit Rate (as a percent of wages)21.68%24.74%27.69%Hourly Staff Cost Before Productivity Adj. (wages + benefits)\$52.77\$41.36\$34.49Productivity Adjustments40.0040.0040.00- Recordkeeping and Reporting1.991.991.99- Missed Appointments0.440.440.44- Training0.770.770.77- Paid Time Off3.853.853.85"Billable" Hours32.0732.0732.07Productivity Factor1.251.251.25- Square Feet of Office Space per Staff100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00Annual Cost per Square Foot\$1.500.00\$1.500.00\$1.500.00Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Program Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Billable Hour\$4.68\$4.68\$4.68- Administration Cost per Billable Hour\$7.95\$6.36\$54.40			Social	Hlth Couns./	
gi up of of e- Direct Care Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)\$43.37 21.68% \$52.77\$33.16 24.74% \$769%Productivity Adjustments Total Hours40.0040.0040.00Productivity Adjustments Total Hours40.0040.0040.00- Recordkeeping and Reporting - Supervision and Other Employer Time - Training1.991.991.99- Bid Time Off Billable" Hours32.0732.0732.0732.07Productivity Factor1.251.251.251.251.25Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Staff Cost per Square Foot Annual Cost per Square Foot - Program Support Cost per Day Program Support Cost per Day\$1,500.00\$1,500.00\$1,500.00Put wing Wer Wer WerCost per Billable Hour\$46.88\$4.68\$4.68- Administration Percent - Administration Cost per Billable Hour\$7.95\$6.36\$54.00			Worker	LMFT	
- Employee Benefit Rate (as a percent of wages)       21.68%       24.74%       27.69%         Hourly Staff Cost Before Productivity Adj. (wages + benefits)       \$52.77       \$41.36       \$34.49         Productivity Adjustments       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       0.77       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       \$65.96       \$51.70       \$44.11         Office Space Cost per Staff       100       100       100         - Annual Cost per Square Foot       \$1.500       \$15.00       \$15.00         Annual Office Space Cost per Staff       50.90       \$0.90       \$0.90         Office Space Cost per Billable Hour       \$0.90       \$0.90       \$0.90         View       Office Space Cost per Billable Hour	·	Unit of Service	15 Min.	15 Min.	15 Min.
- Employee Benefit Rate (as a percent of wages)       21.68%       24.74%       27.69%         Hourly Staff Cost Before Productivity Adj. (wages + benefits)       \$52.77       \$41.36       \$34.49         Productivity Adjustments       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       0.77       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       \$65.96       \$51.70       \$44.11         Staff Cost After Productivity Adj. per Billable Hour       \$65.96       \$51.70       \$44.31         Office Space Cost per Staff       100       100       100       \$100         - Annual Cost per Square Foot       \$1,500.00       \$1,500.00       \$1,500.00       \$1,500.00       \$1,500.00         Office Space Cost per Billable Hour       \$0.90       \$0.90       \$0.9	s	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Per Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Pue of the space Cost per Billable Hour\$30.00\$30.00\$30.00Pue of the space Cost per Billable Hour\$4.68\$4.68\$4.68- Administration Percent10.0%10.0%10.0%Administration Cost per Billable Hour\$7.95\$6.36\$5.41	efit	, .			
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Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	ges	Total Hours	40.00	40.00	40.00
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	Wa	- Recordkeeping and Reporting	1.99	1.99	1.99
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	ff	- Supervision and Other Employer Time	0.88	0.88	0.88
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	Sta	- Missed Appointments	0.44	0.44	0.44
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	ort	- Training	0.77	0.77	0.77
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	ddr		3.85	3.85	3.85
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	t Sı	"Billable" Hours	32.07		32.07
Staff Cost After Productivity Adj. per Billable Hour\$65.96\$51.70\$43.11Odd Cost Office- Square Feet of Office Space per Staff100100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.00Out office Space Cost per Billable Hour\$30.00\$30.00\$30.00Put office Space Cost per Billable Hour\$4.68\$4.68\$4.68- Program Support Cost per Billable Hour\$10.0%10.0%10.0%- Administration Percent10.0%10.0%\$5.41- Administration Cost per Billable Hour\$7.95\$6.36\$5.41	Lec		1.25		1.25
OfficeSquare Feet of Office Space per Staff100100- Annual Cost per Square Foot\$15.00\$15.00\$15.00Annual Office Space Cost per Staff\$1,500.00\$1,500.00\$1,500.00Office Space Cost per Billable Hour\$0.90\$0.90\$0.90Office Space Cost per Billable Hour\$66.86\$52.60\$44.01Pue difficultyProgram Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Billable Hour\$4.68\$4.68\$4.68- Administration Percent10.0%10.0%10.0%Administration Cost per Billable Hour\$7.95\$6.36\$5.41	Di				
Image: space cost per binative riotin\$66.86\$52.60\$44.01Put din - Program Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Billable Hour\$468\$4.68\$4.68- Administration Percent10.0%10.0%10.0%Administration Cost per Billable Hour\$7.95\$6.36\$5.41		Staff Cost After Productivity Adj. per Billable Hour	\$65.96	\$51.70	\$43.11
Image: space cost per binative riotin\$66.86\$52.60\$44.01Put din - Program Support Cost per Day\$30.00\$30.00\$30.00Program Support Cost per Billable Hour\$468\$4.68\$4.68- Administration Percent10.0%10.0%10.0%Administration Cost per Billable Hour\$7.95\$6.36\$5.41	ce				
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Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41	0	Office Space Cost per Billable Hour	\$0.90	\$0.90	\$0.90
Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41	d port	Cost per Hour Before Program Support and Administration	\$66.86	\$52.60	\$44.01
Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41	nin. an n Supj	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00
Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41		Program Support Cost per Billable Hour	\$4.68	\$4.68	\$4.68
Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41	dm				
Administration Cost per Billable Hour     \$7.95     \$6.36     \$5.41	Prog				
	Ц	Administration Cost per Billable Hour	\$7.95	\$6.36	\$5.41
Cost per Billable Hour \$79.49 \$63.64 \$54.10		Cost per Billable Hour	\$79.49	\$63.64	\$54.10
Rate per 15 Minutes \$19.87 \$15.91 \$13.53		Rate per 15 Minutes	<b>\$19.87</b>	\$15.91	\$13.53

#### **Professional Services, Office/Telehealth**

		BCABA	LPN
r	Unit of Service	15 Min.	15 Min.
s	- Direct Care Staff Hourly Wage	\$33.16	\$33.12
efit	- Employee Benefit Rate (as a percent of wages)	24.74%	24.75%
Ben	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.32
Direct Support Staff Wages and Benefits	Productivity Adjustments		
ges	Total Hours	40.00	40.00
Wa	- Recordkeeping and Reporting	1.99	1.99
aff	- Supervision and Other Employer Time	1.77	1.77
t St	- Missed Appointments	0.44	0.44
por	- Training	0.77	0.77
dng	- Paid Time Off	3.85	3.85
sct	"Billable" Hours	31.18	31.18
Dire	Productivity Factor	1.28	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$52.94	\$52.89
Office Space	- Square Feet of Office Space per Staff	100	100
s SI	- Annual Cost per Square Foot	\$15.00	\$15.00
fice	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00
ē	Office Space Cost per Billable Hour	\$0.93	\$0.93
_		<u> </u>	<b>* 12 2</b> 0
Clinical Supervision	- Hourly Supervisor Rate	\$43.72	\$43.38
Clinical	- Supervisor Benefit Rate (as a percent of wages)	21.60% 1.0	21.67%
upe	Weekly Hours of Supervision Weekly Supervision Cost	\$53.16	1.0 \$52.78
N N	Supervision Cost per Billable Hour	\$33.10 <b>\$1.70</b>	\$32.78 <b>\$1.69</b>
	Supervision Cost per binable flour	\$1.70	\$1.09
port	Cost per Hour Before Program Support and Administration	\$55.57	\$55.51
Admin. and Program Support	- Program Support Cost per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$4.81	\$4.81
I A	- Administration Percent	10.0%	10.0%
Ъ	Administration Cost per Billable Hour	\$6.71	\$6.70
	Cost per Billable Hour	\$67.09	\$67.02
	Rate per 15 Minutes	\$16.77	\$16.76

#### **Professional Services, Office/Telehealth**

#### **Professional Services, Community**

		Psych- ologist/ BCBA	Р	sych- iatrist	Therapist (OT/ PT/ SLP)	Registered Nurse
	Unit of Service	15 Min.		15 Min.	15 Min.	15 Min.
S	- Direct Care Staff Hourly Wage	\$43.72		\$153.21	\$52.75	\$43.38
enefit	- Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	21.60% \$53.16		11.55% \$170.91	<mark>19.91%</mark> \$63.25	21.67% \$52.78
Direct Support Staff Wages and Benefits	Productivity Adjustments					
ages	Total Hours - Travel Time Between Individuals	40.00 5.09	- <u> </u>	40.00	40.00	40.00
ŤΨ	- Recordkeeping and Reporting	1.77		1.77	1.77	1.77
Staf	- Supervision and Other Employer Time - Missed Appointments	0.88 0.44		0.88 0.44	0.88 0.44	0.88 0.44
port	- Training	0.44		0.44	0.44	0.44
t Suj	- Paid Time Off	3.85		3.85	3.85	3.85
Direc	"Billable" Hours Productivity Factor	27.20 1.47		27.20 1.47	27.20 1.47	27.20 1.47
	Staff Cost After Productivity Adj. per Billable Hour	\$78.15	5	\$251.24	\$92.98	\$77.59
	- Number of Miles Traveled per Week	175		175	175	175
Mileage	- 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	2	\$4.02	\$4.02	\$4.02
d port	Cost per Hour Before Program Support and Administration	\$82.17		\$255.26	\$97.00	\$81.61
ı. an Sup	- Program Support Cost per Day	\$30.00		\$30.00	\$30.00	\$30.00
Admin. and ogram Suppo	Program Support Cost per Billable Hour	\$5.51	L	\$5.51	\$5.51	\$5.51
Admin. and Program Support	- Administration Percent	10.0%		10.0%	10.0%	10.0%
	Administration Cost per Billable Hour	 \$9.74	1	\$28.97	\$11.39	\$9.68
	Cost per Billable Hour	\$97.42		\$289.74	\$113.90	\$96.80
	Rate per 15 Minutes	\$24.36	5	\$72.44	\$28.48	\$24.20

		Licensed	Lic. Mental	Interpreter
		Social	Hlth Couns./	
		Worker	LMFT	
	Unit of Service	15 Min.	15 Min.	15 Min.
	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01
fits	- Employee Benefit Rate (as a percent of wages)	21.68%	24.74%	27.69%
Sene	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.77	\$41.36	\$34.49
Direct Support Staff Wages and Benefits	Productivity Adjustments			
es a	Total Hours	40.00	40.00	40.00
ag	- Travel Time Between Individuals	5.09	5.09	5.09
L ₹	- Recordkeeping and Reporting	1.77	1.77	1.77
Staf	- Supervision and Other Employer Time	0.88	0.88	0.88
L S	- Missed Appointments	0.44	0.44	0.44
odd	- Training	0.77	0.77	0.77
Suj	- Paid Time Off	3.85	3.85	3.85
ect	"Billable" Hours	27.20	27.20	27.20
Dir	Productivity Factor	1.47	1.47	1.47
	Staff Cost After Productivity Adj. per Billable Hour	\$77.57	\$60.80	\$50.70
		1.7.5	175	175
age	- Number of Miles Traveled per Week	175 ©0 (25	175	175
Mileage	- Amount per Mile Weekly Mileage Cost	\$0.625 \$100.28	\$0.625 \$100.28	\$0.625 \$100.28
		\$109.38	\$109.38	\$109.38
<u> </u>	Mileage Cost per Billable Hour	\$4.02	\$4.02	\$4.02
d port	Cost per Hour Before Program Support and Administration	\$81.59	\$64.82	\$54.72
an	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00
Admin. and gram Suppo	Program Support Cost per Billable Hour	\$5.51	\$5.51	\$5.51
Admin. and Program Support	- Administration Percent	10.0%	10.0%	10.0%
P1	Administration Cost per Billable Hour	\$9.68	\$7.81	\$6.69
	Cost per Billable Hour	\$96.78	\$78.14	\$66.92
	Rate per 15 Minutes	\$90.78 <b>\$24.20</b>	\$78.14 \$19.54	\$16.73
	ivate per 15 minutes	φ27.20	\$17 <b>.</b> 34	\$10.75

#### **Professional Services, Community**

		BCABA	LPN
		15.16	15.16
r	Unit of Service	15 Min.	15 Min.
	- Direct Care Staff Hourly Wage	\$33.16	\$33.12
Ĩts	- Employee Benefit Rate (as a percent of wages)	24.74%	24.75%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.32
Be		• • • • • •	+
and	Productivity Adjustments		
es	Total Hours	40.00	40.00
Vag	- Travel Time Between Individuals	5.09	5.09
ΕV	- Recordkeeping and Reporting	1.77	1.77
Stal	- Supervision and Other Employer Time	1.77	1.77
Ţ	- Missed Appointments	0.44	0.44
bbc	- Training	0.77	0.77
Su	- Paid Time Off	3.85	3.85
ect	"Billable" Hours	26.31	26.31
Dir	Productivity Factor	1.52	1.52
	Staff Coat After Desdestisiter Adian er Dillahla Hann	¢() 07	6(3.01
	Staff Cost After Productivity Adj. per Billable Hour	\$62.87	\$62.81
e,	- Number of Miles Traveled per Week	175	175
eag	- Amount per Mile	\$0.625	\$0.625
Mileage	Weekly Mileage Cost	\$109.38	\$109.38
	Mileage Cost per Billable Hour	\$4.16	\$4.16
		÷	+
on <sup>1</sup>	- Hourly Supervisor Rate	\$43.72	\$43.38
ica	- Supervisor Benefit Rate (as a percent of wages)	21.60%	21.67%
Clinical Supervision	Weekly Hours of Supervision	1.0	1.0
Sul	Weekly Supervision Cost	\$53.16	\$52.78
	Supervision Cost per Billable Hour	\$2.02	\$2.01
Ę	Continue House Defense Deservers Comment and Administration	¢ ( 0, 0,5	¢ ( 0,00
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$69.05	\$68.98
	- Program Support Cost per Day	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.70	\$5.70
Ad	- Administration Percent	10.0%	10.0%
Pre	Administration Cost per Billable Hour	\$8.31	\$8.30
L		ψ0.01	φ <b>0.0</b> 0
	Cost per Billable Hour	\$83.06	\$82.98

#### **Professional Services, Community**

Rate per 15 Minutes

\$20.75

\$20.77

Unit of Service15 Min.start- Direct Staff Hourly Wage\$27.54- Employce Benefit Rate (as % of wages)27.39%Hourly Staff Cost Before Productivity Adj. (wages + benefits)\$35.08Productivity Adjustments40.00- Travel Time Between Individuals2.65- Recordkeeping and Reporting3.32- Supervision and Other Employer Time0.88- Paid Time Off3.85"Billable" Hours28.53Productivity Factor1.40Staff Cost After Productivity Adj. per Billable Hour\$49.11Staff Cost After Productivity Adj. per Billable Hour\$49.11Staff Cost per Billable Hour\$22.50Wileage Cost per Billable Hour\$2.19Office Space100- Annual Cost per Square Foot\$1.500.00Annual Cost per Individual Before Admin. and Program Support\$52.31- Program Support Cost per Billable Hour\$52.31- Program Support Cost per Billable Hour\$52.66- Administration Percent10.0%Administration Cost per Billable Hour\$64.00Cost per Billable Hour\$63.97Rate per 15 Minutes\$15.99			
guile- Direct Staff Hourly Wage - Employee Benefit Rate (as % of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)\$27,54 27,39% \$355.08Productivity Adjustments Total HoursTotal Hours - Travel Time Between Individuals40,00- Travel Time Between Individuals2.65 - Recordkeeping and Reporting - Supervision and Other Employer Time Billable" Hours0.88 2.7.77 - Paid Time Off Billable" HoursTotal Hours2.8.53 - Recordkeeping and Reporting - Travining - Training Billable" Hours2.8.53 2.8.53 2.8.53 Productivity FactorTotal Hours2.8.53 - Recordkeeping and Reporting - Supervision and Other Employer Time - Travining - Number of files Traveled per Month - Amount per Mile Weekly Mileage Cost - Record per Billable Hour100 \$0.6625 \$62.50 \$15.00Mileage Cost per Billable Hour\$2.19 \$15.00 \$1.500<		Unit of Service	15 Min.
Upper Productivity Adjustments27.39%Hourly Staff Cost Before Productivity Adj. (wages + benefits)\$35.08Productivity Adjustments40.00- Travel Time Between Individuals2.65- Recordkeeping and Reporting3.32- Supervision and Other Employer Time0.88- Training0.77- Paid Time Off3.85"Billable" Hours28.53Productivity Factor1.40Staff Cost After Productivity Adj. per Billable Hour\$49.11off\$0.625Weekly Mileage Cost\$62.50Mileage Cost per Billable Hour\$21.50office Space100- Annual Cost per Square Foot\$1.500.00Annual Cost per Individual Before Admin. and Program Support\$52.31- Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97			
Staff Cost After Productivity Adj. per Billable Hour\$49.11a b b b i- Number of Miles Traveled per Month - Amount per Mile100 \$0.625- Amount per Mile Weekly Mileage Cost Weekly Mileage Cost per Billable Hour\$0.625 \$0.625a b b c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b c c puer und c c b c c- Square Feet of Office Space (Strong)100 \$1.500b c c puer und c c c c c- Square Feet of Office Space (Strong)100 \$1.500b c c puer und c c c c c c c- Square Feet of Office Space (Strong)100 \$1.500b c c c c c c c c c c c c- Square Feet of Office Space (Strong)100 \$1.500c 	its		
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Staff Cost After Productivity Adj. per Billable Hour\$49.11a b b b i- Number of Miles Traveled per Month - Amount per Mile100 \$0.625- Amount per Mile Weekly Mileage Cost Weekly Mileage Cost per Billable Hour\$0.625 \$0.625a b b c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b c c puer und c c b c c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b puer und c c c c c c c c c c- Square Feet of Office Space - Annual Cost per Billable Hour\$1.01 \$1.01b puer und c	ort		0.77
Staff Cost After Productivity Adj. per Billable Hour\$49.11a b b b i- Number of Miles Traveled per Month - Amount per Mile100 \$0.625- Amount per Mile Weekly Mileage Cost Weekly Mileage Cost per Billable Hour\$0.625 \$0.625a b b c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b c c puer und c c b c c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b puer und c c c c c c c c c c- Square Feet of Office Space - Annual Cost per Billable Hour\$1.01 \$1.01b puer und c	ddn	- Paid Time Off	3.85
Staff Cost After Productivity Adj. per Billable Hour\$49.11a b b b i- Number of Miles Traveled per Month - Amount per Mile100 \$0.625- Amount per Mile Weekly Mileage Cost Weekly Mileage Cost per Billable Hour\$0.625 \$0.625a b b c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b c c puer und c c b c c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b puer und c c c c c c c c c c- Square Feet of Office Space - Annual Cost per Billable Hour\$1.01 \$1.01b puer und c	it S	"Billable" Hours	28.53
Staff Cost After Productivity Adj. per Billable Hour\$49.11a b b b i- Number of Miles Traveled per Month - Amount per Mile100 \$0.625- Amount per Mile Weekly Mileage Cost Weekly Mileage Cost per Billable Hour\$0.625 \$0.625a b b c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b c c puer und c c b c c c- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space100 \$1.500b puer und c c c c c c c c c c- Square Feet of Office Space - Annual Cost per Billable Hour\$1.01 \$1.01b puer und c	irec	Productivity Factor	1.40
Soft Participation- Number of Miles Traveled per Month100- Amount per Mile\$0.625Weekly Mileage Cost\$62.50Mileage Cost per Billable Hour\$2.19Soft - Annual Cost per Square Foot100- Annual Cost per Square Foot\$15.00Annual Cost of Office Space\$1,500.00Office Space Cost per Billable Hour\$1.01Pue - U - Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97			6 40 11
Mileage Cost per Billable Hour\$2.19Source Feet of Office Space100- Annual Cost per Square Foot\$15.00Annual Cost of Office Space\$1,500.00Office Space Cost per Billable Hour\$1.01Put under Source Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97		Staff Cost After Productivity Adj. per Billable Hour	\$49.11
Mileage Cost per Billable Hour\$2.19Source Feet of Office Space100- Annual Cost per Square Foot\$15.00Annual Cost of Office Space\$1,500.00Office Space Cost per Billable Hour\$1.01Put under Source Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97	5	- Number of Miles Traveled per Month	100
Mileage Cost per Billable Hour\$2.19Source Feet of Office Space100- Annual Cost per Square Foot\$15.00Annual Cost of Office Space\$1,500.00Office Space Cost per Billable Hour\$1.01Put under Source Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97	eag	-	\$0.625
Mileage Cost per Billable Hour\$2.19Source Feet of Office Space100- Annual Cost per Square Foot\$15.00Annual Cost of Office Space\$1,500.00Office Space Cost per Billable Hour\$1.01Put under Source Support Cost per Day\$30.00Program Support Cost per Billable Hour\$52.31- Administration Percent10.0%Administration Cost per Billable Hour\$63.97	Mil	Weekly Mileage Cost	\$62.50
Image: Splice cost per Diffusite Hour9131Image: Splice cost per Diffusite Hour\$52.31Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$5.26- Administration Percent10.0%Administration Cost per Billable Hour\$6.40Cost per Billable Hour\$63.97		Mileage Cost per Billable Hour	\$2.19
Image: Splice cost per Diffusite Hour9131Image: Splice cost per Diffusite Hour\$52.31Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$5.26- Administration Percent10.0%Administration Cost per Billable Hour\$6.40Cost per Billable Hour\$63.97	ce		100
Image: Splice cost per Diffusite Hour9131Image: Splice cost per Diffusite Hour\$52.31Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$5.26- Administration Percent10.0%Administration Cost per Billable Hour\$6.40Cost per Billable Hour\$63.97	Spa		
Image: Splice cost per Diffusite Hour9131Image: Splice cost per Diffusite Hour\$52.31Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$5.26- Administration Percent10.0%Administration Cost per Billable Hour\$6.40Cost per Billable Hour\$63.97	ce		
Image: Splice cost per Diffusite Hour9131Image: Splice cost per Diffusite Hour\$52.31Program Support Cost per Day\$30.00Program Support Cost per Billable Hour\$5.26- Administration Percent10.0%Administration Cost per Billable Hour\$6.40Cost per Billable Hour\$63.97	) ff	· ·	
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	<u> </u>		\$1.01
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	H H	Monthly Cost per Individual Before Admin. and Program Support	\$52.31
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	pur		
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	II.		
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	dmi	Program Support Cost per Billable Hour	\$5.26
Administration Cost per Billable Hour     \$6.40       Cost per Billable Hour     \$63.97	I A	- Administration Percent	10.0%
Cost per Billable Hour \$63.97			
		•	
Rate per 15 Minutes \$15.99			
		Rate per 15 Minutes	\$15.99

#### Supports Brokerage

Rate and Payment Options Study

# Appendices to Final Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

- prepared by -

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January 30, 2023

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	Under 5 yrs	None	\$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	None	None	\$18.60	\$22.87	\$29.46	\$36.96	\$47.34
21-1015 Rehabilitation counselor	Master's	None	None	\$17.59	\$17.59	\$28.84	\$36.74	\$46.40
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	None	None	\$15.38	\$22.75	\$28.99	\$36.55	\$46.99
21-1021 Child, family, and school social worker	Bachelor's	None	None	\$17.89	\$22.91	\$29.65	\$36.96	\$46.61
21-1022 Healthcare social worker	Master's	None	Intern/resident	\$24.01	\$30.52	\$37.92	\$38.93	\$39.16
21-1023 Mental health/ sub. abuse social worker	Master's	None	Intern/resident	\$22.93	\$28.73	\$36.74	\$37.23	\$38.72
21-1091 Health education specialist	Bachelor's	None	None	\$22.79	\$29.29	\$37.12	\$37.61	\$47.37
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$14.11	\$17.59	\$18.42	\$22.47	\$23.59
21-1094 Community health worker	High school	None	Short-term OTJ	\$14.71	\$18.60	\$24.08	\$36.84	\$46.61
25-2052 Special ed. teachers, kindergarten/ elem. 2/	Bachelor's	None	None	\$29.84	\$37.92	\$48.05	\$60.93	\$61.01
25-2057 Special ed. teacher, middle school 2/	Bachelor's	None	None	\$31.33	\$48.05	\$48.05	\$60.93	\$62.69
25-2058 Special ed. teachers, secondary school 2/	Bachelor's	None	None	\$29.84	\$39.79	\$48.46	\$61.01	\$61.01
25-9045 Teaching assts., except postsecondary 2/	Some college	None	None	\$15.10	\$17.91	\$18.81	\$23.54	\$29.68
27-3091 Interpreter/ translator	Bachelor's	None	None	\$18.45	\$18.80	\$23.62	\$25.92	\$37.52
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/resident	\$18.34	\$28.63	\$36.04	\$38.15	\$48.39
29-1122 Occupational therapist	Master's	None	None	\$30.14	\$37.38	\$46.09	\$48.19	\$59.80
29-1123 Physical therapist	Doctoral/prof	None	None	\$29.80	\$37.56	\$46.12	\$48.57	\$58.24
29-1127 Speech-language pathologist	Master's	None	Intern/resident	\$28.90	\$37.16	\$42.86	\$47.88	\$58.24
29-1141 Registered nurse	Bachelor's	None	None	\$29.49	\$36.27	\$37.93	\$45.85	\$48.87
29-1223 Psychiatrists	Doctoral/prof	None	Intern/resident	\$80.81	1/	1/	1/	1/
29-2061 Lic. practical/ lic. vocational nurse	Postsec award		None	\$22.72	\$28.07	\$28.96	\$29.25	\$36.80
31-1120 Home health and personal care aide	High school	None	Short-term OTJ	\$13.73	\$13.96	\$14.09	\$14.42	\$18.01
31-1131 Nursing assistant	Postsec award		None	\$14.23	\$14.40	\$17.84	\$18.09	\$22.22
31-1133 Psychiatric aide	High school	None	Short-term OTJ	\$17.59	\$18.01	\$22.22	\$22.73	\$22.82
31-2011 Occupational therapy assistant	Associate's	None	None	\$22.71	\$22.71	\$29.97	\$37.06	\$37.96
31-2021 Physical therapist assistant	Associate's	None	None	\$29.02	\$29.60	\$32.85	\$37.87	\$38.79
31-2022 Physical therapist aide	High school	None	Short-term OTJ	\$11.56	\$13.73	\$13.73	\$27.76	\$27.77
31-9092 Medical assistant	Postsec award		None	\$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	None	Short-term OTJ	\$11.74	\$13.73	\$14.55	\$18.53	\$27.76
39-9041 Residential adviser	High school	None	Short-term OTJ	\$11.74	\$13.73	\$14.55	\$18.55	\$23.35
43-3031 Bookkeeping, accounting, and auditing clerk	-	None	Mod-term OTJ	\$14.25	\$14.05	\$22.88	\$22.80	\$29.82
53-3051 School bus driver	Not pub.			\$14.23	\$18.57	\$22.00 \$23.17	\$27.85	
55-5051 School dus univer		Not pub.	Not pub.	¢∠0.40	\$23.0Z	\$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.

#### 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

		Percentage of Dollar Amount from Previous Step	Dollar Amount from	
Current Wage	Dollar Amount from Previous 'Step'	•	Previous Step 'Captured' as Part of Wage Increase	<b>Revised Wage</b>
\$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 <sup>1</sup>	8.0%
# of Months from May 2022 to January 2024	20
Annual Inflation Amount from May 2022 to January 2024 <sup>2</sup>	3.5%
Total Inflation Factor	14.37%

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

<sup>1</sup> 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

	8	
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.

BLS Cod	e and Title	E	Bureau of I			es
			(May 202	1 After Ad	ljustment)	
		10th	25th	50th	75th	90th
		%-ile	%-ile	%-ile	%-ile	%-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	\$42.9
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

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

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.

#### Appendix A: Wage Assumptions Development of Job Requirements by Service (Using BLS Job Codes)

	(Using BLS Job Codes)										
		Group Home	Supportive Living	Shared Living Arrangement, Recuiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite	Discovery
BLS Cod 11-9151	le and Title										
	Social and community svc. mgr.										
19-3033 19-3034	Clinical and counseling psychologist										
	School psychologist										500/
21-1012	Edu./ guidance/ career counselor Rehabilitation counselor										50%
21-1015 21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.										50%
21-1018				100%	100%						
21-1021	Child, family, and school social worker Healthcare social worker			100%	100%						
21-1022	Mental health/ sub. abuse social worker										
21-1023	Health education specialist										
21-1091	Social and human service assistant										
21-1093	Community health worker										
25-2052	Special ed. teachers, kindergarten/ elem. 1/										
25-2052	Special ed. teachers, kindelgarten/ eleni. 1/										
25-2057	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										
·····	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%	100%

### Appendix A: Wage Assumptions Development of Job Requirements by Service (Using BLS Job Codes)

					(Us	ing BLS	JUD CO	uesj			
		Job Development	Job Coaching	Group Supported Employment	Personal Care in the Workplace	Transportation	Peer Supports	Family-to-Family Training	Professional Services, Psychologist	Professional Services, BCABA	Professional Services, Psychiatrist
	e and Title										
11-9151	Social and community svc. mgr.										
19-3033	Clinical and counseling psychologist										
19-3034	School psychologist								100%		
21-1012	Edu./ guidance/ career counselor	50%	25%	25%							
21-1015	Rehabilitation counselor	50%	75%	75%							
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.									100%	
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										100%
	Lic. practical/ lic. vocational nurse										100/0
k	Home health and personal care aide				70%	70%	100%	100%			
	Nursing assistant				10%	10%	10070	10070			
31-1133	Psychiatric aide				10%	10%					
31-2011	Occupational therapy assistant				10/0	1070					
31-2021	Physical therapist assistant										
31-2022	Physical therapist assistant										
31-9092	Medical assistant										
39-1022	First-line supervisor of pers. svc. workers										
39-9032	Recreation worker				10%	10%					
39-9032 39-9041	Residential adviser				10/0	1070					
43-3031	Bookkeeping, accounting, and auditing clerk										
43-3031 53-3051	School bus driver										
55-5051	School dus ultrei	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
L		100/0	100/0	100/0	100/0	100 /0	100/0	100 /0	100/0	100 /0	100/0

### Appendix A: Wage Assumptions Development of Job Requirements by Service (Using BLS Job Codes)

Biology and the set of the					` O				
11-9151       Social and community svc. mgr.         19-3033       Clinical and counseling psychologist         19-3034       School psychologist         21-1012       Edu/guidance/career counselor         21-1013       Rehabilitation counselor         21-1012       Idu/guidance/career counselor         21-1012       Rehabilitation counselor         21-1021       Child, family, and school social worker         21-1022       Healthcare social worker         21-1023       Mental health' sub. abuse social worker         21-1024       Health catcation specialist         21-1094       Gommunity health worker         21-1095       Special ed. teachers, kindergarten/ clem. 1/         25-2052       Special ed. teachers, secondary school 1/         25-2053       Special ed. teachers, secondary school 1/         25-2054       Special ed. teachers, secondary 1/         27-3091       Interpreter/ translator         29-1122       Occupational therapist         29-1123       Depichard murse         29-1124       Depichard murse         29-1125       Physical therapist         29-1127       Spech-language pathologist         29-1128       Physical therapist         29-1121       Nursing assistant<	BLS Code and Title		Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Practical Nurse	Professional Services, Licensed Social Worker	uns vily	Professional Services, Interpreter	Supports Brokerage
19-3033       Clinical and counseling psychologist       Image: Clinical and counseling psychologist         19-3034       School psychologist       Image: Clinical and counselor         21-1012       Edu./ guidance/ career counselor       Image: Clinical and counselor         21-1018       Subs. use/ behav. disorder/ mntl. hlth couns.       Image: Clinical and school social worker         21-1012       Healthcare social worker       Image: Clinical and human service assistant       Image: Clinical and human service assistant         21-1091       Health deucation specialist       Image: Clinical and human service assistant       Image: Clinical and human service assistant         21-1094       Community health worker       Image: Clinical and human service assistant       Image: Clinical and human service assistant         21-1094       Community health worker       Image: Clinical and human service assistant       Image: Clinical and human service assistant         21-1094       Community health worker       Image: Clinical and nutritionits       Image: Clinical and nutritionits         25-2055       Special ed. teachers, kindergarten/ elem. I/       Image: Clinical and nutritionits       Image: Clinical and nutritionits         29-1122       Tocupational therapist       Image: Clinical and nutritionits       Image: Clinical and clinical and nutritionits         29-1122       Spechialristaclide       Image: Clinical and nutr		munity svc mar							
19-3034       School psychologist         21-1012       Edu./ guidance/ career counselor         21-1013       Rehabilitation connector         21-1014       Subs. use/ behav. disorder/ mmt. htth couns.         21-1021       Child, family, and school social worker         21-1022       Health care social worker         21-1033       Mental health/ sub. abuse social worker         21-1043       Mental health/ sub. abuse social worker         21-1094       Health education specialist         21-1095       Special ed. teachers, kindergarten/ elem. 1/         25-2055       Special ed. teachers, school 1/         25-2055       Special ed. teachers, secondary school 1/         25-2054       Teaching assts., except postsecondary 1/         27-3091       Interpreter/ translator         29-1122       Occupational therapist         29-1123       Occupational therapist         29-1124       Registered nurse         29-1125       Spechiatrics         29-2061       Lic. practical/ lic. vocational nurse									
21-1012       Edu./ guidance/career counselor       Image: Career counselor         21-1015       Rehabilitation counselor       100%         21-1018       Subs. use/ behav. disorder/ mntl. hlth couns.       100%         21-1022       Health care social worker       100%         21-1023       Mental health/ sub. subues social worker       100%         21-1024       Health care social worker       100%         21-1025       Mental health/ sub. abuse social worker       100%         21-1026       Child, family, and school social worker       100%         21-1027       Mental health/ sub. abuse social worker       100%         21-1039       Social and human service assistant       100%         25-2057       Special ed. teachers, kindergarten/ elem. 1/       100%         25-2058       Special ed. teachers, secondary school 1/       100%         25-2057       Special ed. teachers, secondary school 1/       100%         29-1031       Dietitians and nutritionists       100%         29-1123       Opecupational therapist       100%         29-1123       Cocupational therapist       100%         29-1124       Reychiatric aide       100%         31-1120       Home health and personal care aide       100%         31									
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			100%	100%	100%	100%	100%	100%	100%

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

Based on Statewide BLS	Group Home	Supportive Living	Shared Living Arrangement, Recuiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite	Discovery
10th Percentile	\$16.19	\$16.19	\$20.46	\$20.46	\$16.19	\$16.19	\$16.19	\$16.19	\$16.19	\$20.70
25th Percentile	\$16.55	\$16.55	\$26.20	\$26.20	\$16.55	\$16.55	\$16.55	\$16.55	\$16.55	\$23.14
50th Percentile (Median)	\$17.53	\$17.53	\$33.91	\$33.91	\$17.53	\$17.53	\$17.53	\$17.53	\$17.53	\$33.34
75th Percentile	\$18.33	\$18.33	\$42.27	\$42.27	\$18.33	\$18.33	\$18.33	\$18.33	\$18.33	\$42.15
90th Percentile	\$22.75	\$22.75	\$53.31	\$53.31	\$22.75	\$22.75	\$22.75	\$22.75	\$22.75	\$53.61
Model Wage	\$22.14	\$22.14	\$33.91	\$33.91	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$33.34

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

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

Professional Services, Psychiatrist
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#### **Based on Statewide BLS**

Model Wage	\$33.34	\$33.16	\$33.16	\$22.14	\$22.14	\$22.14	\$22.14	\$43.72	\$33.16	\$153.21
	-									
90th Percentile	\$53.61	\$53.34	\$53.34	\$22.75	\$22.75	\$20.60	\$20.60	\$57.54	\$53.74	\$0.00
75th Percentile	\$42.15	\$42.08	\$42.08	\$18.33	\$18.33	\$16.49	\$16.49	\$54.63	\$41.80	\$0.00
50th Percentile (Median)	\$33.34	\$33.16	\$33.16	\$17.53	\$17.53	\$16.12	\$16.12	\$43.72	\$33.16	\$0.00
25th Percentile	\$23.14	\$21.63	\$21.63	\$16.55	\$16.55	\$16.08	\$16.08	\$42.50	\$26.02	\$0.00
10th Percentile	\$20.70	\$20.41	\$20.41	\$16.19	\$16.19	\$15.89	\$15.89	\$33.54	\$17.59	\$92.42

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

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

Based on Statewide BLS	Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Practical Nurse	Professional Services, Licensed Social Worker	Professional Services, Lie. Mental Health Counselor/ Lie. Marriage and Family Ther.	Professional Services, Interpreter	Supports Brokerage
10th Percentile	\$34.08	\$33.73	\$25.98	\$27.46	\$17.59	\$21.10	\$16.82
25th Percentile	\$42.96	\$41.48	\$32.10	\$34.91	\$26.02	\$21.50	\$21.27
50th Percentile (Median)	\$52.75	\$43.38	\$33.12	\$43.37	\$33.16	\$27.01	\$27.54
75th Percentile	\$55.55	\$52.44	\$33.45	\$44.52	\$41.80	\$29.64	\$42.13
90th Percentile	\$66.61	\$55.89	\$42.09	\$44.79	\$53.74	\$42.91	\$53.31
Model Wage	\$52.75	\$43.38	\$33.12	\$43.37	\$33.16	\$27.01	\$27.54

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

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

	-	loyees with cess	Access Wh	loyees with 9 <i>Participate</i> Up Rate')	Benefit I Participating		E	(Accou	enefit Level ints for ipation)
	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models		BLS Data <sup>1</sup>	Rate Models
Payroll Taxes									
Social Security <sup>2</sup>	-	100%	-	100%	-	6.20%		-	6.20%
Medicare <sup>3</sup>	-	100%	-	100%	-	1.45%		-	1.45%
Federal UI <sup>4</sup>	-	100%	-	100%	-	0.60%		-	0.60%
Employment Sec/State UI <sup>4,5</sup>	-	100%	-	100%	-	0.98%		-	0.98%
Job Dev Tax Fund <sup>4</sup>	-	100%	-	100%	-	0.21%		-	0.21%
Workers' Compensation <sup>6</sup>	-	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%	100%	84%	100%		13.0			15.0
Total	-	-	-	-	8.0	25.0			25.0
Health Insurance <sup>7</sup>									
Employee Only				39.5%	\$527.93	\$582.20			
Employee + One				10.9%		\$1,091.06			
Family				17.5%	\$1,309.59	\$1,543.76			
All Coverages	68%	100%	67%	67.9%					\$619.05
Other Benefits <sup>8</sup>									
	-	100%	-	100%	-	\$100.00		-	\$100.00

<sup>1</sup>BLS' 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.

<sup>2</sup>Applies to the first \$147,000 in earnings

<sup>3</sup>There is an additional 0.90% tax on earnings over \$200,000<sup>-</sup>

<sup>4</sup>Applies to first \$24,600 in wages<sup>-</sup>

<sup>5</sup>The rate models use the new employer tax rate in 2022<sup>.</sup>

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

<sup>7</sup>Based 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). Inflationary factors have been included to reflect changes in premiums. Inflationary adjustments of 2%, 6% and 6% were used to reflect the changes up to 2024.

<sup>8</sup>BLS provides information for a variety of other benefits that cannot be combined

Hourly Wage	Full-Time Annual	Effective Benefit Rate -						
	Salary	Model Ass	umptions <sup>1,2</sup>					
		w/ PTO	w/o PTO					
\$15.00	\$31,200	50.08%	40.47%					
\$16.00	\$33,280	48.29%	38.67%					
\$17.00	\$35,360	46.70%	37.09%					
\$18.00	\$37,440	45.30%	35.68%					
\$19.00	\$39,520	44.04%	34.42%					
\$20.00	\$41,600	42.90%	33.29%					
\$21.00	\$43,680	41.88%	32.26%					
\$22.00	\$45,760	40.94%	31.33%					
\$23.00	\$47,840	40.09%	30.48%					
\$24.00	\$49,920	39.31%	29.70%					
\$25.00	\$52,000	38.59%	28.98%					
\$26.00	\$54,080	37.93%	28.31%					
\$27.00	\$56,160	37.32%	27.70%					
\$28.00	\$58,240	36.75%	27.13%					
\$29.00	\$60,320	36.22%	26.60%					
\$30.00	\$62,400	35.72%	26.10%					
\$31.00	\$64,480	35.26%	25.64%					
\$32.00	\$66,560	34.82%	25.21%					
\$33.00	\$68,640	34.41%	24.80%					
\$34.00	\$70,720	34.03%	24.41%					
\$35.00	\$72,800	33.67%	24.05%					
\$36.00	\$74,880	33.33%	23.71%					
\$37.00	\$76,960	33.00%	23.39%					
\$38.00	\$79,040	32.70%	23.08%					
\$39.00	\$81,120	32.40%	22.79%					
\$40.00	\$83,200	32.13%	22.51%					
\$41.00	\$85,280	31.87%	22.25%					
\$42.00	\$87,360	31.62%	22.00%					
\$43.00	\$89,440	31.38%	21.76%					
\$44.00	\$91,520	31.15%	21.53%					
\$45.00	\$93,600	30.93%	21.33%					
\$46.00	\$95,680	30.72%	21.3276					
\$47.00	\$97,760	30.52%	20.91%					
	· · · · · · · · · · · · · · · · · · ·							
\$48.00	\$99,840	30.33%	20.72%					
\$49.00	\$101,920	30.15%	20.53%					
\$50.00	\$104,000	29.97%	20.36%					
\$55.00	\$114,400	29.19%	19.58%					
\$60.00 \$65.00	\$124,800	28.54%	18.92%					
\$65.00	\$135,200	27.99%	18.37%					
\$70.00	\$145,600	27.51%	17.90%					
\$75.00	\$156,000	27.10%	17.49%					
\$80.00	\$166,400	26.74%	17.13%					
\$85.00	\$176,800	26.43%	16.81%					
\$90.00	\$187,200	26.14%	16.53%					
\$95.00	\$197,600	25.89%	16.28%					
\$100.00	\$208,000	25.70%	16.08%					

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

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

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

Turing II Washing b Without Turining and DTO	Group Home	Supportive 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	39.00	59.00	59.00	2.50	2.50	55.15	55.15	50.00		
Program Set-Up/ Clean-Up				2.50	2.50	1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities						1.20	1.20	1.20	1.25	
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

			*			•	•			
	Center-Based Supports, Individual	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
'Typical' Workweek Without Training and PTO	-	1								
Direct services	36.00	34.75	34.75	35.25	35.75	36.00	37.00	36.50	36.00	38.00
Travel Time Between Individuals							1.00	1.00	1.00	0.50
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25				
Networking/ General Development Activities										
Recordkeeping and Reporting	1.50	2.50	2.50	2.00	1.50	1.50	1.00	1.50	2.00	0.50
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
Missed Appointments										
Individual Planning Meetings	0.25	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
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	31.84	30.74	30.74	31.18	31.62	31.84	32.74	32.29	31.85	33.62
Travel Time Between Individuals							0.88	0.88	0.88	0.44
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	1.11				
Networking/ General Development Activities										
Recordkeeping and Reporting	1.33	2.21	2.21	1.77	1.33	1.33	0.88	1.33	1.77	0.44
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	0.44	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
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

Respite, Daily, 1:2	Respite, Daily, 1:3	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
					37.75	37.00	36.50	36.00	35.50
0.50	0.50	2.50	2.50	3.00					
1.00		2.00			1.00		2.00	2.50	3.00
1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
		0.50	0.50	0.50	0.25	0.50	0.50	0.50	0.50
40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
33.18	32.73	30.08	26.76	29.20	33.40	32.73	32.29	31.85	31.41
0.44	0.44	2.21	2.21	2.65					
			3.32						
0.88	1.33	1.77	1.77	2.21	0.88	1.33	1.77	2.21	2.65
0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
		0.44	0.44	0.44	0.22	0.44	0.44	0.44	0.44
0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	37.50 0.50 1.00 1.00 40.00 200.00 33.18 0.44 0.88 0.88 0.88	37.50         37.00           0.50         0.50           1.00         1.50           1.00         1.00           40.00         40.00           40.00         200.00           33.18         32.73           0.44         0.44           0.88         1.33           0.88         0.88           0.77         0.77           3.85         3.85	37.50         37.00         34.00           0.50         0.50         2.50           1.00         1.50         2.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         1.00           1.00         1.00         40.00           200.00         200.00         200.00           33.18         32.73         30.08           0.44         0.44         2.21           0.88         1.33         1.77           0.88         0.88         0.88           0.88         0.88         0.88           0.44         0.77         0.77           3.85         3.85         3.85	37.50         37.00         34.00         30.25           0.50         0.50         2.50         2.50           1.00         1.50         2.00         2.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00           3.31         30.08         200.00         200.00           200.00         200.00         200.00         200.00           33.18         32.73         30.08         26.76           0.44         0.44         2.21         2.21           3.32         3.32         3.32         3.32           0.88         1.33         1.77         1.77           0.88         0.88         0.88         0.88           0.88         0.88         0.88         0.88	37.50         37.00         34.00         30.25         33.00           0.50         0.50         2.50         2.50         3.00	37.50         37.00         34.00         30.25         33.00         37.75           0.50         0.50         2.50         2.50         3.00         37.75           1.00         1.50         2.00         2.00         2.50         1.00           1.00         1.50         2.00         2.00         2.50         1.00           1.00         1.00         1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00         1.00         1.00           40.00         40.00         40.00         40.00         40.00         40.00           200.00         200.00         200.00         200.00         200.00         200.00           33.18         32.73         30.08         26.76         29.20         33.40           0.44         0.44         2.21         2.21         2.65	$\begin{array}{c c c c c c c c c c c c c c c c c c c $	37.50         37.00         34.00         30.25         33.00         37.75         37.00         36.50           0.50         0.50         2.50         2.50         30.00         37.75         37.00         36.50           1.00         1.50         2.00         2.00         2.50         1.00         1.50         2.00           1.00         1.50         2.00         2.00         2.50         1.00         1.00         1.00           1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00           0.50         0.50         0.50         0.50         0.25         0.50         0.50           40.00         40.00         40.00         40.00         40.00         40.00         40.00           200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00           33.18         32.73         30.08         26.76         29.20         33.40         32.73         32.29           0.44         0.44         2.21         2.21         2.65	37.50         37.00         34.00         30.25         33.00         37.75         37.00         36.50         36.00           0.50         0.50         2.50         2.50         3.00         37.75         37.00         36.50         36.00           1.00         1.50         2.00         2.50         1.00         1.50         2.00         2.50           1.00         1.50         2.00         2.00         2.50         1.00         1.00         1.00         1.00           1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00         1.00           40.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00         200.00

	ece					Nď	unity	unity,	
	Personal Care in the Workplace	Transportation	Peer Supports	Family-to-Family Training	Professional Services, Office/Telehealth	Professional Services, Office/Telehealth, BCABA/LPN	Professional Services, Community	Professional Services, Community, BCABA/LPN	Supports Brokerage
'Typical' Workweek Without Training and PTO			-						
Direct services	35.50	39.00	18.75	19.50	36.25	35.25	30.75	29.75	32.25
Travel Time Between Individuals	2.50						5.75	5.75	3.00
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	1.00				2.25	2.25	2.00	2.00	3.75
Supervision and Other Employer Time	1.00	1.00	1.25	0.50	1.00	2.00	1.00	2.00	1.00
Missed Appointments					0.50	0.50	0.50	0.50	
Individual Planning Meetings	0.25								
Total	40.00	40.00	20.00	20.00	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
Paid time off	200.00	200.00	100.00	100.00	200.00	200.00	200.00	200.00	200.00
Avg. Workweek Adjusted for Training and PTO	1								
Direct services	31.41	34.50	16.23	16.88	32.07	31.18	27.20	26.31	28.53
Travel Time Between Individuals	2.21						5.09	5.09	2.65
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	0.88				1.99	1.99	1.77	1.77	3.32
Supervision and Other Employer Time	0.88	0.88	1.08	0.43	0.88	1.77	0.88	1.77	0.88
Missed Appointments					0.44	0.44	0.44	0.44	
Individual Planning Meetings	0.22								
Training	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	1.92	1.92	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	20.00	20.00	40.00	40.00	40.00	40.00	40.00

	Tier A	Tier B	Tier C	Tier D	Tier E
Base Staff Hours					
Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours <sup>1</sup>	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	1
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	168.0
Additional Staff Hours <sup>2</sup>					
Additional FTE per Week	0.00	1.00	2.00	3.00	4.00
Total Additional Staff Hours	0.0	40.0	80.0	120.0	160.0
Total Hours per Home per Week	168.0	208.0	248.0	288.0	328.0
Hours per Resident per Week (based on 4.5 residents)	42.0	52.0	62.0	72.0	82.0

### Appendix D: Group Home Staffing Assumptions

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

 $^{2}$  Additional 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.

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

	Tier	·A	Tier B	Tier C	Tier D	Tier E
With Awake Overnight Staff						
Base Staff Hours						
Hours in a Week	16	8.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours <sup>1</sup>	8	2.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	3	0.0	30.0	30.0	30.0	30.0
Overnight Hours	5	5.0	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	16	8.0	168.0	250.0	250.0	280.0
Addiutional Staff Hours <sup>2</sup>						
Additional FTE per Week	0.	00	1.00	0.00	1.00	1.00
Total Additional Staff Hours	(	).0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	16	8.0	208.0	250.0	290.0	320.0
Hours per Resident per Week (based on 4.5 residents)	3'	7.3	46.2	55.6	64.4	71.1
With Aslean/On Call Quannight Staff						
With Asleep/ On-Call Overnight Staff Base Staff Hours						
Hours in a Week	16	8.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours <sup>1</sup>		2.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours		0.0	30.0	30.0	30.0	30.0
Overnight Hours	5	5.0	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	11	2.0	112.0	194.0	194.0	224.0
$A = \frac{1}{2} + $						
<i>Addiutional Staff Hours</i> <sup>2</sup> Additional FTE per Week	0	00	1.00	0.00	1.00	1.00
Total Additional Staff Hours		).0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	112		152.0	194.0	234.0	264.0
Hours per Resident per Week (based on 4.5 residents)	24	1.9	33.8	43.1	52.0	58.7

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

<sup>2</sup> Additional 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.