Review of Provider Reimbursement Rates for Intellectual and Developmental Disabilities Waiver Services

Proposed Rate Models

- prepared for -

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Appendices

Appendix A: Wage Assumptions
Appendix B: Benefits Assumptions
Appendix C: Productivity Assumptions

Appendix D: Therapeutic Living Programs - Staff Hour Assumptions

Comparison of Current and Proposed Rates

Proc.	Service	Unit	Current		Propos	ed Rate		Notes
Code			Rate*	Urban	Change	Rural	Change	
				Areas		Areas		
T2017	Residential Support Svcs Intermittent	15 min.	\$5.75	\$8.05	40.0%	\$9.56	66.3%	
	Residential Support Services - 24-Hour							
T2017	3 or Fewer Beds, Tier 1	Day		\$254.64		\$266.43		Proposed rates are based on a
T2017	3 or Fewer Beds, Tier 2	Day		\$311.54		\$323.33		daily rate rather than current 15-
T2017	3 or Fewer Beds, Tier 3	Day		\$360.75		\$372.53		minute billing; rates are based on
T2017	4 Beds, Tier 1	Day		\$231.97		\$238.37		a 344-day billing year
T2017	4 Beds, Tier 2	Day		\$274.92		\$281.34		
T2017	4 Beds, Tier 3	Day		\$326.32		\$332.73		•
	Residential Support Services - Host Home							Proposed rates are based on a
T2017	Tier 1	Day		\$154.63		\$163.62		daily rate rather than current 15-
T2017	Tier 2	Day		\$174.06		\$183.06		minute billing; rates are based on
T2017	Tier 3	Day	•	\$193.49		\$202.49		a 344-day billing year
	Supplemental Residential Support Svcs.	15 min.	\$5.75	\$6.50	13.0%	\$6.50	13.0%	
	Residential Support Management		***	*		*		
T2017-TG		15 min.	\$5.75	\$14.31	148.9%	\$16.04	179.0%	Proposed rates differentiate based
	Non-Bachelor's	15 min.	\$5.75	\$10.82	88.2%	\$12.29		on staff qualifications
12017-10	Day Habilitation	15 11111.	ψ3.73	\$10.02	00.270	Ψ12.27	113.770	on start quantications
T2020	Individual, Facility	 15 min.	\$6.40	\$7.80	22.0%	\$8.35	30.6%	
T2020	Individual, Community	15 min.	\$6.40	\$8.38	31.0%	\$9.49	48.4%	
T2020	Group, 1:8, Facility	15 min.		\$2.52		\$2.73		
T2020	Group, 1:5, Facility	15 min.		\$3.13		\$3.40		Proposed rates are based on a 15-
T2020	Group, 1:2, Facility	15 min.		\$5.60		\$6.16		minute unit rather than current
T2020	Group, 1:8, Community	15 min.		\$2.88		\$3.23		daily rates
T2020	Group, 1:5, Community	15 min.		\$3.55		\$4.05		
T2020	Group, 1:2, Community	15 min.		\$6.25		\$7.37		
T2019	Career Planning	15 min.	\$7.81	\$13.95	78.6%	\$15.98	104.6%	
	Prevocational							
T2014	Individual	15 min.	\$6.40	\$7.80	22.0%	\$8.35	30.6%	
T2014	Group, 1:8	15 min.		\$2.52		\$2.73		Proposed rates are based on a 15-
T2014	Group, 1:5	15 min.		\$3.13		\$3.40		minute unit rather than current
T2014	Group, 1:2	15 min.		\$5.60		\$6.16		daily rates
	Supported Employment							
T2018	Individual, Job Coaching	15 min.	Φ.C. 4.O.	\$9.71	51.8%	\$11.43	78.7%	
T2018	Individual, Job Development	15 min.	\$6.40	\$13.23	106.9%	\$15.15	136.9%	•
T2018	Group, 1:8	15 min.		\$2.43		\$2.64		Proposed rates are based on a 15-
T2018	Group, 1:5	15 min.		\$3.17		\$3.44		minute unit rather than current
T2018	Group, 1:2	15 min.		\$6.19		\$6.75		daily rates
12010	Behavioral Consultation, Training, and In		nn	ψ0.17		ψοιτο		
T2025-HN		15 min.	\$18.46	\$17.72	-4.0%	\$25.61	38.7%	
T2025-HO		15 min.	\$21.23	\$22.60	6.5%	\$32.16	51.5%	
12023-110	Non-Medical Transportation*	13 11111.	Ψ21.23	\$22.00	0.570	\$32.10	31.370	
тэллэ		т:		¢22.77		¢22.77		
T2003	Under 15 Miles with 1 Participant	Trip		\$23.77		\$23.77		
T2003	15-30 Miles with 1 Participant	Trip		\$57.44		\$57.44		Transportation to and from day
T2003	30+ Miles with 1 Participant	Trip		\$91.11		\$91.11		and employment services is built
T2003	Under 15 Miles with 2-4 Participants	Trip		\$8.87		\$8.87		into the respective rate models;
T2003	15-30 Miles with 2-4 Participants	Trip		\$20.09		\$20.09		the service would be limited to
T2003	30+ Miles with 2-4 Participants	Trip		\$31.31		\$31.31		transportation to access non-
T2003	Under 15 Miles with 5 or More Participar	Trip		\$5.14		\$5.14		. Medicaid activities
				A40 ==		A40 ==		
T2003	15-30 Miles with 5 or More Participants	Trip		\$10.75		\$10.75		

Residential Support Services - Intermittent

40.00			
\$9.56	\$8.05	Rate per 15 Minutes	
\$38.22	\$32.18	Total Cost per Billable Hour	
\$3.82	\$3.22	Administration Cost per Billable Hour	p ₁
10.0%	10.0%	- Administration Percent	
\$34.40	\$28.96	Cost per Billable Hour Before Administration	
\$3.37	\$3.16	S Program Support Cost per Billable Hour	n. an
\$20.00	\$20.00	- Program Support Funding per Day	
\$5.66	\$2.12	Mileage Cost per Billable Hour	
\$168.00	\$67.20	Weekly Mileage Cost	Mi
\$0.560	\$0.560	- Amount per Mile	lea
300	120	- Number of Miles Traveled per Week	ge
\$25.37	\$23.68	Staff Cost After Productivity Adj. per Billable Hour	
1.35	1.26	Productivity Factor	Dir
29.69	31.67		ect
3.85	3.85	- Paid Time Off	Su
0.96	0.96		ppc
0.66	0.66	- Employer and One-on-One Supervision Time	rt S
1.10	1.10	- Recordkeeping and Reporting	Staf
0.44	0.44	- Missed Appointments	ff W
3.30	1.32	- Travel Time (Between Participants)	Vag
40.00	40.00		es a
		Productivity Adjustments	ınd I
\$18.79	\$18.79	Ho	Bene
35.2%	35.2%	,	efit
\$13.90	\$13.90	- Direct Staff Hourly Wage	S
15 Min.	15 Min	Unit of Service]
Murai	Orban		
Dural	l∏⊬han		

Residential Support Services - 24-Hour

				3 of Few	er Beds		
		Tier	Tier 1 Tier 2				er 3
		Urban	Rural	Urban	Rural	Urban	Rural
	Unit of Service	Day	Day	Day	Day	Day	Day
	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90
ĭts	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	35.2%	35.2%	35.2%
nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79
Direct Support Staff Wages and Benefits	Productivity Adjustments						
s ar	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
iges	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66
Wa	- Training	0.96	0.96	0.96	0.96	0.96	0.96
aff	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	3.85
St	"Billable" Hours	34.53	34.53	34.53	34.53	34.53	34.53
ort	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16
ldn	Staff Cost per Billable Hour	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80
t S	Staffing (see Appendix D)						
irec	- Staff Hours per Residence per Week	182.5	182.5	229.0	229.0	269.0	269.0
D	Allocated Staff Hours per Participant per Week	60.8	60.8	76.3	76.3	89.7	89.7
	Weekly Staff Cost per Participant	\$1,325.44	\$1,325.44	\$1,663.34	\$1,663.34	\$1,955.46	\$1,955.46
	•						
Mileage	- Number of Miles per Week per Residence	250	625	250	625	250	625
ilea	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.56
M	Allocated Miles per Participant per Week	83	208	83	208	83	208
	Weekly Mileage Cost per Participant	\$46.48	\$116.48	\$46.48	\$116.48	\$46.48	\$116.48
.go.	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
ıd Pı ort	Weekly Program Support Cost per Participant	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00
Admin. and Prog. Support	Weekly Cost per Participant Before Administration	\$1,511.92	\$1,581.92	\$1,849.82	\$1,919.82	\$2,141.94	\$2,211.94
mim S	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Ad	Weekly Administration Cost per Participant	\$167.99	\$175.77	\$205.54	\$213.31	\$237.99	\$245.77
	Total Cost per Participant per Week	\$1,679.91	\$1,757.69	\$2,055.36	\$2,133.13	\$2,379.93	\$2,457.71
	Total Cost per Participant per Week Total Cost per Participant per Day	\$1,079.91 \$239.99	\$251.10	\$2,033.30 \$293.62	\$304.73	\$339.99	\$351.10
	Rate per Day at 344 Days per Year	\$254.64	\$266.43	\$311.54	\$323.33	\$360.75	\$372.53
	ixaic pei Day at 377 Days pei Teai	Ψ4J7.U4	φ400.τ3	φυ11.54	ΦυΔυ.ΟΟ	φ υυ. /3	\$314.33

Residential Support Services - 24-Hour

				4 B	eds		
		Tier	1	Tie	r 2	Tie	r 3
		Urban	Rural	Urban	Rural	Urban	Rural
	Unit of Service	Day	Day	Day	Day	Day	Dav
		•	·		· ·		v
	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90
fits	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	35.2%	35.2%	35.2%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79
Be	Productivity Adjustments						
and	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
ses	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66
Vag	- Training	0.96	0.96	0.96	0.96	0.96	0.96
ΗΛ	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	3.85
Sta	"Billable" Hours	34.53	34.53	34.53	34.53	34.53	34.53
T.	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16
)dd	Staff Cost per Billable Hour	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80
Su	•	•	•	•	•	,	•
ect	Staffing (see Appendix D)						
Dir	- Staff Hours per Residence per Week	222.5	222.5	269.0	269.0	325.0	325.0
	Allocated Staff Hours per Participant per Week	55.6	55.6	67.3	67.3	81.3	81.3
	Weekly Staff Cost per Participant	\$1,212.08	\$1,212.08	\$1,467.14	\$1,467.14	\$1,772.34	\$1,772.34
e,	- Number of Miles per Week per Residence	180	450	180	450	180	450
Mileage	- Amount per Mile	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
Mil	Allocated Miles per Participant per Week	45	113	45	113	45	113
	Weekly Mileage Cost per Participant	\$25.20	\$63.28	\$25.20	\$63.28	\$25.20	\$63.28
g.	Donato Company Fronting and Donato in and the Donato	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Prc t	- Program Support Funding per Participant per Day Weekly Program Support Cost per Participant						
und	weekly Program Support Cost per Participant	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00
Admin. and Prog. Support	Weekly Cost per Participant Before Administration	\$1,377.28	\$1,415.36	\$1,632.34	\$1,670.42	\$1,937.54	\$1,975.62
lmi S	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Ψ	Weekly Administration Cost per Participant	\$153.03	\$157.26	\$181.37	\$185.60	\$215.28	\$219.51
	Total Cost per Participant per Week	\$1.520.21	¢1 572 62	¢1 012 71	\$1,856.02	\$2 152 92	\$2,195.13
	Total Cost per Participant per Week Total Cost per Participant per Day	\$1,530.31 \$218.62	\$1,572.62 \$224.66	\$1,813.71 \$259.10	\$1,830.02 \$265.15	\$2,152.82 \$307.55	\$2,193.13 \$313.59
	Rate per Day at 344 Days per Year	\$210.02	\$238.37	\$239.10	\$203.13 \$281.34	\$307.33	\$332.73
	Nate per Day at 344 Days per Tear	φ 431.7 7	φ 430.3 /	J414.74	⊅ 201.34	\$34U.34	\$334.73

Residential Support Services - Host Homes

		Tie	r 1	Tie	r 2	Tie	r 3
		Urban	Rural	Urban	Rural	Urban	Rural
	Unit of Service	Day	Day	Day	Day	Day	Day
	- Recruiter Hourly Wage	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73
	- Employee Benefit Rate (as a percent of wages)	23.4%	23.4%	23.4%	23.4%	23.4%	23.4%
ţţ.	Annual Cost of Home Recruiter Wages and Benefits	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71
itm.	- Home Recruitments per Full-Time Recruiter per Year	24	16	24	16	24	16
Recruitment	Recruiter Cost per Home Recruitment	\$2,751.74	\$4,127.61	\$2,751.74	\$4,127.61	\$2,751.74	\$4,127.61
Re	- Number of Years that a Home Contracts with Agency	5	5	5	5	5	5
	Amortized Annual Home Recruitment Costs per Home	\$550.35	\$825.52	\$550.35	\$825.52	\$550.35	\$825.52
	Weekly Home Recruitment Costs per Participant	\$10.58	\$15.88	\$10.58	\$15.88	\$10.58	\$15.88
L	- Number of Miles Traveled per Year	2,400	6,000	2,400	6,000	2,400	6,000
Recruiter Mileage	- Number of Miles per Home Recruitment	100	375	100	375	100	375
ecr. Iile	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560
~ ~	Annual Mileage Cost per Home	\$56.00	\$210.00	\$56.00	\$210.00	\$56.00	\$210.00
	Weekly Recruiter Mileage Cost per Participant	\$1.08	\$4.04	\$1.08	\$4.04	\$1.08	\$4.04
pun	- Home Supervisor Hourly Wage	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73	\$25.73
on a	- Employee Benefit Rate (as a percent of wages)	23.4%	23.4%	23.4%	23.4%	23.4%	23.4%
Supervision and Oversight	Annual Cost of Home Supervisor Wages and Benefits	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71	\$66,041.71
per Ov	- Number of Homes Supervised	18	12	18	12 05 502 40	18	05.502.40
Su	Annual Supervision Costs per Home Weekly Supervision Costs per Participant	\$3,668.98 \$70.56	\$5,503.48 \$105.84	\$3,668.98 \$70.56	\$5,503.48 \$105.84	\$3,668.98 \$70.56	\$5,503.48 \$105.84
sor	- Number of Miles Traveled per Year	6,000	15,000	6,000	15,000	6,000	15,000
rvis	- Number of Miles per Home Supervised - Amount per Mile	333 \$0.560	1,250 \$0.560	333 \$0.560	1,250 \$0.560	333 \$0.560	1,250 \$0.560
upe Mij	- Amount per Mile Annual Mileage Cost per Home	\$186.48	\$700.00	\$0.360 \$186.48	\$700.00	\$0.360	\$700.00
S	Weekly Supervisor Mileage Cost per Participant	\$3.59	\$13.46	\$3.59	\$13.46	\$3.59	\$13.46
e	Weenly Supervisor Winenge Soot per 1 articipante	ΨΦ102	<u> </u>		<u> </u>		\$101.10
Iome yment	Annual Payment per Participant	\$36,000.00	\$36,000.00	\$42,000.00	\$42,000.00	\$48,000.00	\$48,000.00
Н	Weekly Payment per Home per Participant	\$692.31	\$692.31	\$807.69	\$807.69	\$923.08	\$923.08
n oort	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
anc.	Weekly Program Support Cost per Participant	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00	\$140.00
Admin. and Program Support	Weekly Cost per Participant Before Administration	\$918.12	\$971.53	\$1,033.50	\$1,086.91	\$1,148.89	\$1,202.30
Ad ogr	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Pr	Weekly Administration Cost per Participant	\$102.01	\$107.95	\$114.83	\$120.77	\$127.65	\$133.59
	Total Cost per Participant per Week	\$1,020.13	\$1,079.48	\$1,148.33	\$1,207.68	\$1,276.54	\$1,335.89
	Rate per Day	\$145.73	\$154.21	\$164.05	\$172.53	\$182.36	\$190.84
	Rate per Day at 344 Days per Year	\$154.63	\$163.62	\$174.06	\$183.06	\$193.49	\$202.49

Residential Support Management

		Bache	elor's	Non-Bac	helor's
		Urban	Rural	Urban	Rural
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.
	- Direct Staff Hourly Wage	\$28.29	\$28.29	\$19.55	\$19.55
fits	- Employee Benefit Rate (as a percent of wages)	22.1%	22.1%	28.0%	28.0%
ene	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.54	\$34.54	\$25.02	\$25.02
d B	Duo du otivita. A diverta cata				
s an	Productivity Adjustments Total Hours	40.00	40.00	40.00	40.00
Direct Support Staff Wages and Benefits	- Travel Time (Between Participants)	1.33	3.32	1.32	3.30
Š	- Recordkeeping and Reporting	1.11	1.11	1.10	1.10
taff	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66
S	- Administrative Time	2.65	2.65	2.64	2.64
lodo	- Training	0.77	0.77	0.96	0.96
dns	- Paid Time Off	3.85	3.85	3.85	3.85
sct	"Billable" Hours	29.63	27.64	29.47	27.49
Dire	Productivity Factor	1.35	1.45	1.36	1.46
	Staff Cost After Productivity Adj. per Billable Hour	\$46.63	\$50.08	\$34.03	\$36.53
o)	- Number of Miles Traveled per Week	80	200	80	200
Mileage	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560
WEI	Weekly Mileage Cost	\$44.80	\$112.00	\$44.80	\$112.00
	Mileage Cost per Billable Hour	\$1.51	\$4.05	\$1.52	\$4.07
ort	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00
Admin. and gram Support	Program Support Cost per Billable Hour	\$3.37	\$3.62	\$3.39	\$3.64
in. a					
Admir Program	Cost per Billable Hour Before Administration	\$51.51	\$57.75	\$38.94	\$44.24
A	- Administration Percent	10.0%	10.0%	10.0%	10.0%
Ъ	Administration Cost per Billable Hour	\$5.72	\$6.42	\$4.33	\$4.92
	Total Cost per Billable Hour	\$57.23	\$64.17	\$43.27	\$49.16
	Rate per 15 Minutes	\$14.31	\$16.04	\$10.82	\$12.29

Supplemental Residential Support Services

		Urban	Rural
	Unit of Service	15 Min.	15 Min.
рı	- Direct Staff Hourly Wage	\$13.90	\$13.90
s aı	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits) Productivity Adjustments	\$18.79	\$18.79
taff	Total Hours	40.00	40.00
ort Staff Benefits	- Employer and One-on-One Supervision Time	0.66	0.66
ppol B	- Training	0.96	0.96
Sup	- Paid Time Off	3.85	3.85
g	"Billable" Hours	34.53	34.53
Dire	Productivity Factor	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$21.80	\$21.80
n. and Support	- Program Support Funding per Day	\$20.00	\$20.00
Admin. and ogram Suppo	Program Support Cost per Billable Hour	\$2.90	\$2.90
Admir Program	Cost per Billable Hour Before Administration	\$24.70	\$24.70
A(- Administration Percent	5.0%	5.0%
P_1	Administration Cost per Billable Hour	\$1.30	\$1.30
	Total Cost per Billable Hour	\$26.00	\$26.00
	Rate per 15 Minutes	\$6.50	\$6.50

Day Habilitation, Individual, Facility

		Urban	Rural
	Unit of Service	15 Min.	15 Min.
fits	- Direct Staff Hourly Wage	\$13.90	\$13.90
ene	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%
d B	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79
s an	Productivity Adjustments		
ige	Total Hours	40.00	40.00
ĭ Š	- Recordkeeping and Reporting	1.10	1.10
taff	- Employer and One-on-One Supervision Time	0.66	0.66
t S	- Training	0.96	0.96
poī	- Paid Time Off	3.85	3.85
dns	"Billable" Hours	33.43	33.43
g	Productivity Factor	1.20	1.20
Direct Support Staff Wages and Benefits	Staff Cost After Productivity Adj. per Billable Hour	\$22.55	\$22.55
nce	- Annual Days of Program Operations	250.0	250.0
ıdaı	- Participant Attendance Rate	85% 212.5	85%
Attendance	- Annual Days of Participant Attendance - Hours per Day of Participant Attendance	6.00	212.5 6.00
A	Hours per Year of Participant Attendance	1,275	1,275
		1,273	1,273
Mileage	- Number of Miles Traveled per Week	80	200
lea	- Amount per Mile	\$0.560	\$0.560
\boxtimes	Weekly Mileage Cost	\$44.80	\$112.00
	Mileage Cost per Billable Hour	\$1.34	\$3.35
>	- Square Feet of Service Space per Participant	100	100
Facility	- Annual Cost per Square Foot	\$15.00	\$15.00
Fa	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.18
d port	- Program Support Funding per Participant per Day	\$20.00	\$20.00
ı. an Supj	Program Support Cost per Participant per Billable Hour	\$2.99	\$2.99
Admin. and Program Support	Cost per Billable Hour Before Administration	\$28.06	\$30.07
A(- Administration Percent	10.0%	10.0%
$\rm P_1$	Administration Cost per Participant per Billable Hour	\$3.12	\$3.34
	Total Cost per Billable Hour	\$31.18	\$33.41
	Rate per 15 Minutes	\$7.80	\$8.35

Day Habilitation, Individual, Community

		Urban	Rural
	Unit of Service	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.90	\$13.90
ene	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%
d B	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79
an	D. J. St. M. J. St.		
ges	Productivity Adjustments	40.00	40.00
, ⊗a	Total Hours	40.00	40.00
£	- Recordkeeping and Reporting	1.10	1.10
Sta	- Employer and One-on-One Supervision Time	0.66	0.66
ort	- Training - Paid Time Off	0.96	0.96
ddt	- Paid Time Off "Billable" Hours	3.85	3.85
t Si		33.43	33.43
rec	Productivity Factor	1.20	1.20
Di	Staff Cost After Productivity Adj. per Billable Hour	\$22.55	\$22.55
ပ္	- Annual Days of Program Operations	250.0	250.0
anc	- Participant Attendance Rate	85%	85%
pus	- Annual Days of Participant Attendance	212.5	212.5
Attendance	- Hours per Day of Participant Attendance	6.00	6.00
7	Hours per Year of Participant Attendance	1,275	1,275
Mileage	- Number of Miles Traveled per Week	160	400
ile	- Amount per Mile	\$0.560	\$0.560
Σ	Weekly Mileage Cost	\$89.60	\$224.00
	Mileage Cost per Billable Hour	\$2.68	\$6.70
>	- Square Feet of Service Space per Participant	100	100
ilit	- Annual Cost per Square Foot	\$15.00	\$15.00
Facility	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.18
d oort	- Program Support Funding per Participant per Day	\$25.00	\$25.00
. and Supp	Program Support Cost per Participant per Billable Hour	\$3.74	\$3.74
Admin. and Program Support	Cost per Billable Hour Before Administration	\$30.15	\$34.17
Ac	- Administration Percent	10.0%	10.0%
Pr	Administration Cost per Participant per Billable Hour	\$3.35	\$3.80
	Total Cost per Billable Hour	\$33.50	\$37.97
	Rate per 15 Minutes	\$8.38	\$9.49

Day Habilitation, Group, Facility

		1:8 Staffi Urban	ng Ratio Rural	1:5 Staffii Urban	ng Ratio Rural	1:2 Staffi Urban	ng Ratio Rural
	Unit of Service	15 Min.					
	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$13.90 35.2% \$18.79	\$13.90 35.2% \$18.79	\$13.90 35.2% \$18.79	\$13.90 35.2% \$18.79	\$13.90 35.2% \$18.79	\$13.90 35.2% \$18.79
Direct Support Staff Wages and Benefits	Productivity Adjustments Total Hours - Program Set-Up/ Clean-Up - Recordkeeping and Reporting - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Factor	40.00 1.10 1.54 0.66 0.96 3.85 31.89 1.25	40.00 1.10 1.54 0.66 0.96 3.85 31.89 1.25	40.00 1.10 1.32 0.66 0.96 3.85 32.11 1.25	40.00 1.10 1.32 0.66 0.96 3.85 32.11 1.25	40.00 1.10 1.10 0.66 0.96 3.85 32.33 1.24	40.00 1.10 1.10 0.66 0.96 3.85 32.33 1.24
t Supp	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30
Direc	Staffing Ratio - Group Size (Participants per Direct Support Staff) - Participant Attendance Rate - Adjusted Weighted Avg. of No. of Participants per Staff Staff Cost per Participant per Billable Hour	8.0 85% 6.80 \$3.45	8.0 85% 6.80 \$3.45	5.0 85% 4.25 \$5.53	5.0 85% 4.25 \$5.53	2.0 85% 1.70 \$13.71	2.0 85% 1.70 \$13.71
Attendance	- Annual Days of Program Operations - Participant Attendance Rate - Annual Days of Participant Attendance - Hours per Day of Participant Attendance Hours per Year of Participant Attendance	250.0 85% 212.5 6.00 1,275	250.0 85% 212.5 6.00 1,275	250.0 85% 212.5 6.00 1,275	250.0 85% 212.5 6.00 1,275	250.0 85% 212.5 6.00 1,275	250.0 85% 212.5 6.00 1,275
Mileage	- Number of Miles Traveled per Group per Week - Amount per Mile Weekly Mileage Cost per Group Mileage Cost per Participant per Billable Hour	150 \$0.560 \$84.00 \$0.50	375 \$0.560 \$210.00 \$1.26	120 \$0.560 \$67.20 \$0.64	300 \$0.560 \$168.00 \$1.61	100 \$0.560 \$56.00 \$1.34	250 \$0.560 \$140.00 \$3.36
Facility	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant Facility Cost per Participant per Billable Hour	100 \$15.00 \$1,500.00 \$1,18	100 \$15.00 \$1,500.00 \$1.18	100 \$15.00 \$1,500.00 \$1.18	100 \$15.00 \$1,500.00 \$1.18	100 \$15.00 \$1,500.00 \$1.18	100 \$15.00 \$1,500.00 \$1.18
Admin. and Program Support	- Program Support Funding per Participant per Day Program Support Cost per Participant per Billable Hour	\$20.00 \$3.92	\$20.00 \$3.92	\$20.00 \$3.92	\$20.00 \$3.92	\$20.00 \$3.92	\$20.00 \$3.92
Adm Prograr	Cost per Billable Hour Before Administration - Administration Percent Administration Cost per Participant per Billable Hour	\$9.05 10.0% \$1.01	\$9.81 10.0% \$1.09	\$11.27 10.0% \$1.25	\$12.24 10.0% \$1.36	\$20.15 10.0% \$2.24	\$22.17 10.0% \$2.46
	Total Cost per Billable Hour Rate per 15 Minutes	\$10.06 \$2.52	\$10.90 \$2.73	\$12.52 \$3.13	\$13.60 \$3.40	\$22.39 \$5.60	\$24.63 \$6.16

Day Habilitation, Group, Community

		1:8 Staffi	ng Ratio	1:5 Staffi	ng Ratio	1:2 Staffi	ng Ratio
		Urban	Rural	Urban	Rural	Urban	Rural
	Unit of Service	15 Min.					
	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90
	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	35.2%	35.2%	35.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79
fits		·	•				
sue	Productivity Adjustments	40.00	40.00	40.00	40.00	40.00	40.00
l Be	Total Hours - Program Set-Up/ Clean-Up	40.00 1.10	40.00	40.00 1.10	40.00	40.00	40.00 1.10
anc	- Recordkeeping and Reporting	1.10	1.10	1.10	1.10	1.10	1.10
ges	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66
Way	- Training	0.96	0.96	0.96	0.96	0.96	0.96
l H	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	3.85
Sts	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33
ort	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24
Direct Support Staff Wages and Benefits							
t S	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30
irec	Staffing Ratio						
	- Group Size (Participants per Direct Support Staff)	8.0	8.0	5.0	5.0	2.0	2.0
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.80	6.80	4.25	4.25	1.70	1.70
	Staff Cost per Participant per Billable Hour	\$3.45	\$3.45	\$5.53	\$5.53	\$13.71	\$13.71
ပ	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0
anc	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
pua	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
Attendance	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00
,	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275
-	- Number of Miles Traveled per Group per Week	250	625	220	550	200	500
Mileage	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560
Jile Jile	Weekly Mileage Cost per Group	\$140.00	\$350.00	\$123.20	\$308.00	\$112.00	\$280.00
	Mileage Cost per Participant per Billable Hour	\$0.84	\$2.10	\$1.18	\$2.96	\$2.69	\$6.72
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100
acil	- Annual Cost per Square Foot Annual Facility Cost per Participant	\$15.00 \$1,500.00	\$15.00	\$15.00 \$1,500.00	\$15.00	\$15.00 \$1,500.00	\$15.00 \$1,500.00
H	Facility Cost per Participant per Billable Hour	\$1,300.00 \$1.18	\$1,500.00 \$1.18	\$1,300.00 \$1.18	\$1,500.00 \$1.18	\$1,300.00 \$1.18	\$1,300.00 \$1.18
+-	•			\$1,10	\$1,10	\$1.10	\$1.10
Admin. and Program Support	- Program Support Funding per Participant per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
ı. ar Sup	Program Support Cost per Participant per Billable Hour	\$4.90	\$4.90	\$4.90	\$4.90	\$4.90	\$4.90
Admin. ogram S	Cost per Billable Hour Before Administration	\$10.37	\$11.63	\$12.79	\$14.57	\$22.48	\$26.51
Ad	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Pre	Administration Cost per Participant per Billable Hour	\$1.15	\$1.29	\$1.42	\$1.62	\$2.50	\$2.95
	Total Cost per Billable Hour	\$11.52	\$12.92	\$14.21 \$3.55	\$16.19	m H	\$29.46
	Rate per 15 Minutes	\$2.88	\$3.23	\$3.55	\$4.05	\$6.25	\$7.37

Career Planning

		Pı			n. an Sup	id port		Mi	lea	ge		Direct Support Staff Wages and Benefits														
Rate per 15 Minutes	Total Cost per Billable Hour	Administrative Cost per Billable Hour	- Administration Percent	Cost per Billable Hour Before Administration	Program Support Cost per Billable Hour	- Program Support Funding per Day	Mileage Cost per Billable Hour	Weekly Mileage Cost	- Amount per Mile	- Number of Miles Traveled per Week	Staff Cost After Productivity Adj. per Billable Hour	Productivity Factor	"Billable" Hours	- Paid Time Off	- Training	- Employer and One-on-One Supervision Time	- Recordkeeping and Reporting	- Networking and Program Development	- Travel Time (between participants)	Total Hours	Dio directivity Adjustments	Hourly Staff Cost Before Productivity Adi. (wages + benefits)	- Employee Benefit Rate (as a percent of wages)	- Direct Staff Hourly Wage	Unit of Service	
\$13.95	\$55.78	\$5.58	10.0%	\$50.20	\$3.39	\$20.00	\$1.52	\$44.80	\$0.560	80	\$45.29	1.36	29.47	3.85	0.96	0.66	1.10	2.20	1.76	40.00		\$33.30	22.7%	\$27.14	15 Min.	Urban
\$15.98	\$63.91	\$6.39	10.0%	\$57.52	\$3.73	\$20.00	\$4.17	\$112.00	\$0.560	200	\$49.62	1.49	26.83	3.85	0.96	0.66	1.10	2.20	4.40	40.00		\$33.30	22.7%	\$27.14	15 Min.	Rural

Prevocational, Individual

	Admin. and Program Support	Facility	Mileage	Attendance	Direct Support Staff Wages and Benefi	ts
Total Cost per Billable Hour Rate per 15 Minutes	- Program Support Funding per Day Program Support Cost per Billable Hour Cost per Billable Hour Before Administration - Administration Percent Administrative Cost per Billable Hour	- Square Feet of Service Space per Participant - Annual Cost per Square Foot Annual Facility Cost per Participant Facility Cost per Participant per Billable Hour	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	 Annual Days of Program Operations Participant Attendance Rate Annual Days of Participant Attendance Hours per Day of Participant Attendance Hours per Year of Participant Attendance 	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits) Productivity Adjustments Total Hours - Recordkeeping and Reporting - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Factor Staff Cost After Productivity Adj. per Billable Hour	Unit of Service
\$31.18 \$7.80	\$20.00 \$2.99 \$28.06 10.0% \$3.12	100 \$15.00 \$1,500.00 \$1.18	\$0.560 \$44.80 \$1.34	250.0 85% 212.5 6.00 1,275	\$13.90 35.2% \$18.79 40.00 1.10 0.66 0.96 0.96 33.85 33.43 1.20 \$22.55	Urban 15 Min.
\$33.41 \$8.35	\$20.00 \$2.99 \$30.07 10.0% \$3.34	\$15.00 \$1,500.00 \$1,58	\$0.560 \$112.00 \$3.35	250.0 85% 212.5 6.00 1,275	\$13.90 35.2% \$18.79 40.00 1.10 0.66 0.96 3.85 33.43 1.20 \$22.55	Rural 15 Min.

Prevocational, Group

		1:8 Staffi	ng Ratio	1:5 Staffi	ng Ratio	1:2 Staffi	ng Ratio
		Urban	Rural	Urban	Rural	Urban	Rural
	Unit of Service	15 Min.	15 Min.				
	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90	\$13.90
	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	35.2%	35.2%	35.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79	\$18.79
Direct Support Staff Wages and Benefits	Productivity Adjustments						
ene	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
d B	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10
an	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10
səgi	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66
Wa	- Training	0.96	0.96	0.96	0.96	0.96	0.96
aff	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	3.85
t St	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33
por	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24
dns	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30
sct		Ψ23.19	Ψ23.19	Ψ23.19	Ψ23.17	Ψ23.30	Ψ23.30
Dir	Staffing Ratio				- 0	•	• •
	- Group Size (Participants per Direct Support Staff)	8.0	8.0	5.0	5.0	2.0	2.0
	- Participant Attendance Rate	85% (80	85%	85% 4.25	85%	85%	85%
	- Adjusted Weighted Avg. of No. of Participants per Staff Staff Cost per Participant per Billable Hour	6.80 \$3.45	6.80 \$3.45	4.25 \$5.53	4.25 \$5.53	1.70 \$13.71	1.70 \$13.71
ce	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0
ıdar	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
Attendance	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
A	- Hours per Day of Participant Attendance Hours per Year of Participant Attendance	6.00 1,275	6.00 1,275	6.00 1,275	6.00 1,275	6.00 1,275	6.00 1,275
		1,273		1,273		1,273	
ã	- Number of Miles Traveled per Group per Week	150	375	120	300	100	250
Mileage	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560
\geq	Weekly Mileage Cost per Group	\$84.00	\$210.00	\$67.20	\$168.00	\$56.00	\$140.00
	Mileage Cost per Participant per Billable Hour	\$0.50	\$1.26	\$0.64	\$1.61	\$1.34	\$3.36
₹	- Square Feet of Service Space per Participant	100	100	100	100	100	100
Facility	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Fa	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
	Facility Cost per Participant per Billable Hour	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18	\$1.18
Admin. and Program Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
and Supp	Program Support Cost per Participant per Billable Hour	\$3.92	\$3.92	\$3.92	\$3.92	\$3.92	\$3.92
Admin. gram S	Cost per Billable Hour Before Administration	\$9.05	\$9.81	\$11.27	\$12.24	\$20.15	\$22.17
Adı	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Pro	Administration Cost per Participant per Billable Hour	\$1.01	\$1.09	\$1.25	\$1.36	\$2.24	\$2.46
-							
	Total Cost per Billable Hour	\$10.06	\$10.90	\$12.52	\$13.60	\$22.39	\$24.63
	Rate per 15 Minutes	\$2.52	\$2.73	\$3.13	\$3.40	\$5.60	\$6.16

Supported Employment, Individual

		Job	Co	aching	Job Devel	opment
		Urban		Rural	Urban	Rural
	Unit of Service	15 Min.		15 Min.	15 Min.	15 Min.
	- Direct Staff Hourly Wage	\$18.0)7	\$18.07	\$23.35	\$23.35
ts	- Employee Benefit Rate (as a percent of wages)	29.5		29.5%	24.9%	24.9%
nefi	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.4	10	\$23.40	\$29.16	\$29.16
Direct Support Staff Wages and Benefits	Productivity Adjustments					
an	Total Hours	40.0	00	40.00	40.00	40.00
səgi	- Travel Time (between participants)	1.7	76	4.40	1.32	3.30
_ ⊗	- Networking and Program Development				4.40	4.40
aff	- Recordkeeping and Reporting	1.1	0	1.10	1.10	1.10
St	- Employer and One-on-One Supervision Time	0.6		0.66	0.66	0.66
201	- Missed Appointments	0.4		0.44		
ldn	- Training	0.9		0.96	0.96	0.96
15 S	- Paid Time Off	3.8		3.85	3.85	3.85
ire	"Billable" Hours	31.2	- 1	28.59	27.71	25.73
Ω	Productivity Factor	1.2	28	1.40	1.44	1.55
	Staff Cost After Productivity Adj. per Billable Hour	\$29.9)5	\$32.76	\$41.99	\$45.20
ည့	- Number of Miles Traveled per Week	10	00	250	100	250
Mileage	- Amount per Mile	\$0.5 <i>6</i>	50	\$0.560	\$0.560	\$0.560
Wil	Weekly Mileage Cost	\$56.0	00	\$140.00	\$56.00	\$140.00
	Mileage Cost per Billable Hour	\$1.7	79	\$4.90	\$2.02	\$5.44
d	- Program Support Funding per Day	\$20.0	00	\$20.00	\$20.00	\$20.00
. an	Program Support Cost per Billable Hour	\$3.2	20	\$3.50	\$3.61	\$3.89
Admin. and Program Support	Cost per Billable Hour Before Administration	\$34.9	94	\$41.16	\$47.62	\$54.53
Ad	- Administration Percent	10.0	<mark>%</mark>	10.0%	10.0%	10.0%
Pr	Administrative Cost per Billable Hour	\$3.8	38	\$4.57	\$5.29	\$6.06
	Total Cost per Billable Hour	\$38.8	32	\$45.73	\$52.91	\$60.59
	Rate per 15 Minutes	\$9.7	71	\$11.43 <u></u>	\$13.23	\$15.15

Supported Employment, Group

		1:8 Staffing Ratio Urban Rural		1:5 Staffii Urban	ng Ratio Rural	1:2 Staffi Urban	ng Ratio Rural
		Urban	Kurai	Urban	Kurai	Urban	Kurai
	Unit of Service	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.
	- Direct Staff Hourly Wage	\$18.07	\$18.07	\$18.07	\$18.07	\$18.07	\$18.07
	- Employee Benefit Rate (as a percent of wages)	29.5%	29.5%	29.5%	29.5%	29.5%	29.5%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.40	\$23.40	\$23.40	\$23.40	\$23.40	\$23.40
its		4-0::0	4	4	4	4_0	4-0
Direct Support Staff Wages and Benefits	Productivity Adjustments	40.00	40.00	40.00	40.00	40.00	40.00
Be	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00
pur	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10
se se	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10
√ag	- Employer and One-on-One Supervision Time	0.66 0.96	0.66 0.96	0.66 0.96	0.66 0.96	0.66 0.96	0.66 0.96
ΗΛ	- Training - Paid Time Off	3.85	3.85	3.85	3.85	3.85	3.85
Staj	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33
T.	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24
bbc	Troductivity ractor	1.23	1.23	1.23	1.23	1.24	1.24
Su	Staff Cost After Productivity Adj. per Billable Hour	\$29.35	\$29.35	\$29.15	\$29.15	\$28.95	\$28.95
ect	Staffing Ratio						
Di.	- Group Size (Members per Staff)	8.0	8.0	5.0	5.0	2.0	2.0
	- Oroup Size (Weinbers per Starr) - Participant Attendance Rate	85%	85%	85%	85%	85%	85%
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.80	6.80	4.25	4.25	1.70	1.70
	Staff Cost per Participant per Billable Hour	\$4.32	\$4.32	\$6.86	\$6.86	\$17.03	\$17.03
ce	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0
dar	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%
Attendance	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5
Ā	- Hours per Day of Participant Attendance	6.00	6.00	6.00	6.00	6.00	6.00
-	Hours per Year of Participant Attendance	1,275	1,275	1,275	1,275	1,275	1,275
ည့	- Number of Miles Traveled per Week	150	375	120	300	100	250
Mileage	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560
Mil	Weekly Mileage Cost	\$84.00	\$210.00	\$67.20	\$168.00	\$56.00	\$140.00
	Mileage Cost per Billable Hour	\$0.50	\$1.26	\$0.64	\$1.61	\$1.34	\$3.36
ort	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
but	Program Support Cost per Participant per Billable Hour	\$3.92	\$3.92	\$3.92	\$3.92	\$3.92	\$3.92
n. 8							
Admin. and Program Support	Cost per Billable Hour Before Administration	\$8.74	\$9.50	\$11.42	\$12.39	\$22.29	\$24.31
A(- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
Pı	Administration Cost per Participant per Billable Hour	\$0.97	\$1.06	\$1.27	\$1.38	\$2.48	\$2.70
	Total Cost per Billable Hour	\$9.71	\$10.56	\$12.69	\$13.77	\$24.77	\$27.01
	Rate per 15 Minutes	\$2.43	\$10.50 \$2.64	\$3.17	\$3.44	\$24.77 \$6.19	\$27.01 \$6.75

Behavioral Consultation, Training, and Intervention

			Bache	elor's		ľ	Maste	er's
		U	rban	Rui	ral	Urban		Rural
	Unit of Service	15	Min.	15 N	Iin.	15 Min		15 Min.
	- Direct Staff Hourly Wage		\$32.10	\$3	32.10	\$43.	10	\$43.10
S	- Employee Benefit Rate (as a percent of wages)		20.6%	2	0.6%	17.7	7%	17.7%
efit	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$38.71	\$3	38.71	\$50.	73	\$50.73
Direct Support Staff Wages and Benefits	Productivity Adjustments							
and	Total Hours		40.00		40.00	40.		40.00
es	- Travel Time (Between Participants)		4.42		11.06		42	11.06
Vag	- Attending ISP Meetings		0.88		0.88		88	0.88
H V	- Missed Appointments		0.44		0.44		44	0.44
Sta	- Collateral Contacts		1.11		1.11		11	1.11
Ħ	- Recordkeeping and Reporting		1.11		1.11		11	1.11
bbc	- Employer and One-on-One Supervision Time		0.66		0.66		66	0.66
Su	- Training		0.77		0.77		77	0.77
ect	- Paid Time Off		3.85		3.85		85	3.85
Dir	"Billable" Hours		26.76		20.12	26.		20.12
	Productivity Factor		1.49		1.99	1.	49	1.99
	Staff Cost After Productivity Adj. per Billable Hour		\$57.86	\$'	76.96	\$75.	83	\$100.85
90	- Number of Miles Traveled per Week		200		500	2	00	500
Mileage	- Amount per Mile		\$0.560	\$(0.560	\$0.5	60	\$0.560
Į .	Weekly Mileage Cost	\$	3112.00	\$23	80.00	\$112.	00	\$280.00
, ,	Mileage Cost per Billable Hour		\$4.19	\$ 2	13.92	\$4.	19	\$13.92
n. and Support	- Program Support Funding per Day		\$20.00	\$2	20.00	\$20.	00	\$20.00
an supj	Program Support Cost per Billable Hour		\$1.73		\$1.30	\$1.	32	\$0.99
Admin. and Program Suppo	Cost per Billable Hour Before Administration		\$63.78	\$9	92.18	\$81.	34	\$115.76
Ad	- Administration Percent		10.0%		0.0%	10.0		10.0%
Prc	Administrative Cost per Billable Hour		\$7.09		10.24	\$9.		\$12.86
	Total Cost per Billable Hour		\$70.87		02.42	\$90.		128.62
	Rate per 15 Minutes		\$17.72		25.61	\$22.		\$32.16

Non-Medical Transportation

		Γ	On	e Participant	
			Under 15	15 - 30	30-Plus
			Miles	Miles	Miles
	Unit of Service		Trip	Trip	Trip
Group Size					
Si.	- Number of Participants per Trip		1	1	1
its	D' 4 C4 CCH 1 W		¢12.00	¢12.00	¢12.00
nef	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)		\$13.90 35.2%	\$13.90 35.2%	\$13.90 35.2%
Be	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.79	\$18.79	\$18.79
Direct Support Staff Wages and Benefits			\$10.75	\$10.77	\$10.77
ses s	Productivity Adjustments				
Vag	Total Hours		40.00	40.00	40.00
H.V	- Recordkeeping and Reporting		1.10	1.10	1.10
Sta	- Employer and One-on-One Supervision Time		0.66	0.66	0.66
ort	- Training - Paid Time Off		0.96	0.96	0.96
ddr	- Paid Time Off "Billable" Hours		3.85	3.85	3.85
t Sı	Productivity Factor		33.43 1.20	33.43 1.20	33.43 1.20
rec	Froductivity Factor		1.20	1.20	1.20
Ď	Hourly Staff Cost After Productivity Adjustment		\$22.48	\$22.48	\$22.48
	- Number of Miles Traveled per Trip with Participants		10	25	40
	- Number of Miles Traveled per Trip Without Participants		10	25	40
	- Assumed Travel Speed (miles per Hour)		35	35	35
	- Minutes for Loading/Unloading per Participant		3	3	3
el el			_	-	
Travel	Vehicle Expense		Φ0. 7. (0	00.500	ΦO 7.60
I	- Amount per Mile		\$0.560	\$0.560	\$0.560
	Mileage Cost per Trip		\$5.60	\$14.00	\$22.40
	Staff Expense				
	Staff Hours per Trip		0.62	1.48	2.34
	Staff Cost per Trip	_	\$13.94	\$33.27	\$52.60
ort	- Program Support Funding per Day		\$20.00	\$20.00	\$20.00
anc	Program Support Cost per Trip		\$1.85	\$4.43	\$7.00
in. n S					***
Admin. and Program Support	Cost per Trip Before Administration		\$21.39	\$51.70	\$82.00
A Prog	- Administration Percent		10.0%	10.0%	10.0%
Щ	Administrative Cost per Trip		\$2.38	\$5.74	\$9.11
	Cost per Trip		\$23.77	\$57.44	\$91.11
	Rate per Trip		\$23.77	\$57.44	\$91.11

Non-Medical Transportation

		Γ	Two-to-	Miles Miles		
			Under 15		30-Plus	
			Miles	Miles	Miles	
	Unit of Service		Trip	Trip	Trip	
Group Size						
£ iz	- Number of Participants per Trip		3	3	3	
its	- Direct Staff Hourly Wage		\$12.00	\$12.00	\$13.90	
nef	- Employee Benefit Rate (as a percent of wages)				35.2%	
Be	Hourly Staff Cost Before Productivity Adj. (wages + benefits)				\$18.79	
Direct Support Staff Wages and Benefits			Ψ10.75	Ψ10.75	Ψ10.75	
ses	Productivity Adjustments					
Nag	Total Hours				40.00	
H.	- Recordkeeping and Reporting				1.10	
Sta	- Employer and One-on-One Supervision Time				0.66	
ort	- Training - Paid Time Off				0.96 3.85	
ddn	"Billable" Hours				33.43	
S T	Productivity Factor				1.20	
irec	1 roductivity 1 actor					
D	Hourly Staff Cost After Productivity Adjustment		\$22.48	\$22.48	\$22.48	
	- Number of Miles Traveled per Trip with Participants		10	2.5	40	
	- Number of Miles Traveled per Trip Without Participants				40	
	- Assumed Travel Speed (miles per Hour)				35	
	- Minutes for Loading/Unloading per Participant		3	3	3	
'el	W 1 · 1 · F					
Travel	Vehicle Expense		¢0.5.00	90.500	¢0.5(0	
	- Amount per Mile Mileage Cost per Trip				\$0.560 \$22.40	
	Mileage Cost per 1rip		\$5.00	\$14.00	\$22.40	
	Staff Expense					
	Staff Hours per Trip				2.44	
	Staff Cost per Trip		\$16.19	\$35.52	\$54.85	
l ort	- Program Support Funding per Day		\$20.00	\$20.00	\$20.00	
anc	Program Support Cost per Trip				\$7.30	
uin. n S				0-10-	404.55	
Admin. and Program Support	Cost per Trip Before Administration				\$84.55	
A Prog	- Administration Percent				10.0%	
	Administrative Cost per Trip		\$2.00	\$0.03	\$9.39	
	Cost per Trip		\$26.60	\$60.28	\$93.94	
	Rate per Trip		\$8.87	\$20.09	\$31.31	

Non-Medical Transportation

		Γ	Five or 1	More Particip	oants
			Under 15	15 - 30	30-Plus
			Miles	Miles	Miles
,	Unit of Service		Trip	Trip	Trip
Group Size					
Gr. Si	- Number of Participants per Trip		6	6	6
its	Discret Car Cilianola Wara		\$13.90	\$13.90	\$13.90
nef	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)		35.2%	35.2%	35.2%
Be	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.79	\$18.79	\$18.79
Direct Support Staff Wages and Benefits			Ψ10.72	Ψ10.72	Ψ10.72
ses	Productivity Adjustments				
Vag	Total Hours		40.00	40.00	40.00
J.J.	- Recordkeeping and Reporting		1.10	1.10	1.10
Sta	- Employer and One-on-One Supervision Time		0.66	0.66	0.66
ort	- Training - Paid Time Off		0.96 3.85	0.96 3.85	0.96 3.85
ddn	"Billable" Hours		33.43	33.43	33.43
ž.	Productivity Factor		1.20	1.20	1.20
irec	1 roductivity 1 actor		-		
D	Hourly Staff Cost After Productivity Adjustment		\$22.48	\$22.48	\$22.48
	- Number of Miles Traveled per Trip with Participants		10	25	40
	- Number of Miles Traveled per Trip Without Participants		10	25	40
	- Assumed Travel Speed (miles per Hour)		35	35	35
	- Minutes for Loading/Unloading per Participant		3	3	3
'el	Waliala Famana				
Travel	Vehicle Expense - Amount per Mile		\$0.560	\$0.560	\$0.560
	Mileage Cost per Trip		\$0.360 \$5.60	\$0.300	\$22.40
			\$3.00	\$14.00	\$22.40
	Staff Expense				
	Staff Hours per Trip		0.87	1.73	2.59
	Staff Cost per Trip		\$19.56	\$38.89	\$58.22
1 oort	- Program Support Funding per Day		\$20.00	\$20.00	\$20.00
ano	Program Support Cost per Trip		\$2.60	\$5.17	\$7.75
Admin. and Program Support			¢27.76	¢50.00	000 27
\dn gra	Cost per Trip Before Administration - Administration Percent		\$27.76 10.0%	\$58.06 10.0%	\$88.37 10.0%
ار Pro	- Administration Percent Administrative Cost per Trip		\$3.08	\$6.45	\$9.82
	Administrative Cost per 111p		\$3.U0	φ 0.4 3	\$7.04
	Cost per Trip		\$30.84	\$64.51	\$98.19
	Rate per Trip		\$5.14	\$10.75	\$16.37

Review of Provider Reimbursement Rates for Intellectual and Developmental Disabilities Waiver Services

Appendices to Proposed Rate Models

- prepared for -

Nevada Department of Health and Human Services

- prepared by -

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June 30, 2021

Appendix A: Wage Assumptions Before Adjustments Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements

BLS Cod	e and Title	Bu		abor Stati	_	Other BLS Information			
		1041-		May 2020		0041-	Typical	Dalate J	Temical 4b
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Education	Related Experience	Typical on-the- job training
11-9151	Social and community service mgrs.	\$22.17	\$27.78	\$36.43	\$47.87	\$59.29	Bachelor's	Under 5 Yrs.	None
19-3031	Clinical, counseling, and school psycho	\$25.69	\$31.48	\$39.54	\$49.67	\$60.88	Doctoral/ prof.	None	Intern/residency
21-1012	Educ./ guidance./ career counselors	\$17.61	\$22.55	\$28.67	\$35.46	\$40.35	Master's	None	None
21-1015	Rehabilitation counselors	\$15.45	\$18.60	\$24.90	\$35.27	\$43.22	Master's	None	None
21-1018	Substance use/ mental hlth counselors	\$16.79	\$21.85	\$29.45	\$41.61	\$57.65	Bachelor's	None	None
21-1021	Child/ family/ school social workers	\$18.23	\$21.66	\$24.82	\$30.76	\$39.15	Bachelor's	None	None
21-1022	Healthcare social workers	\$19.81	\$25.94	\$30.84	\$35.76	\$40.09	Master's	None	Intern/residency
21-1091	Health Education Specialists	\$16.49	\$20.96	\$25.95	\$32.55	\$39.57	Bachelor's	None	None
21-1093	Social and human service assistants	\$12.32	\$14.75	\$17.93	\$22.67	\$28.25	High school	None	Short-term OTJ
21-1094	Community health workers	\$13.90	\$17.17	\$23.60	\$29.52	\$35.20	High school	None	Short-term OTJ
25-2051	Special education teachers, preschool*	\$21.18	\$33.69	\$38.94	\$42.61	\$44.81	Bachelor's	None	None
25-2052	Special ed. teachers, kinder. & elem.*	\$29.39	\$32.54	\$38.22	\$46.52	\$54.83	Bachelor's	None	None
25-2057	Special ed. teachers, middle school*	\$26.88	\$32.09	\$38.95	\$47.73	\$55.98	Bachelor's	None	None
25-2058	Special ed. teachers, secondary school ^a	\$29.07	\$32.47	\$38.34	\$46.44	\$55.09	Bachelor's	None	None
25-9045	Teaching assts., except postsecondary*	\$12.69	\$16.15	\$20.74	\$25.98	\$31.40	Some college	None	None
29-1031	Dietitians and nutritionists	\$18.55	\$27.00	\$31.98	\$36.77	\$39.70	Bachelor's	None	Intern/residency
29-1122	Occupational therapists	\$34.50	\$43.23	\$50.69	\$61.09	\$75.04	Master's	None	None
29-1123	Physical therapists	\$34.72	\$41.74	\$47.92	\$59.13	\$84.14	Doctoral/ prof.	None	None
29-1127	Speech-language pathologists	\$20.81	\$26.80	\$38.47	\$47.00	\$58.03	Master's	None	Intern/residency
29-1141	Registered nurses	\$31.79	\$35.90	\$42.29	\$50.27	\$58.22	Bachelor's	None	None
29-2053	Psychiatric technicians	\$12.20	\$13.91	\$16.18	\$18.39	\$20.36	Nondegree	Under 5 Yrs.	Short-term OTJ
29-2061	Lic. practical/ lic. vocational nurses	\$22.75	\$26.04	\$28.71	\$31.18	\$35.45	Nondegree	None	None
31-1120	Home health and personal care aides	\$9.92	\$10.63	\$11.69	\$13.05	\$14.95	High school	None	Short-term OTJ
31-1131	Nursing assistants	\$12.53	\$13.89	\$16.07	\$18.63	\$20.62	Nondegree	None	None
31-1133	Psychiatric aides	\$13.35	\$15.05	\$19.98	\$24.03	\$27.65	High school	None	Short-term OTJ
31-2011	Occupational therapy assistants	\$26.68	\$33.00	\$36.33	\$39.62	\$42.76	Associate's	None	None
31-2021	Physical therapist assistants	\$12.09	\$17.27	\$29.52	\$37.01	\$41.12	Associate's	None	None
31-2022	Physical therapist aides	\$9.37	\$11.33	\$13.65	\$15.27	\$20.01	High school	None	Short-term OTJ
31-9092	Medical assistants	\$13.37	\$15.13	\$17.18	\$19.17	\$22.14	Nondegree	None	None
39-1098	First-line superviors of pers. svc.	\$11.50	\$15.15	\$19.74	\$26.49	\$32.94	High school	Under 5 Yrs.	None
39-9032	Recreation workers	\$8.21	\$8.81	\$9.81	\$13.42	\$22.46	High school	None	Short-term OTJ
39-9041	Residential advisers	\$9.71	\$12.83	\$14.41	\$16.55	\$19.25	High school	None	Short-term OTJ
53-3058	Passenger vehicle drivers	\$8.74	\$10.72	\$14.21	\$17.83	\$21.16	None	None	Short-term OTJ

^{*} Hourly wage data for 25-2051, 25-2052, 25-2057, 25-2058, 25-9045, and 29-9045 are imputed by dividing the reported annual wages by 1,440 hours of work annually (equal to 180 days).

Appendix A: Wage Assumptions BLS Wage Adjustments for Inflation

Adjustment of Wage Inflation

Weighted Annual Average ¹	5.30%
BLS Dataset Month	May-20
Projected Month/ Year of Implementation	Jan-22
Number of Months Between BLS Dataset and Implementation Midpoint	20
Total Inflation Factor	9.01%

¹ Compound annual growth rate for net earnings in Nevada for 2010 – 2020; Source: Bureau of Economic Analysis https://apps.bea.gov/regional/bearfacts/action.cfm

Appendix A: Wage Assumptions After Adjustments Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements

21-1015 Rehabilitation counselors S16.84 S20.28 S27.14 S38.45 S47.11 Master's None None	BLS Cod	e and Title	Bu	reau of L	abor Statis	stics Wage	s.	Other BLS Information			
				-	-						
19-303 Clinical, counseling, and school psyche S28.01 S34.32 S43.10 S54.15 S66.37 Doctoral/ prof. None Intern/residency 11-1012 Educ/ guidance/ career counselors S16.84 S20.28 S27.14 S38.45 S47.11 Master's None None None S11-1018 Substance use/ mental hilth counselors S18.30 S23.82 S23.10 S45.36 S62.85 Bachelor's None None None S11-1018 Substance use/ mental hilth counselors S18.30 S23.82 S32.10 S45.36 S62.85 Bachelor's None None None S11-1018 S11-1012 Health Education Specialists S17.98 S22.85 S28.29 S35.48 S43.14 Bachelor's None None None S11-1019 None S11-1019 Social and human service assistants S13.43 S16.08 S19.55 S24.71 S30.80 High school None Short-term OT1 S25-2015 Special education teachers, preschool* S23.09 S36.73 S42.45 S46.45 S48.85 S46.10 S48.85 S48.85							##			**	
21-1012 Educ. guidance / career counselors S19.20 S24.58 S31.25 S38.66 S43.99 Master's None None	11-9151	Social and community service mgrs.	\$24.17	\$30.28	\$39.71	\$52.18	\$64.63	Bachelor's	Under 5 Yrs.	None	
21-1015 Rehabilitation counselors S16.84 S20.28 S27.14 S38.45 S47.11 Master's None None	19-3031	Clinical, counseling, and school psycho	\$28.01	\$34.32	\$43.10	\$54.15	\$66.37	Doctoral/ prof.	None	Intern/residency	
21-1018 Substance use/ mental hith counselors \$18.30 \$23.82 \$32.10 \$45.36 \$62.85 Bachelor's None None	21-1012	Educ./ guidance./ career counselors	\$19.20	\$24.58	\$31.25	\$38.66	\$43.99	Master's	None	None	
21-1021 Child/ family/ school social workers S19.87 S23.61 S27.06 S33.53 S42.68 Bachelor's None None None 21-1022 Healthcare social workers S21.60 S28.28 S33.62 S38.98 S43.70 Master's None Intern/residency None None S47.10	21-1015	Rehabilitation counselors	\$16.84	\$20.28	\$27.14	\$38.45	\$47.11	Master's	None	None	
	21-1018	Substance use/ mental hlth counselors	\$18.30	\$23.82	\$32.10	\$45.36	\$62.85	Bachelor's	None	None	
Part	21-1021	Child/ family/ school social workers	\$19.87	\$23.61	\$27.06	\$33.53	\$42.68	Bachelor's	None	None	
21-1093 Social and human service assistants S13.43 S16.08 S19.55 S24.71 S30.80 High school None Short-term OTJ	21-1022	Healthcare social workers	\$21.60	\$28.28	\$33.62	\$38.98	\$43.70	Master's	None	Intern/residency	
21-1094 Community health workers S15.15 S18.72 S25.73 S32.18 S38.37 High school None Short-term OTJ	21-1091	Health Education Specialists	\$17.98	\$22.85	\$28.29	\$35.48	\$43.14	Bachelor's	None	None	
25-2051 Special education teachers, preschool** \$23.09 \$36.73 \$42.45 \$46.45 \$48.85 Bachelor's None None 25-2052 Special ed. teachers, kinder. & elem.** \$32.04 \$35.47 \$41.67 \$50.71 \$59.77 Bachelor's None None 25-2057 Special ed. teachers, secondary school* \$31.69 \$35.40 \$41.80 \$50.63 \$60.05 Bachelor's None None 25-2058 Special ed. teachers, secondary school* \$31.84 \$17.60 \$22.60 \$28.32 \$34.23 Some college None None 25-9045 Teaching assts., except postsecondary* \$13.84 \$17.60 \$22.60 \$28.32 \$34.23 Some college None None 29-1031 Dictitians and nutritionists \$20.22 \$29.43 \$34.86 \$40.08 \$43.28 Bachelor's None Intern/residency 29-1123 Physical therapists \$37.61 \$47.13 \$55.26 \$66.60 \$81.80 Master's None Intern/residency	21-1093	Social and human service assistants	\$13.43	\$16.08	\$19.55	\$24.71	\$30.80	High school	None	Short-term OTJ	
25-2052 Special ed. teachers, kinder. & elem.* \$32.04 \$35.47 \$41.67 \$50.71 \$59.77 Bachelor's None None 25-2057 Special ed. teachers, middle school* \$29.30 \$34.98 \$42.46 \$52.03 \$61.02 Bachelor's None None 25-2058 Special ed. teachers, secondary school* \$31.69 \$35.40 \$41.80 \$50.63 \$60.05 Bachelor's None None 25-9045 Teaching assts., except postsecondary* \$13.84 \$17.60 \$22.60 \$28.32 \$34.23 Some college None None 29-1031 Dictitians and nutritionists \$20.22 \$29.43 \$34.86 \$40.08 \$43.28 Bachelor's None Intern/residency 29-1122 Occupational therapists \$37.61 \$47.13 \$55.26 \$66.60 \$81.80 Master's None None 29-1123 Physical therapists \$37.61 \$47.13 \$55.26 \$66.60 \$81.80 Master's None None 29-1123	21-1094	Community health workers	\$15.15	\$18.72	\$25.73	\$32.18	\$38.37	High school	None	Short-term OTJ	
Special ed. teachers, middle school* \$29,30 \$34,98 \$42,46 \$52,03 \$61,02 Bachelor's None None	25-2051	Special education teachers, preschool*	\$23.09	\$36.73	\$42.45	\$46.45	\$48.85	Bachelor's	None	None	
Special ed. teachers, secondary school Special ed. teachers, secondary school Special ed. teachers, secondary Special ed. teachers, secondary Special ed. teachers Special ed. teaching assts, except postsecondary Special ed. teaching assts, except posts Special ed. teaching assts, except posts Special ed. Spe	25-2052	Special ed. teachers, kinder. & elem.*	\$32.04	\$35.47	\$41.67	\$50.71	\$59.77	Bachelor's	None	None	
25-9045 Teaching assts., except postsecondary* \$13.84 \$17.60 \$22.60 \$28.32 \$34.23 Some college None None 29-1031 Dietitians and nutritionists \$20.22 \$29.43 \$34.86 \$40.08 \$43.28 Bachelor's None Intern/residency 29-1122 Occupational therapists \$37.61 \$47.13 \$55.26 \$66.60 \$81.80 Master's None None 29-1123 Physical therapists \$37.85 \$45.50 \$52.24 \$64.46 \$91.72 Doctoral/ prof. None None 29-1123 Physical therapists \$22.69 \$29.22 \$41.94 \$51.24 \$63.26 Master's None None 29-1127 Speech-language pathologists \$22.69 \$29.22 \$41.94 \$46.10 \$54.80 \$63.47 Bachelor's None None 29-1141 Registered nurses \$34.65 \$39.14 \$46.10 \$54.80 \$63.47 Bachelor's None None None None None	25-2057	Special ed. teachers, middle school*	\$29.30	\$34.98	\$42.46	\$52.03	\$61.02	Bachelor's	None	None	
29-1031 Dietitians and nutritionists \$20.22 \$29.43 \$34.86 \$40.08 \$43.28 Bachelor's None Intern/residency	25-2058	Special ed. teachers, secondary school*	\$31.69	\$35.40	\$41.80	\$50.63	\$60.05	Bachelor's	None	None	
29-1122 Occupational therapists \$37.61 \$47.13 \$55.26 \$66.60 \$81.80 Master's None None	25-9045	Teaching assts., except postsecondary*	\$13.84	\$17.60	\$22.60	\$28.32	\$34.23	Some college	None	None	
29-1123 Physical therapists \$37.85 \$45.50 \$52.24 \$64.46 \$91.72 Doctoral/ prof. None None	29-1031	Dietitians and nutritionists	\$20.22	\$29.43	\$34.86	\$40.08	\$43.28	Bachelor's	None	Intern/residency	
29-1127 Speech-language pathologists \$22.69 \$29.22 \$41.94 \$51.24 \$63.26 Master's None Intern/residency 29-1141 Registered nurses \$34.65 \$39.14 \$46.10 \$54.80 \$63.47 Bachelor's None None 29-2053 Psychiatric technicians \$13.30 \$15.16 \$17.64 \$20.05 \$22.19 Nondegree Under 5 Yrs. Short-term OTJ 29-2061 Lic. practical/ lic. vocational nurses \$24.80 \$28.39 \$31.30 \$33.99 \$38.64 Nondegree None None 31-1120 Home health and personal care aides \$10.81 \$11.59 \$12.74 \$14.23 \$16.30 High school None Short-term OTJ 31-1131 Nursing assistants \$13.66 \$15.14 \$21.78 \$26.20 \$30.14 High school None Short-term OTJ 31-2011 Occupational therapy assistants \$29.08 \$35.97 \$39.60 \$43.19 \$46.61 Associate's None None 31-202	29-1122	Occupational therapists	\$37.61	\$47.13	\$55.26	\$66.60	\$81.80	Master's	None	None	
29-1141 Registered nurses \$34.65 \$39.14 \$46.10 \$54.80 \$63.47 Bachelor's None None 29-2053 Psychiatric technicians \$13.30 \$15.16 \$17.64 \$20.05 \$22.19 Nondegree Under 5 Yrs. Short-term OTJ	29-1123	Physical therapists	\$37.85	\$45.50	\$52.24	\$64.46	\$91.72	Doctoral/ prof.	None	None	
29-2053 Psychiatric technicians \$13.30 \$15.16 \$17.64 \$20.05 \$22.19 Nondegree Under 5 Yrs. Short-term OTJ 29-2061 Lic. practical/ lic. vocational nurses \$24.80 \$28.39 \$31.30 \$33.99 \$38.64 Nondegree None None 31-1120 Home health and personal care aides \$10.81 \$11.59 \$12.74 \$14.23 \$16.30 High school None Short-term OTJ 31-1131 Nursing assistants \$13.66 \$15.14 \$17.52 \$20.31 \$22.48 Nondegree None None None 31-1131 Psychiatric aides \$14.55 \$16.41 \$21.78 \$26.20 \$30.14 High school None Short-term OTJ 31-2011 Occupational therapy assistants \$29.08 \$35.97 \$39.60 \$43.19 \$46.61 Associate's None None 31-2021 Physical therapist assistants \$13.18 \$18.83 \$32.18 \$40.35 \$44.83 Associate's None None	29-1127	Speech-language pathologists	\$22.69	\$29.22	\$41.94	\$51.24	\$63.26	Master's	None	Intern/residency	
29-2061 Lic. practical/ lic. vocational nurses \$24.80 \$28.39 \$31.30 \$33.99 \$38.64 Nondegree None None Short-term OTJ	29-1141	Registered nurses	\$34.65	\$39.14	\$46.10	\$54.80	\$63.47	Bachelor's	None	None	
31-1120 Home health and personal care aides \$10.81 \$11.59 \$12.74 \$14.23 \$16.30 High school None Short-term OTJ 31-1131 Nursing assistants \$13.66 \$15.14 \$17.52 \$20.31 \$22.48 Nondegree None None 31-1133 Psychiatric aides \$14.55 \$16.41 \$21.78 \$26.20 \$30.14 High school None Short-term OTJ 31-2011 Occupational therapy assistants \$29.08 \$35.97 \$39.60 \$43.19 \$46.61 Associate's None None 31-2021 Physical therapist assistants \$13.18 \$18.83 \$32.18 \$40.35 \$44.83 Associate's None None 31-2022 Physical therapist aides \$10.21 \$12.35 \$14.88 \$16.65 \$21.81 High school None Short-term OTJ 31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	29-2053	Psychiatric technicians	\$13.30	\$15.16	\$17.64	\$20.05	\$22.19	Nondegree	Under 5 Yrs.	Short-term OTJ	
31-1131 Nursing assistants \$13.66 \$15.14 \$17.52 \$20.31 \$22.48 Nondegree None None 31-1133 Psychiatric aides \$14.55 \$16.41 \$21.78 \$26.20 \$30.14 High school None Short-term OTJ 31-2011 Occupational therapy assistants \$29.08 \$35.97 \$39.60 \$43.19 \$46.61 Associate's None None 31-2021 Physical therapist assistants \$13.18 \$18.83 \$32.18 \$40.35 \$44.83 Associate's None None 31-2022 Physical therapist aides \$10.21 \$12.35 \$14.88 \$16.65 \$21.81 High school None Short-term OTJ 31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school None Short-term OTJ 39-9032 Recreation work	29-2061	Lic. practical/ lic. vocational nurses	\$24.80	\$28.39	\$31.30	\$33.99	\$38.64	Nondegree	None	None	
31-1133 Psychiatric aides \$14.55 \$16.41 \$21.78 \$26.20 \$30.14 High school None Short-term OTJ	31-1120	Home health and personal care aides	\$10.81	\$11.59	\$12.74	\$14.23	\$16.30	High school	None	Short-term OTJ	
31-2011 Occupational therapy assistants \$29.08 \$35.97 \$39.60 \$43.19 \$46.61 Associate's None None 31-2021 Physical therapist assistants \$13.18 \$18.83 \$32.18 \$40.35 \$44.83 Associate's None None 31-2022 Physical therapist aides \$10.21 \$12.35 \$14.88 \$16.65 \$21.81 High school None Short-term OTJ 31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-1131	Nursing assistants	\$13.66	\$15.14	\$17.52	\$20.31	\$22.48	Nondegree	None	None	
31-2021 Physical therapist assistants \$13.18 \$18.83 \$32.18 \$40.35 \$44.83 Associate's None None 31-2022 Physical therapist aides \$10.21 \$12.35 \$14.88 \$16.65 \$21.81 High school None Short-term OTJ 31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-1133	Psychiatric aides	\$14.55	\$16.41	\$21.78	\$26.20	\$30.14	High school	None	Short-term OTJ	
31-2022 Physical therapist aides \$10.21 \$12.35 \$14.88 \$16.65 \$21.81 High school None Short-term OTJ 31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-2011	Occupational therapy assistants	\$29.08	\$35.97	\$39.60	\$43.19	\$46.61	Associate's	None	None	
31-9092 Medical assistants \$14.57 \$16.49 \$18.73 \$20.90 \$24.14 Nondegree None None 39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-2021	Physical therapist assistants	\$13.18	\$18.83	\$32.18	\$40.35	\$44.83	Associate's	None	None	
39-1098 First-line superviors of pers. svc. \$12.54 \$16.52 \$21.52 \$28.88 \$35.91 High school Under 5 Yrs. None 39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-2022	Physical therapist aides	\$10.21	\$12.35	\$14.88	\$16.65	\$21.81	High school	None	Short-term OTJ	
39-9032 Recreation workers \$8.95 \$9.60 \$10.69 \$14.63 \$24.48 High school None Short-term OTJ 39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	31-9092	Medical assistants	\$14.57	\$16.49	\$18.73	\$20.90	\$24.14	Nondegree	None	None	
39-9041 Residential advisers \$10.59 \$13.99 \$15.71 \$18.04 \$20.98 High school None Short-term OTJ	39-1098	First-line superviors of pers. svc.	\$12.54	\$16.52	\$21.52	\$28.88	\$35.91	High school	Under 5 Yrs.	None	
	39-9032	Recreation workers	\$8.95	\$9.60	\$10.69	\$14.63	\$24.48	High school	None	Short-term OTJ	
53-3058 Passenger vehicle drivers \$9.53 \$11.69 \$15.49 \$19.44 \$23.07 None None Short-term OTJ	39-9041	Residential advisers	\$10.59	\$13.99	\$15.71	\$18.04	\$20.98	High school	None	Short-term OTJ	
	53-3058	Passenger vehicle drivers	\$9.53	\$11.69	\$15.49	\$19.44	\$23.07	None	None	Short-term OTJ	

^{*} Hourly wage data for 25-2051, 25-2052, 25-2057, 25-2058, 25-9045, and 29-9045 are imputed by dividing the reported annual wages by 1,440 hours of work annually (equal to 180 days).

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

Residential Support - Intermittent
Residential Support - 24-Hour
Residential Support - Host Home (Agency Staffing)
Residential Support Management (Bachelor's)
Residential Support Management (Non-Bachelor's)
Supplemental Residential Support Services
Day Habilitation
Prevocational

	Re	Re	Re Sta	Re (B	Re Ba	Su	Da	Pre
BLS Code and Title			•		•			
11-9151 Social and community service mgrs.								
19-3031 Clinical, counseling, and school psychologists								
21-1012 Educ./ guidance./ career counselors								
21-1015 Rehabilitation counselors								
21-1018 Substance use/ mental hlth counselors								
21-1021 Child/ family/ school social workers								
21-1022 Healthcare social workers								
21-1091 Health Education Specialists				100%				
21-1093 Social and human service assistants					100%			
21-1094 Community health workers		l	100%					
25-2051 Special education teachers, preschool								
25-2052 Special ed. teachers, kinder. & elem.								
25-2057 Special ed. teachers, middle school								
25-2058 Special ed. teachers, secondary school								
25-9045 Teaching assts., except postsecondary								
29-1031 Dietitians and nutritionists								
29-1122 Occupational therapists								
29-1123 Physical therapists								
29-1127 Speech-language pathologists								
29-1141 Registered nurses								
29-2053 Psychiatric technicians	10%	10%				10%	10%	10%
29-2061 Lic. practical/ lic. vocational nurses								
31-1120 Home health and personal care aides	60%	60%				60%	60%	60%
31-1131 Nursing assistants								
31-1133 Psychiatric aides								
31-2011 Occupational therapy assistants								
31-2021 Physical therapist assistants								
31-2022 Physical therapist aides								
31-9092 Medical assistants	10%	10%				10%	10%	10%
39-1098 First-line superviors of pers. svc.								
39-9032 Recreation workers	10%	10%				10%	10%	10%
39-9041 Residential advisers								
53-3058 Passenger vehicle drivers	10%	10%				10%	10%	10%
	100%	100%	100%	100%	100%	100%	100%	100%

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

Career Planning Supported Employment - Job Developer
Supported Employment - Job Developer
Supported Employment - Job Coach
Supported Employment, Group
Non-Medical Transportation
Behavioral Consultation, Training, and Intervention (Bachelor's)
Behavioral Consultation, Training, and Intervention (Master's)

	Ca	Su	Su	nS	Nc	Be Int	Be Int
BLS Code and Title	1						
11-9151 Social and community service mgrs.							
19-3031 Clinical, counseling, and school psychologists							100%
21-1012 Educ./ guidance./ career counselors							
21-1015 Rehabilitation counselors	100%	50%	20%	20%			
21-1018 Substance use/ mental hlth counselors						100%	
21-1021 Child/ family/ school social workers							
21-1022 Healthcare social workers							
21-1091 Health Education Specialists							
21-1093 Social and human service assistants		50%	20%	20%			
21-1094 Community health workers							
25-2051 Special education teachers, preschool							
25-2052 Special ed. teachers, kinder. & elem.							
25-2057 Special ed. teachers, middle school							
25-2058 Special ed. teachers, secondary school							
25-9045 Teaching assts., except postsecondary							
29-1031 Dietitians and nutritionists							
29-1122 Occupational therapists							
29-1123 Physical therapists							
29-1127 Speech-language pathologists							
29-1141 Registered nurses							
29-2053 Psychiatric technicians			10%	10%	10%		
29-2061 Lic. practical/ lic. vocational nurses							
31-1120 Home health and personal care aides			40%	40%	60%		
31-1131 Nursing assistants							
31-1133 Psychiatric aides							
31-2011 Occupational therapy assistants							
31-2021 Physical therapist assistants							
31-2022 Physical therapist aides							
31-9092 Medical assistants			10%	10%	10%		
39-1098 First-line superviors of pers. svc.							
39-9032 Recreation workers					10%		
39-9041 Residential advisers							
53-3058 Passenger vehicle drivers					10%		
	100%	100%	100%	100%	100%	100%	100%

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

	Residential Support - Intermittent	Residential Support - 24-Hour	Residential Support - Host Home (Agency Staffing)	Residential Support Management (Bachelor's)	Residential Support Management (Non-Bachelor's)	Supplemental Residential Support Services	Day Habilitation	Prevocational	Career Planning	Supported Employment - Job Developer	Supported Employment - Job Coach	Supported Employment, Group	Non-Medical Transportation	Behavioral Consultation, Training, and Intervention (Bachelor's)	Behavioral Consultation, Training, and Intervention (Master's)
10th Percentile	\$11.12	\$11.12	\$15.15	\$17.98	\$13.43	\$11.12	\$11.12	\$11.12	\$16.84	\$15.14	\$13.17	\$13.17	\$11.12	\$18.30	\$28.01
25th Percentile	\$12.25	\$12.25	\$18.72	\$22.85	\$16.08	\$12.25	\$12.25	\$12.25	\$20.28	\$18.18	\$15.07	\$15.07	\$12.25	\$23.82	\$34.32
50th Percentile (Median)	\$13.90	\$13.90	\$25.73	\$28.29	\$19.55	\$13.90	\$13.90	\$13.90	\$27.14	\$23.35	\$18.07	\$18.07	\$13.90	\$32.10	\$43.10
75th Percentile	\$16.04	\$16.04	\$32.18	\$35.48	\$24.71	\$16.04	\$16.04	\$16.04	\$38.45	\$31.58	\$22.42	\$22.42	\$16.04	\$45.36	\$54.15
90th Percentile	\$19.17	\$19.17	\$38.37	\$43.14	\$30.80	\$19.17	\$19.17	\$19.17	\$47.11	\$38.96	\$26.74	\$26.74	\$19.17	\$62.85	\$66.37

Appendix B: Benefits Assumptions Benefits Assumptions to Establish Benefit Rates

		loyees with cess		oloyees who ceive	Partic	Level for cipating ployees	(Acco	Benefit Level ounts for cipation)
	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models
Mandatory Benefits								
FICA ²	-	100%	-	100%	-	7.65%		7.65%
Federal UI ³	-	100%	-	100%	-	0.60%		0.60%
State UI ⁴	-	100%	-	100%	-	2.40%		2.95%
Workers' Comp. ⁵	-	100%	-	100%	-	2.00%		1.46%
Paid Time Off								
Holidays	81%	100%	81%	100%	8.0	10.0	6.5	10.0
Vacation Leave	77%	1000/	77%	1000/	11.0	15.0	8.5	15.0
Sick Leave	77%	100%	77%	100%	8.0	15.0	6.2	15.0
Total	-	-	-	-	27.0	25.0	21.2	25.0
Health Insurance ⁶		,	****	******		¥	***	
Employee Only				42.4%		\$450.00		
Employee + One				14.5%		\$725.00		
Family				18.0%		\$1,150.00		
All Coverages	86%	100%	55%	74.9%				\$502.93
Other Benefits ⁷		•		*****		•		
	_	100%	_	100%	_	\$50.00	_	\$50.00

Notes

Other sources of health insurance information were considered:

- The BLS National Compensation Survey (September 2020) identifies an average monthly employer premium of \$463 for the West-Mountain region (see Table 11 at https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf).
- According to Kaiser's review of individual health insurance plans offered through the State's health insurance exchange, the average benchmark premium for a 40 year-old non-smoker in Nevada's ACA Exchange in 2021 was \$393 (https://www.kff.org/health-reform/state-indicator/average-marketplace-premiums-by-metal-

tier/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D)

¹BLS' 2020 National Compensation Survey (https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf); Access rates are for the West-Mountain region. Paid holidays, vacations, and sick leave are from the mean number of days reported for all workers with 1-4.9 years of experience.

²Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Based on new business UI requirements of 2.95% of taxable wage base. Applies to first \$33,400 in wages based on 2021 taxable wage base requirements (see https://ui.nv.gov/ESSHTML/ui information.htm)

⁵Based on Class Code 8835 (Home/ Public Healthcare). Accessed at http://classcodes.net/workers-compensation-rates-by-state/.

⁶Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2019 (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 of \$435 for an employee-only plan, \$711 for employee-plus-one plans, and \$1,136 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).

⁷BLS provides information for a variety of other benefits that cannot be combined

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

Hourly Wage	Full-Time	Effective Benefit Rat					
Hourty wage	Annual Salary		umptions ^{1,2}				
	Annuai Salai y						
\$8	\$16.640	w/ PTO 61.8%	w/o PTO 52.2%				
	\$16,640						
\$9	\$18,720	57.3%	47.7%				
\$10	\$20,800	53.8%	44.2%				
\$11	\$22,880	50.8%	41.2%				
\$12	\$24,960	48.4%	38.8%				
\$13	\$27,040	46.3%	36.8%				
\$14	\$29,120	44.6%	35.0%				
\$15	\$31,200	43.1%	33.5%				
\$16	\$33,280	41.7%	32.1%				
\$17	\$35,360	40.4%	30.8%				
\$18	\$37,440	39.2%	29.6%				
\$19	\$39,520	38.1%	28.5%				
\$20	\$41,600	37.1%	27.5%				
\$21	\$43,680	36.2%	26.7%				
\$22	\$45,760	35.4%	25.9%				
\$23	\$47,840	34.7%	25.1%				
\$24	\$49,920	34.0%	24.5%				
\$25	\$52,000	33.4%	23.8%				
\$26	\$54,080	32.9%	23.3%				
\$27	\$56,160	32.3%	22.8%				
\$28	\$58,240	31.9%	22.3%				
\$29	\$60,320	31.4%	21.8%				
\$30	\$62,400	31.0%	21.4%				
\$31	\$64,480	30.6%	21.0%				
\$32	\$66,560	30.2%	20.6%				
\$33	\$68,640	29.9%	20.3%				
\$34	\$70,720	29.5%	19.9%				
\$35	\$72,800	29.2%	19.6%				
\$36	\$74,880	28.9%	19.3%				
\$37	\$76,960	28.7%	19.1%				
\$38	\$79,040	28.4%	18.8%				
\$39	\$81,120	28.1%	18.6%				
\$40	\$83,200	27.9%	18.3%				
\$41	\$85,280	27.7%	18.1%				
\$42	\$87,360	27.5%	17.9%				
\$43	\$89,440	27.3%	17.7%				
\$44	\$91,520	27.1%	17.5%				
\$45	\$93,600	26.9%	17.3%				
\$46	\$95,680	26.7%	17.1%				
\$47	\$97,760	26.5%	16.9%				
\$48	\$99,840	26.4%	16.8%				
\$49	\$101,920	26.2%	16.6%				
\$50	\$104,000	26.1%	16.5%				

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

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

	Residential Support Services - Intermittent (Urban)	Residential Support Services - Intermittent (Rural)	Residential Support Services - 24- Hour (Urban)	Residential Support Services - 24- Hour (Rural)	Residential Support - Host Home (Agency Staffing) (Urban)	Residential Support - Host Home (Agency Staffing) (Rural)	Residential Support Management (Urban, Bachelor's)	Residential Support Management (Rural, Bachelor's)	Residential Support Management (Urban, Non-Bachelor's)	Residential Support Management (Rural, Non-Bachelor's)	Supplemental Residential Support Services (Urban)	Supplemental Residential Support Services (Rural)
'Typical Workweek' Without Training and PTO	26.00	22.75	20.25	20.25	20.00	20.00	22.50	21.25	22.50	21.25	20.25	20.25
Direct services	36.00	33.75	39.25	39.25	39.00	39.00	33.50	31.25	33.50	31.25	39.25	39.25
Travel time (between participants)	1.50	3.75					1.50	3.75	1.50	3.75		
Attending ISP meetings					0.25	0.25						
Recordkeeping and reporting	1.25	1.25					1.25	1.25	1.25	1.25		
Program set-up/ clean-up												
Networking and program development												
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments	0.50	0.50										
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Administrative time							3.00	3.00	3.00	3.00		
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO												
Training	50.00	50.00	50.00	50.00	40.00	40.00	40.00	40.00	50.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
Workweek Adjusted for Training and PTO	•											
Direct services	31.67	29.69	34.53	34.53	34.50	34.50	29.63	27.64	29.47	27.49	34.53	34.53
Travel time (between participants)	1.32											
l '/	1.32	3.30					1.33	3.32	1.32	3.30		
Attending ISP Meetings	1.32	3.30			0.22	0.22	1.33	3.32	1.32	3.30		
	1.10	1.10			0.22	0.22	1.33	3.32 1.11	1.32	3.30		
Attending ISP Meetings					0.22	0.22						
Attending ISP Meetings Recordkeeping and reporting					0.22	0.22						
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up					0.22	0.22						
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development					0.22	0.22						
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development Collateral contacts					0.22	0.22						
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development Collateral contacts Assisting passengers entering/ exiting vehicle	1.10	1.10	0.66	0.66	0.22	0.22					0.66	0.66
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development Collateral contacts Assisting passengers entering/ exiting vehicle Missed appointments	0.44	0.44	0.66	0.66			1.11	1.11	1.10	1.10	0.66	0.66
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development Collateral contacts Assisting passengers entering/ exiting vehicle Missed appointments Employer and one-on-one supervision time	0.44	0.44	0.66	0.66			0.66	0.66	0.66	0.66	0.66	0.66
Attending ISP Meetings Recordkeeping and reporting Program set-up/ clean-up Networking and program development Collateral contacts Assisting passengers entering/ exiting vehicle Missed appointments Employer and one-on-one supervision time Administrative time	0.44	0.44			0.66	0.66	0.66 2.65	0.66	1.10 0.66 2.64	0.66		

	Day Habilitation, Individual, Facility (Urban)	Day Habilitation, Individual, Facility (Rural)	Day Habilitation, Individual, Community (Urban)	Day Habilitation, Individual, Community (Rural)	Day Habilitation, Group, Facility (Urban), 1:8 Staffing Ratio	Day Habilitation, Group, Facility (Rural), 1:8 Staffing Ratio	Day Habilitation, Group, Facility (Urban), 1:5 Staffing Ratio	Day Habilitation, Group, Facility (Rural), 1:5 Staffing Ratio	Day Habilitation, Group, Facility (Urban), 1:2 Staffing Ratio	Day Habilitation, Group, Facility (Rural), 1:2 Staffing Ratio	Day Habilitation, Group, Community (Urban), 1:8 Staffing Ratio	Day Habilitation, Group, Community (Rural), 1:8 Staffing Ratio
'Typical Workweek' Without Training and PTO												
Direct services	38.00	38.00	38.00	38.00	36.25	36.25	36.50	36.50	36.75	36.75	36.25	36.25
Travel time (between participants)												
Attending ISP meetings												
Recordkeeping and reporting	1.25	1.25	1.25	1.25	1.75	1.75	1.50	1.50	1.25	1.25	1.75	1.75
Program set-up/ clean-up					1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Networking and program development												
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments												
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Administrative time												
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO												
Training	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
Workweek Adjusted for Training and PTO	!											
Direct services	33.43	33.43	33.43	33.43	31.89	31.89	32.11	32.11	32.33	32.33	31.89	31.89
Travel time (between participants)												
Attending ISP Meetings												
Recordkeeping and reporting	1.10	1.10	1.10	1.10	1.54	1.54	1.32	1.32	1.10	1.10	1.54	1.54
Program set-up/ clean-up					1.10	1.10	1.10	1.10	1.10	1.10	1.10	1.10
Networking and program development												
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments												
Employer and one-on-one supervision time	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Administrative time												
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
 Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

	Day Habilitation, Group, Community (Urban), 1:5 Staffing Ratio	Day Habilitation, Group, Community (Rural), 1:5 Staffing Ratio	Day Habilitation, Group, Community (Urban), 1:2 Staffing Ratio	Day Habilitation, Group, Community (Rural), 1:2 Staffing Ratio	Prevocational, Individual (Urban)	Prevocational, Individual (Rural)	Prevocational, Group (Urban), 1:8 Staffing Ratio	Prevocational, Group (Rural), 1:8 Staffing Ratio	Prevocational, Group (Urban), 1:5 Staffing Ratio	Prevocational, Group (Rural), 1:5 Staffing Ratio	Prevocational, Group (Urban), 1:2 Staffing Ratio	Prevocational, Group (Rural), 1:2 Staffing Ratio
'Typical Workweek' Without Training and PTO			ı	ı			Γ					
Direct services	36.50	36.50	36.75	36.75	38.00	38.00	36.25	36.25	36.50	36.50	36.75	36.75
Travel time (between participants)				 								
Attending ISP meetings				 								
Recordkeeping and reporting	1.50	1.50	1.25	1.25	1.25	1.25	1.75	1.75	1.50	1.50	1.25	1.25
Program set-up/ clean-up	1.25	1.25	1.25	1.25			1.25	1.25	1.25	1.25	1.25	1.25
Networking and program development												
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments												
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Administrative time												
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO												
Training	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
Workweek Adjusted for Training and PTO			!	!								
Direct services	32.11	32.11	32.33	32.33	33.43	33.43	31.89	31.89	32.11	32.11	32.33	32.33
Travel time (between participants)												
Attending ISP Meetings												
Recordkeeping and reporting	1.32	1.32	1.10	1.10	1.10	1.10	1.54	1.54	1.32	1.32	1.10	1.10
Program set-up/ clean-up	1.10	1.10	1.10	1.10			1.10	1.10	1.10	1.10	1.10	1.10
Networking and program development												
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments												
Employer and one-on-one supervision time	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Administrative time												
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
 Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

	Career Planning (Urban)	Career Planning (Rural)	Supported Employment, Group (Urban), 1:8 Staffing Ratio	Supported Employment, Group (Rural), 1:8 Staffing Ratio	Supported Employment, Group (Urban), 1:5 Staffing Ratio	Supported Employment, Group (Rural), 1:5 Staffing Ratio	Supported Employment, Group (Urban), 1:2 Staffing Ratio	Supported Employment, Group (Rural), 1:2 Staffing Ratio	Supported Employment, Individual, Job Coaching (Urban)	Supported Employment, Individual, Job Coaching (Rural)	Supported Employment, Individual, Job Development (Urban)	Supported Employment, Individual, Job Development (Rural)
'Typical Workweek' Without Training and PTO			<u> </u>	<u> </u>	8	o o	o C	o C	SH	SH		
Direct services	33.50	30.50	36.25	36.25	36.50	36.50	36.75	36.75	35.50	32.50	31.50	29.25
Travel time (between participants)	2.00	5.00							2.00	5.00	1.50	3.75
Attending ISP meetings												
Recordkeeping and reporting	1.25	1.25	1.75	1.75	1.50	1.50	1.25	1.25	1.25	1.25	1.25	1.25
Program set-up/ clean-up			1.25	1.25	1.25	1.25	1.25	1.25				
Networking and program development	2.50	2.50									5.00	5.00
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments									0.50	0.50		
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Administrative time												
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO												
Training	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00
Workweek Adjusted for Training and PTO												
Direct services	29.47	26.83	31.89	31.89	32.11	32.11	32.33	32.33	31.23	28.59	27.71	25.73
Travel time (between participants)	1.76	4.40							1.76	4.40	1.32	3.30
Attending ISP Meetings												
Recordkeeping and reporting	1.10	1.10	1.54	1.54	1.32	1.32	1.10	1.10	1.10	1.10	1.10	1.10
Program set-up/ clean-up			1.10	1.10	1.10	1.10	1.10	1.10				
Networking and program development	2.20	2.20									4.40	4.40
Collateral contacts												
Assisting passengers entering/ exiting vehicle												
Missed appointments									0.44	0.44		
Employer and one-on-one supervision time	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Administrative time												
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Appendix C: Productivity Assumptions

	1.1					-
	Non-Medical Transportation (Urban)	Non-Medical Transportation (Rural)	Behavioral Consultation, Training, and Intervention, Bachelor's (Urban)	Behavioral Consultation, Training, and Intervention, Bachelor's (Rural)	Behavioral Consultation, Training, and Intervention, Master's (Urban)	Behavioral Consultation, Training, and Intervention, Master's (Rural)
'Typical Workweek' Without Training and PTO)			Г		
Direct services	38.00	38.00	30.25	22.75	30.25	22.75
Travel time (between participants)			5.00	12.50	5.00	12.50
Attending ISP meetings			1.00	1.00	1.00	1.00
Recordkeeping and reporting	1.25	1.25	1.25	1.25	1.25	1.25
Program set-up/ clean-up						
Networking and program development						
Collateral contacts			1.25	1.25	1.25	1.25
Assisting passengers entering/ exiting vehicle						
Missed appointments			0.50	0.50	0.50	0.50
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75
Administrative time						
Total	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO				-		
Training	50.00	50.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00
Workweek Adjusted for Training and PTO						
Direct services	33.43	33.43	26.76	20.12	26.76	20.12
Travel time (between participants)			4.42	11.06	4.42	11.06

Training	50.00	50.00	40.00	40.00	40.00	40.00	
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	
Workweek Adjusted for Training and PTO							
Direct services	33.43	33.43	26.76	20.12	26.76	20.12	
Travel time (between participants)			4.42	11.06	4.42	11.06	

Travel time (between participants)	-	 	4.42	11.06	4.42	11.06
Attending ISP Meetings			0.88	0.88	0.88	0.88
Recordkeeping and reporting	1.10	1.10	1.11	1.11	1.11	1.11
Program set-up/ clean-up						
Networking and program development						
Collateral contacts			1.11	1.11	1.11	1.11
Assisting passengers entering/ exiting vehicle						
Missed appointments			0.44	0.44	0.44	0.44
Employer and one-on-one supervision time	0.66	0.66	0.66	0.66	0.66	0.66
Administrative time						
Training	0.96	0.96	0.77	0.77	0.77	0.77
Paid time off	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

Appendix D: Residential Habilitation - Licensed Home Staff Hour Assumptions

	Tier 1	Tier 2	Tier 3
Three or Fewer Beds	*		
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	<u>4.5</u>	4.5	<u>4.5</u>
Total Occupied Hours for Residence per Week	142.5	142.5	142.5
Daytime Hours	86.5	86.5	86.5
Overnight Hours	56.0	56.0	56.0
Base Staff Hours			
Number of Staff on Shift During Daytime Hours	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0
Total Base Staff Hours	142.5	229.0	229.0
'Floating' Staff Hours			
'Floating' FTE Per Week ¹	1.00	0.00	1.00
Total Floating Staff Hours	40.0	0.0	40.0
Total Hours per Home per Week	182.5	229.0	269.0
Hours per Participant per Week	60.8	76.3	89.7
Four Beds			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	<u>4.5</u>	<u>4.5</u>	<u>4.5</u>
Total Occupied Hours for Residence per Week	142.5	142.5	142.5
Daytime Hours	86.5	86.5	86.5
Overnight Hours	56.0	56.0	56.0
Base Staff Hours			
Number of Staff on Shift During Daytime Hours	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	2.0
Total Base Staff Hours	142.5	229.0	285.0
'Floating' Staff Hours			
'Floating' FTE Per Week ¹	2.00	1.00	1.00
Total Floating Staff Hours	80.0	40.0	40.0
Total Hours per Home per Week	222.5	269.0	325.0
Hours per Participant per Week	55.6	67.3	81.3

¹ Floating' FTE hours are intended to provide additional staffing during peak times, to accommodate participants who participate in day programs less frequently than assumed, to deliver one-to-one support away from the home, etc.