

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

Proposed Rate Models

- prepared for -

Nevada Department of Health and Human Services

- prepared by -

Burns & Associates  
Burns & Associates, a Division of Health Management Associates  
3030 North 3rd Street, Suite 200  
Phoenix, Arizona 85012  
(602) 241-8520  
<https://www.healthmanagement.com/about/burns-associates/>

June 30, 2021

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Table of Contents**

Comparison of Current and Proposed Rates.....	1
<b>Proposed Rate Models</b>	
Residential Support Services - Intermittent.....	2
Residential Support Services - 24 Hour.....	3
Residential Support Services - Host Homes.....	5
Residential Support Management.....	6
Supplemental Residential Support Services.....	7
Day Habilitation, Individual, Facility.....	8
Day Habilitation, Individual, Community.....	9
Day Habilitation, Group, Facility.....	10
Day Habilitation, Group, Community.....	11
Career Planning.....	12
Prevocational, Individual.....	13
Prevocational, Group.....	14
Supported Employment, Individual.....	15
Supported Employment, Group.....	16
Behavioral Consultation, Training, and Intervention.....	17
Non-Medical Transportation.....	18
<b>Appendices</b>	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	
Appendix D: Therapeutic Living Programs - Staff Hour Assumptions	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Comparison of Current and Proposed Rates**

Proc. Code	Service	Unit	Current Rate*	Proposed Rate		Change	Notes	
				Urban Areas	Rural Areas			
T2017	Residential Support Svcs. - Intermittent	15 min.	\$5.75	\$8.05	40.0%	\$9.56	66.3%	
<i>Residential Support Services - 24-Hour</i>								
T2017	3 or Fewer Beds, Tier 1	Day		\$254.64		\$266.43	Proposed rates are based on a daily rate rather than current 15-minute billing; rates are based on a 344-day billing year	
T2017	3 or Fewer Beds, Tier 2	Day		\$311.54		\$323.33		
T2017	3 or Fewer Beds, Tier 3	Day		\$360.75		\$372.53		
T2017	4 Beds, Tier 1	Day		\$231.97		\$238.37		
T2017	4 Beds, Tier 2	Day		\$274.92		\$281.34		
T2017	4 Beds, Tier 3	Day		\$326.32		\$332.73		
<i>Residential Support Services - Host Home</i>								
T2017	Tier 1	Day		\$154.63		\$163.62	Proposed rates are based on a daily rate rather than current 15-minute billing; rates are based on a 344-day billing year	
T2017	Tier 2	Day		\$174.06		\$183.06		
T2017	Tier 3	Day		\$193.49		\$202.49		
T2017-GF	Supplemental Residential Support Svcs.	15 min.	\$5.75	\$6.50	13.0%	\$6.50	13.0%	
<i>Residential Support Management</i>								
T2017-TG	Bachelor's	15 min.	\$5.75	\$14.31	148.9%	\$16.04	Proposed rates differentiate based on staff qualifications	
T2017-TG	Non-Bachelor's	15 min.	\$5.75	\$10.82	88.2%	\$12.29		113.7%
<i>Day Habilitation</i>								
T2020	Individual, Facility	15 min.	\$6.40	\$7.80	22.0%	\$8.35	Proposed rates are based on a 15-minute unit rather than current daily rates	
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		
T2020	Group, 1:2, Facility	15 min.		\$5.60		\$6.16		
T2020	Group, 1:8, Community	15 min.		\$2.88		\$3.23		
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%
<i>Prevocational</i>								
T2014	Individual	15 min.	\$6.40	\$7.80	22.0%	\$8.35	Proposed rates are based on a 15-minute unit rather than current daily rates	
T2014	Group, 1:8	15 min.		\$2.52		\$2.73		
T2014	Group, 1:5	15 min.		\$3.13		\$3.40		
T2014	Group, 1:2	15 min.		\$5.60		\$6.16		
<i>Supported Employment</i>								
T2018	Individual, Job Coaching	15 min.	\$6.40	\$9.71	51.8%	\$11.43	Proposed rates are based on a 15-minute unit rather than current daily rates	
T2018	Individual, Job Development	15 min.		\$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-minute unit rather than current daily rates	
T2018	Group, 1:5	15 min.		\$3.17		\$3.44		
T2018	Group, 1:2	15 min.		\$6.19		\$6.75		
<i>Behavioral Consultation, Training, and Intervention</i>								
T2025-HN	Bachelor's	15 min.	\$18.46	\$17.72	-4.0%	\$25.61	38.7%	
T2025-HO	Master's	15 min.	\$21.23	\$22.60	6.5%	\$32.16	51.5%	
<i>Non-Medical Transportation*</i>								
T2003	Under 15 Miles with 1 Participant	Trip		\$23.77		\$23.77	Transportation to and from day and employment services is built into the respective rate models; the service would be limited to transportation to access non-Medicaid activities	
T2003	15-30 Miles with 1 Participant	Trip		\$57.44		\$57.44		
T2003	30+ Miles with 1 Participant	Trip		\$91.11		\$91.11		
T2003	Under 15 Miles with 2-4 Participants	Trip		\$8.87		\$8.87		
T2003	15-30 Miles with 2-4 Participants	Trip		\$20.09		\$20.09		
T2003	30+ Miles with 2-4 Participants	Trip		\$31.31		\$31.31		
T2003	Under 15 Miles with 5 or More Participar	Trip		\$5.14		\$5.14		
T2003	15-30 Miles with 5 or More Participants	Trip		\$10.75		\$10.75		
T2003	30+ Miles with 5 or More Participants	Trip		\$16.37		\$16.37		

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Residential Support Services - Intermittent**

		<b>Urban</b>	<b>Rural</b>	
	Unit of Service	15 Min	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.90	\$13.90	
	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Participants)	1.32	3.30	
	- Missed Appointments	0.44	0.44	
	- Recordkeeping and Reporting	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	
	- Training	0.96	0.96	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	31.67	29.69	
	Productivity Factor	1.26	1.35	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.68</b>	<b>\$25.37</b>	
Mileage	- Number of Miles Traveled per Week	120	300	
	- Amount per Mile	\$0.560	\$0.560	
	Weekly Mileage Cost	\$67.20	\$168.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.12</b>	<b>\$5.66</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.16</b>	<b>\$3.37</b>	
	Cost per Billable Hour Before Administration	\$28.96	\$34.40	
	- Administration Percent	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$3.22</b>	<b>\$3.82</b>	
	Total Cost per Billable Hour	\$32.18	\$38.22	
	<b>Rate per 15 Minutes</b>	<b>\$8.05</b>	<b>\$9.56</b>	



**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Residential Support Services - 24-Hour**

Unit of Service		3 of Fewer Beds						
		Tier 1		Tier 2		Tier 3		
		Urban	Rural	Urban	Rural	Urban	Rural	
		Day	Day	Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	34.53	34.53	34.53	34.53	34.53	34.53	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost per Billable Hour	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	
	<i>Staffing (see Appendix D)</i>							
	- Staff Hours per Residence per Week	182.5	182.5	229.0	229.0	269.0	269.0	
	Allocated Staff Hours per Participant per Week	60.8	60.8	76.3	76.3	89.7	89.7	
	<b>Weekly Staff Cost per Participant</b>	<b>\$1,325.44</b>	<b>\$1,325.44</b>	<b>\$1,663.34</b>	<b>\$1,663.34</b>	<b>\$1,955.46</b>	<b>\$1,955.46</b>	
Mileage	- Number of Miles per Week per Residence	250	625	250	625	250	625	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	
	Allocated Miles per Participant per Week	83	208	83	208	83	208	
	<b>Weekly Mileage Cost per Participant</b>	<b>\$46.48</b>	<b>\$116.48</b>	<b>\$46.48</b>	<b>\$116.48</b>	<b>\$46.48</b>	<b>\$116.48</b>	
Admin. and Prog. Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	
	Weekly Cost per Participant Before Administration	\$1,511.92	\$1,581.92	\$1,849.82	\$1,919.82	\$2,141.94	\$2,211.94	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
<b>Weekly Administration Cost per Participant</b>	<b>\$167.99</b>	<b>\$175.77</b>	<b>\$205.54</b>	<b>\$213.31</b>	<b>\$237.99</b>	<b>\$245.77</b>		
Total Cost per Participant per Week		\$1,679.91	\$1,757.69	\$2,055.36	\$2,133.13	\$2,379.93	\$2,457.71	
<b>Total Cost per Participant per Day</b>		<b>\$239.99</b>	<b>\$251.10</b>	<b>\$293.62</b>	<b>\$304.73</b>	<b>\$339.99</b>	<b>\$351.10</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$254.64</b>	<b>\$266.43</b>	<b>\$311.54</b>	<b>\$323.33</b>	<b>\$360.75</b>	<b>\$372.53</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Residential Support Services - 24-Hour**

Unit of Service		4 Beds						
		Tier 1		Tier 2		Tier 3		
		Urban	Rural	Urban	Rural	Urban	Rural	
		Day	Day	Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	34.53	34.53	34.53	34.53	34.53	34.53	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost per Billable Hour	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	\$21.80	
	<i>Staffing (see Appendix D)</i>							
	- 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	
	<b>Weekly Staff Cost per Participant</b>	<b>\$1,212.08</b>	<b>\$1,212.08</b>	<b>\$1,467.14</b>	<b>\$1,467.14</b>	<b>\$1,772.34</b>	<b>\$1,772.34</b>	
Mileage	- Number of Miles per Week per Residence	180	450	180	450	180	450	
	- Amount per Mile	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56	
	Allocated Miles per Participant per Week	45	113	45	113	45	113	
	<b>Weekly Mileage Cost per Participant</b>	<b>\$25.20</b>	<b>\$63.28</b>	<b>\$25.20</b>	<b>\$63.28</b>	<b>\$25.20</b>	<b>\$63.28</b>	
Admin. and Prog. Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	
	Weekly Cost per Participant Before Administration	\$1,377.28	\$1,415.36	\$1,632.34	\$1,670.42	\$1,937.54	\$1,975.62	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
<b>Weekly Administration Cost per Participant</b>	<b>\$153.03</b>	<b>\$157.26</b>	<b>\$181.37</b>	<b>\$185.60</b>	<b>\$215.28</b>	<b>\$219.51</b>		
Total Cost per Participant per Week		\$1,530.31	\$1,572.62	\$1,813.71	\$1,856.02	\$2,152.82	\$2,195.13	
<b>Total Cost per Participant per Day</b>		<b>\$218.62</b>	<b>\$224.66</b>	<b>\$259.10</b>	<b>\$265.15</b>	<b>\$307.55</b>	<b>\$313.59</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$231.97</b>	<b>\$238.37</b>	<b>\$274.92</b>	<b>\$281.34</b>	<b>\$326.32</b>	<b>\$332.73</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Residential Support Services - Host Homes**

		Tier 1		Tier 2		Tier 3	
		Urban	Rural	Urban	Rural	Urban	Rural
Unit of Service		Day	Day	Day	Day	Day	Day
Recruitment	- 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%
	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
	- Home Recruitments per Full-Time Recruiter per Year	24	16	24	16	24	16
	Recruiter Cost per Home Recruitment	\$2,751.74	\$4,127.61	\$2,751.74	\$4,127.61	\$2,751.74	\$4,127.61
	- 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
	<b>Weekly Home Recruitment Costs per Participant</b>	<b>\$10.58</b>	<b>\$15.88</b>	<b>\$10.58</b>	<b>\$15.88</b>	<b>\$10.58</b>	<b>\$15.88</b>
Recruiter Mileage	- Number of Miles Traveled per Year	2,400	6,000	2,400	6,000	2,400	6,000
	- Number of Miles per Home Recruitment	100	375	100	375	100	375
	- 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
	<b>Weekly Recruiter Mileage Cost per Participant</b>	<b>\$1.08</b>	<b>\$4.04</b>	<b>\$1.08</b>	<b>\$4.04</b>	<b>\$1.08</b>	<b>\$4.04</b>
Supervision and Oversight	- Home Supervisor 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%
	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
	- Number of Homes Supervised	18	12	18	12	18	12
	Annual Supervision Costs per Home	\$3,668.98	\$5,503.48	\$3,668.98	\$5,503.48	\$3,668.98	\$5,503.48
	<b>Weekly Supervision Costs per Participant</b>	<b>\$70.56</b>	<b>\$105.84</b>	<b>\$70.56</b>	<b>\$105.84</b>	<b>\$70.56</b>	<b>\$105.84</b>
Supervisor Mileage	- Number of Miles Traveled per Year	6,000	15,000	6,000	15,000	6,000	15,000
	- Number of Miles per Home Supervised	333	1,250	333	1,250	333	1,250
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560
	Annual Mileage Cost per Home	\$186.48	\$700.00	\$186.48	\$700.00	\$186.48	\$700.00
	<b>Weekly Supervisor Mileage Cost per Participant</b>	<b>\$3.59</b>	<b>\$13.46</b>	<b>\$3.59</b>	<b>\$13.46</b>	<b>\$3.59</b>	<b>\$13.46</b>
Home Payment	Annual Payment per Participant	\$36,000.00	\$36,000.00	\$42,000.00	\$42,000.00	\$48,000.00	\$48,000.00
	<b>Weekly Payment per Home per Participant</b>	<b>\$692.31</b>	<b>\$692.31</b>	<b>\$807.69</b>	<b>\$807.69</b>	<b>\$923.08</b>	<b>\$923.08</b>
Admin. and Program Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	<b>Weekly Program Support Cost per Participant</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>	<b>\$140.00</b>
	Weekly Cost per Participant Before Administration	\$918.12	\$971.53	\$1,033.50	\$1,086.91	\$1,148.89	\$1,202.30
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%
	<b>Weekly Administration Cost per Participant</b>	<b>\$102.01</b>	<b>\$107.95</b>	<b>\$114.83</b>	<b>\$120.77</b>	<b>\$127.65</b>	<b>\$133.59</b>
	Total Cost per Participant per Week	\$1,020.13	\$1,079.48	\$1,148.33	\$1,207.68	\$1,276.54	\$1,335.89
	<b>Rate per Day</b>	<b>\$145.73</b>	<b>\$154.21</b>	<b>\$164.05</b>	<b>\$172.53</b>	<b>\$182.36</b>	<b>\$190.84</b>
	<b>Rate per Day at 344 Days per Year</b>	<b>\$154.63</b>	<b>\$163.62</b>	<b>\$174.06</b>	<b>\$183.06</b>	<b>\$193.49</b>	<b>\$202.49</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Residential Support Management**

		Bachelor's		Non-Bachelor's		
		Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$28.29	\$28.29	\$19.55	\$19.55	
	- Employee Benefit Rate (as a percent of wages)	22.1%	22.1%	28.0%	28.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.54	\$34.54	\$25.02	\$25.02	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	1.33	3.32	1.32	3.30	
	- Recordkeeping and Reporting	1.11	1.11	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	
	- Administrative Time	2.65	2.65	2.64	2.64	
	- Training	0.77	0.77	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.63	27.64	29.47	27.49	
	Productivity Factor	1.35	1.45	1.36	1.46	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$46.63</b>	<b>\$50.08</b>	<b>\$34.03</b>	<b>\$36.53</b>	
Mileage	- Number of Miles Traveled per Week	80	200	80	200	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost	\$44.80	\$112.00	\$44.80	\$112.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.51</b>	<b>\$4.05</b>	<b>\$1.52</b>	<b>\$4.07</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.37</b>	<b>\$3.62</b>	<b>\$3.39</b>	<b>\$3.64</b>	
	Cost per Billable Hour Before Administration	\$51.51	\$57.75	\$38.94	\$44.24	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Billable Hour</b>	<b>\$5.72</b>	<b>\$6.42</b>	<b>\$4.33</b>	<b>\$4.92</b>	
Total Cost per Billable Hour		\$57.23	\$64.17	\$43.27	\$49.16	
<b>Rate per 15 Minutes</b>		<b>\$14.31</b>	<b>\$16.04</b>	<b>\$10.82</b>	<b>\$12.29</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Supplemental Residential Support Services**

		<b>Urban</b>	<b>Rural</b>
	Unit of Service	15 Min.	15 Min.
<b>Direct Support Staff Wages and Benefits</b>	- Direct Staff Hourly Wage	\$13.90	\$13.90
	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Employer and One-on-One Supervision Time	0.66	0.66
	- Training	0.96	0.96
	- Paid Time Off	3.85	3.85
	"Billable" Hours	34.53	34.53
	Productivity Factor	1.16	1.16
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$21.80</b>	<b>\$21.80</b>
<b>Admin. and Program Support</b>	- Program Support Funding per Day	\$20.00	\$20.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.90</b>	<b>\$2.90</b>
	Cost per Billable Hour Before Administration	\$24.70	\$24.70
	- Administration Percent	5.0%	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$1.30</b>	<b>\$1.30</b>
	Total Cost per Billable Hour	\$26.00	\$26.00
	<b>Rate per 15 Minutes</b>	<b>\$6.50</b>	<b>\$6.50</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Day Habilitation, Individual, Facility**

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

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Day Habilitation, Individual, Community**

		<b>Urban</b>	<b>Rural</b>	
	Unit of Service	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage			
	- Employee Benefit Rate (as a percent of wages)			
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting		1.10	
	- Employer and One-on-One Supervision Time		0.66	
	- Training		0.96	
	- Paid Time Off		3.85	
	"Billable" Hours	33.43	33.43	
Productivity Factor	1.20	1.20		
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$22.55</b>	<b>\$22.55</b>	
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	1,275	1,275	
Mileage	- Number of Miles Traveled per Week			
	- Amount per Mile			
	Weekly Mileage Cost	\$89.60	\$224.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.68</b>	<b>\$6.70</b>	
Facility	- Square Feet of Service Space per Participant		100	
	- Annual Cost per Square Foot		\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.18</b>	<b>\$1.18</b>	
Admin. and Program Support	- Program Support Funding per Participant per Day			
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.74</b>	<b>\$3.74</b>	
	Cost per Billable Hour Before Administration	\$30.15	\$34.17	
	- Administration Percent		10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$3.35</b>	<b>\$3.80</b>	
	Total Cost per Billable Hour	\$33.50	\$37.97	
	<b>Rate per 15 Minutes</b>	<b>\$8.38</b>	<b>\$9.49</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Day Habilitation, Group, Facility**

		1:8 Staffing Ratio		1:5 Staffing Ratio		1:2 Staffing Ratio		
		Urban	Rural	Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10	
	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33	
	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30	
	<i>Staffing Ratio</i>							
	- 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		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$3.45</b>	<b>\$3.45</b>	<b>\$5.53</b>	<b>\$5.53</b>	<b>\$13.71</b>	<b>\$13.71</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- 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	
Mileage	- Number of Miles Traveled per Group per Week	150	375	120	300	100	250	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost per Group	\$84.00	\$210.00	\$67.20	\$168.00	\$56.00	\$140.00	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.50</b>	<b>\$1.26</b>	<b>\$0.64</b>	<b>\$1.61</b>	<b>\$1.34</b>	<b>\$3.36</b>	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	
Admin. and Program Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	
	Cost per Billable Hour Before Administration	\$9.05	\$9.81	\$11.27	\$12.24	\$20.15	\$22.17	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$1.01</b>	<b>\$1.09</b>	<b>\$1.25</b>	<b>\$1.36</b>	<b>\$2.24</b>	<b>\$2.46</b>	
Total Cost per Billable Hour		\$10.06	\$10.90	\$12.52	\$13.60	\$22.39	\$24.63	
<b>Rate per 15 Minutes</b>		<b>\$2.52</b>	<b>\$2.73</b>	<b>\$3.13</b>	<b>\$3.40</b>	<b>\$5.60</b>	<b>\$6.16</b>	



**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Day Habilitation, Group, Community**

		1:8 Staffing Ratio		1:5 Staffing Ratio		1:2 Staffing Ratio		
		Urban	Rural	Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10	
	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33	
	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30	
	<i>Staffing Ratio</i>							
	- 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		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$3.45</b>	<b>\$3.45</b>	<b>\$5.53</b>	<b>\$5.53</b>	<b>\$13.71</b>	<b>\$13.71</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- 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	
Mileage	- Number of Miles Traveled per Group per Week	250	625	220	550	200	500	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost per Group	\$140.00	\$350.00	\$123.20	\$308.00	\$112.00	\$280.00	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.84</b>	<b>\$2.10</b>	<b>\$1.18</b>	<b>\$2.96</b>	<b>\$2.69</b>	<b>\$6.72</b>	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	
Admin. and Program Support	- Program Support Funding per Participant per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$4.90</b>	<b>\$4.90</b>	<b>\$4.90</b>	<b>\$4.90</b>	<b>\$4.90</b>	<b>\$4.90</b>	
	Cost per Billable Hour Before Administration	\$10.37	\$11.63	\$12.79	\$14.57	\$22.48	\$26.51	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$1.15</b>	<b>\$1.29</b>	<b>\$1.42</b>	<b>\$1.62</b>	<b>\$2.50</b>	<b>\$2.95</b>	
Total Cost per Billable Hour	\$11.52	\$12.92	\$14.21	\$16.19	\$24.98	\$29.46		
<b>Rate per 15 Minutes</b>	<b>\$2.88</b>	<b>\$3.23</b>	<b>\$3.55</b>	<b>\$4.05</b>	<b>\$6.25</b>	<b>\$7.37</b>		

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Career Planning**

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

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Prevocational, Individual**

	Unit of Service	Urban 15 Min.	Rural 15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage		\$13.90	
	- Employee Benefit Rate (as a percent of wages)		35.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting		1.10	
	- Employer and One-on-One Supervision Time		0.66	
	- Training		0.96	
	- Paid Time Off		3.85	
	"Billable" Hours	33.43	33.43	
Productivity Factor	1.20	1.20		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$22.55</b>	<b>\$22.55</b>		
Attendance	- Annual Days of Program Operations		250.0	
	- Participant Attendance Rate		85%	
	- Annual Days of Participant Attendance		212.5	
- Hours per Day of Participant Attendance		6.00		
Hours per Year of Participant Attendance	1,275	1,275		
Mileage	- Number of Miles Traveled per Week		200	
	- Amount per Mile		\$0.560	
	Weekly Mileage Cost	\$44.80	\$112.00	
<b>Mileage Cost per Billable Hour</b>	<b>\$1.34</b>	<b>\$3.35</b>		
Facility	- Square Feet of Service Space per Participant		100	
	- Annual Cost per Square Foot		\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	
<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.18</b>	<b>\$1.18</b>		
Admin. and Program Support	- Program Support Funding per Day		\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.99</b>	<b>\$2.99</b>	
	Cost per Billable Hour Before Administration	\$28.06	\$30.07	
	- Administration Percent		10.0%	
<b>Administrative Cost per Billable Hour</b>	<b>\$3.12</b>	<b>\$3.34</b>		
Total Cost per Billable Hour		\$31.18	\$33.41	
<b>Rate per 15 Minutes</b>		<b>\$7.80</b>	<b>\$8.35</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Prevocational, Group**

		1:8 Staffing Ratio		1:5 Staffing Ratio		1:2 Staffing Ratio		
		Urban	Rural	Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10	
	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33	
	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.49	\$23.49	\$23.49	\$23.49	\$23.30	\$23.30	
	<i>Staffing Ratio</i>							
	- 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		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$3.45</b>	<b>\$3.45</b>	<b>\$5.53</b>	<b>\$5.53</b>	<b>\$13.71</b>	<b>\$13.71</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- 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	
Mileage	- Number of Miles Traveled per Group per Week	150	375	120	300	100	250	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost per Group	\$84.00	\$210.00	\$67.20	\$168.00	\$56.00	\$140.00	
	<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$0.50</b>	<b>\$1.26</b>	<b>\$0.64</b>	<b>\$1.61</b>	<b>\$1.34</b>	<b>\$3.36</b>	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	<b>\$1.18</b>	
Admin. and Program Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	
	Cost per Billable Hour Before Administration	\$9.05	\$9.81	\$11.27	\$12.24	\$20.15	\$22.17	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$1.01</b>	<b>\$1.09</b>	<b>\$1.25</b>	<b>\$1.36</b>	<b>\$2.24</b>	<b>\$2.46</b>	
Total Cost per Billable Hour		\$10.06	\$10.90	\$12.52	\$13.60	\$22.39	\$24.63	
<b>Rate per 15 Minutes</b>		<b>\$2.52</b>	<b>\$2.73</b>	<b>\$3.13</b>	<b>\$3.40</b>	<b>\$5.60</b>	<b>\$6.16</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Supported Employment, Individual**

		<b>Job Coaching</b>		<b>Job Development</b>		
		<b>Urban</b>	<b>Rural</b>	<b>Urban</b>	<b>Rural</b>	
<b>Unit of Service</b>		<b>15 Min.</b>	<b>15 Min.</b>	<b>15 Min.</b>	<b>15 Min.</b>	
<b>Direct Support Staff Wages and Benefits</b>	- Direct Staff Hourly Wage	\$18.07	\$18.07	\$23.35	\$23.35	
	- Employee Benefit Rate (as a percent of wages)	29.5%	29.5%	24.9%	24.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.40	\$23.40	\$29.16	\$29.16	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (between participants)	1.76	4.40	1.32	3.30	
	- Networking and Program Development			4.40	4.40	
	- Recordkeeping and Reporting	1.10	1.10	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	
	- Missed Appointments	0.44	0.44			
	- Training	0.96	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	31.23	28.59	27.71	25.73	
	Productivity Factor	1.28	1.40	1.44	1.55	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$29.95</b>	<b>\$32.76</b>	<b>\$41.99</b>	<b>\$45.20</b>	
<b>Mileage</b>	- Number of Miles Traveled per Week	100	250	100	250	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost	\$56.00	\$140.00	\$56.00	\$140.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.79</b>	<b>\$4.90</b>	<b>\$2.02</b>	<b>\$5.44</b>	
<b>Admin. and Program Support</b>	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.20</b>	<b>\$3.50</b>	<b>\$3.61</b>	<b>\$3.89</b>	
	Cost per Billable Hour Before Administration	\$34.94	\$41.16	\$47.62	\$54.53	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.88</b>	<b>\$4.57</b>	<b>\$5.29</b>	<b>\$6.06</b>	
Total Cost per Billable Hour		\$38.82	\$45.73	\$52.91	\$60.59	
<b>Rate per 15 Minutes</b>		<b>\$9.71</b>	<b>\$11.43</b>	<b>\$13.23</b>	<b>\$15.15</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Supported Employment, Group**

		1:8 Staffing Ratio		1:5 Staffing Ratio		1:2 Staffing Ratio		
		Urban	Rural	Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- 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	
	<i>Productivity Adjustments</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	1.10	
	- Recordkeeping and Reporting	1.54	1.54	1.32	1.32	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Training	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	
	"Billable" Hours	31.89	31.89	32.11	32.11	32.33	32.33	
	Productivity Factor	1.25	1.25	1.25	1.25	1.24	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$29.35	\$29.35	\$29.15	\$29.15	\$28.95	\$28.95	
	<i>Staffing Ratio</i>							
	- Group Size (Members per 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		
<b>Staff Cost per Participant per Billable Hour</b>	<b>\$4.32</b>	<b>\$4.32</b>	<b>\$6.86</b>	<b>\$6.86</b>	<b>\$17.03</b>	<b>\$17.03</b>		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	250.0	250.0	
	- Participant Attendance Rate	85%	85%	85%	85%	85%	85%	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	212.5	212.5	212.5	
	- 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	
Mileage	- Number of Miles Traveled per Week	150	375	120	300	100	250	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost	\$84.00	\$210.00	\$67.20	\$168.00	\$56.00	\$140.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.50</b>	<b>\$1.26</b>	<b>\$0.64</b>	<b>\$1.61</b>	<b>\$1.34</b>	<b>\$3.36</b>	
Admin. and Program Support	- Program Support Funding per Participant per Day	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Participant per Billable Hour</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	<b>\$3.92</b>	
	Cost per Billable Hour Before Administration	\$8.74	\$9.50	\$11.42	\$12.39	\$22.29	\$24.31	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	10.0%	
	<b>Administration Cost per Participant per Billable Hour</b>	<b>\$0.97</b>	<b>\$1.06</b>	<b>\$1.27</b>	<b>\$1.38</b>	<b>\$2.48</b>	<b>\$2.70</b>	
Total Cost per Billable Hour	\$9.71	\$10.56	\$12.69	\$13.77	\$24.77	\$27.01		
<b>Rate per 15 Minutes</b>	<b>\$2.43</b>	<b>\$2.64</b>	<b>\$3.17</b>	<b>\$3.44</b>	<b>\$6.19</b>	<b>\$6.75</b>		

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Behavioral Consultation, Training, and Intervention**

		Bachelor's		Master's		
		Urban	Rural	Urban	Rural	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$32.10	\$32.10	\$43.10	\$43.10	
	- Employee Benefit Rate (as a percent of wages)	20.6%	20.6%	17.7%	17.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.71	\$38.71	\$50.73	\$50.73	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Participants)	4.42	11.06	4.42	11.06	
	- Attending ISP Meetings	0.88	0.88	0.88	0.88	
	- Missed Appointments	0.44	0.44	0.44	0.44	
	- Collateral Contacts	1.11	1.11	1.11	1.11	
	- Recordkeeping and Reporting	1.11	1.11	1.11	1.11	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	26.76	20.12	26.76	20.12	
Productivity Factor	1.49	1.99	1.49	1.99		
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$57.86</b>	<b>\$76.96</b>	<b>\$75.83</b>	<b>\$100.85</b>	
Mileage	- Number of Miles Traveled per Week	200	500	200	500	
	- Amount per Mile	\$0.560	\$0.560	\$0.560	\$0.560	
	Weekly Mileage Cost	\$112.00	\$280.00	\$112.00	\$280.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$4.19</b>	<b>\$13.92</b>	<b>\$4.19</b>	<b>\$13.92</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.73</b>	<b>\$1.30</b>	<b>\$1.32</b>	<b>\$0.99</b>	
	Cost per Billable Hour Before Administration	\$63.78	\$92.18	\$81.34	\$115.76	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$7.09</b>	<b>\$10.24</b>	<b>\$9.04</b>	<b>\$12.86</b>	
Total Cost per Billable Hour		\$70.87	\$102.42	\$90.38	128.62	
<b>Rate per 15 Minutes</b>		<b>\$17.72</b>	<b>\$25.61</b>	<b>\$22.60</b>	<b>\$32.16</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Non-Medical Transportation**

		One Participant			
		Under 15 Miles	15 - 30 Miles	30-Plus Miles	
Group Size	Unit of Service	Trip	Trip	Trip	
	Direct Support Staff Wages and Benefits	- Number of Participants per Trip	1	1	1
- Direct Staff Hourly Wage		\$13.90	\$13.90	\$13.90	
- Employee Benefit Rate (as a percent of wages)		35.2%	35.2%	35.2%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.79	\$18.79	\$18.79	
<i>Productivity Adjustments</i>					
Total Hours		40.00	40.00	40.00	
- Recordkeeping and Reporting		1.10	1.10	1.10	
- Employer and One-on-One Supervision Time		0.66	0.66	0.66	
- Training		0.96	0.96	0.96	
- Paid Time Off		3.85	3.85	3.85	
"Billable" Hours		33.43	33.43	33.43	
Productivity Factor		1.20	1.20	1.20	
Hourly Staff Cost After Productivity Adjustment		\$22.48	\$22.48	\$22.48	
Travel		- 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	
	<i>Vehicle Expense</i>				
	- Amount per Mile	\$0.560	\$0.560	\$0.560	
	<b>Mileage Cost per Trip</b>	<b>\$5.60</b>	<b>\$14.00</b>	<b>\$22.40</b>	
	<i>Staff Expense</i>				
	Staff Hours per Trip	0.62	1.48	2.34	
	<b>Staff Cost per Trip</b>	<b>\$13.94</b>	<b>\$33.27</b>	<b>\$52.60</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Trip</b>	<b>\$1.85</b>	<b>\$4.43</b>	<b>\$7.00</b>	
	Cost per Trip Before Administration	\$21.39	\$51.70	\$82.00	
	- Administration Percent	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Trip</b>	<b>\$2.38</b>	<b>\$5.74</b>	<b>\$9.11</b>	
Cost per Trip		\$23.77	\$57.44	\$91.11	
<b>Rate per Trip</b>		<b>\$23.77</b>	<b>\$57.44</b>	<b>\$91.11</b>	



**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Non-Medical Transportation**

		Two-to-Four Participants			
		Under 15 Miles	15 - 30 Miles	30-Plus Miles	
Unit of Service		Trip	Trip	Trip	
Group Size	- Number of Participants per Trip	3	3	3	
	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	
Direct Support Staff Wages and Benefits	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Recordkeeping and Reporting	1.10	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.43	33.43	33.43	
	Productivity Factor	1.20	1.20	1.20	
	Hourly Staff Cost After Productivity Adjustment	\$22.48	\$22.48	\$22.48	
	Travel	- 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	
<i>Vehicle Expense</i>					
- Amount per Mile		\$0.560	\$0.560	\$0.560	
<b>Mileage Cost per Trip</b>		<b>\$5.60</b>	<b>\$14.00</b>	<b>\$22.40</b>	
<i>Staff Expense</i>					
Staff Hours per Trip		0.72	1.58	2.44	
<b>Staff Cost per Trip</b>		<b>\$16.19</b>	<b>\$35.52</b>	<b>\$54.85</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Trip</b>	<b>\$2.15</b>	<b>\$4.73</b>	<b>\$7.30</b>	
	Cost per Trip Before Administration	\$23.94	\$54.25	\$84.55	
	- Administration Percent	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Trip</b>	<b>\$2.66</b>	<b>\$6.03</b>	<b>\$9.39</b>	
Cost per Trip		\$26.60	\$60.28	\$93.94	
<b>Rate per Trip</b>		<b>\$8.87</b>	<b>\$20.09</b>	<b>\$31.31</b>	

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Non-Medical Transportation**

		Five or More Participants			
		Under 15 Miles	15 - 30 Miles	30-Plus Miles	
Unit of Service		Trip	Trip	Trip	
Group Size	- Number of Participants per Trip	6	6	6	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$13.90	\$13.90	\$13.90	
	- Employee Benefit Rate (as a percent of wages)	35.2%	35.2%	35.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.79	\$18.79	\$18.79	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Recordkeeping and Reporting	1.10	1.10	1.10	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.43	33.43	33.43	
	Productivity Factor	1.20	1.20	1.20	
	Hourly Staff Cost After Productivity Adjustment	\$22.48	\$22.48	\$22.48	
Travel	- 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	
	<i>Vehicle Expense</i>				
	- Amount per Mile	\$0.560	\$0.560	\$0.560	
	<b>Mileage Cost per Trip</b>	<b>\$5.60</b>	<b>\$14.00</b>	<b>\$22.40</b>	
	<i>Staff Expense</i>				
	Staff Hours per Trip	0.87	1.73	2.59	
	<b>Staff Cost per Trip</b>	<b>\$19.56</b>	<b>\$38.89</b>	<b>\$58.22</b>	
Admin. and Program Support	- Program Support Funding per Day	\$20.00	\$20.00	\$20.00	
	<b>Program Support Cost per Trip</b>	<b>\$2.60</b>	<b>\$5.17</b>	<b>\$7.75</b>	
	Cost per Trip Before Administration	\$27.76	\$58.06	\$88.37	
	- Administration Percent	10.0%	10.0%	10.0%	
	<b>Administrative Cost per Trip</b>	<b>\$3.08</b>	<b>\$6.45</b>	<b>\$9.82</b>	
Cost per Trip	\$30.84	\$64.51	\$98.19		
<b>Rate per Trip</b>	<b>\$5.14</b>	<b>\$10.75</b>	<b>\$16.37</b>		

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 -

Burns & Associates  
A Division of Health Management Associates  
3030 North 3rd Street, Suite 200  
Phoenix, Arizona 85012  
(602) 241-8520  
[www.healthmanagement.com](http://www.healthmanagement.com)

June 30, 2021

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix A: Wage Assumptions Before Adjustments**

**Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements**

BLS Code and Title		Bureau of Labor Statistics Wages. May 2020					Other BLS Information		
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Typical 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 psychc	\$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 <sup>†</sup>	\$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 supervisors 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).

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix A: Wage Assumptions  
BLS Wage Adjustments for Inflation**

*Adjustment of Wage Inflation*

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

<sup>1</sup> 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>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

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

BLS Code and Title		Bureau of Labor Statistics Wages. May 2020 Adjusted for Inflation					Other BLS Information		
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Typical Education	Related Experience	Typical on-the- job training
11-9151	Social and community service mgrs.	\$24.17	\$30.28	\$39.71	\$52.18	\$64.63	Bachelor's	Under 5 Yrs.	None
19-3031	Clinical, counseling, and school psychc	\$28.01	\$34.32	\$43.10	\$54.15	\$66.37	Doctoral/ prof.	None	Intern/residency
21-1012	Educ./ guidance./ career counselors	\$19.20	\$24.58	\$31.25	\$38.66	\$43.99	Master's	None	None
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
21-1021	Child/ family/ school social workers	\$19.87	\$23.61	\$27.06	\$33.53	\$42.68	Bachelor's	None	None
21-1022	Healthcare social workers	\$21.60	\$28.28	\$33.62	\$38.98	\$43.70	Master's	None	Intern/residency
21-1091	Health Education Specialists	\$17.98	\$22.85	\$28.29	\$35.48	\$43.14	Bachelor's	None	None
21-1093	Social and human service assistants	\$13.43	\$16.08	\$19.55	\$24.71	\$30.80	High school	None	Short-term OTJ
21-1094	Community health workers	\$15.15	\$18.72	\$25.73	\$32.18	\$38.37	High school	None	Short-term OTJ
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, middle school*	\$29.30	\$34.98	\$42.46	\$52.03	\$61.02	Bachelor's	None	None
25-2058	Special ed. teachers, secondary school <sup>†</sup>	\$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	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
29-1127	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	\$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 supervisors 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
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).

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**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
------------------------------------	-------------------------------	---	---	---	---	------------------	---------------

**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		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 supervisors 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%
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

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

	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)
<b>BLS Code and Title</b>							
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 supervisors of pers. svc.							
39-9032 Recreation workers					10%		
39-9041 Residential advisers							
53-3058 Passenger vehicle drivers					10%		
	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**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
<b>50th Percentile (Median)</b>	<b>\$13.90</b>	<b>\$13.90</b>	<b>\$25.73</b>	<b>\$28.29</b>	<b>\$19.55</b>	<b>\$13.90</b>	<b>\$13.90</b>	<b>\$13.90</b>	<b>\$27.14</b>	<b>\$23.35</b>	<b>\$18.07</b>	<b>\$18.07</b>	<b>\$13.90</b>	<b>\$32.10</b>	<b>\$43.10</b>
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

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix B: Benefits Assumptions  
Benefits Assumptions to Establish Benefit Rates**

% of Employees with Access		% of Employees who Receive		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
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

**Mandatory Benefits**

FICA <sup>2</sup>	-	100%	-	100%	-	7.65%	7.65%
Federal UI <sup>3</sup>	-	100%	-	100%	-	0.60%	0.60%
State UI <sup>4</sup>	-	100%	-	100%	-	2.40%	2.95%
Workers' Comp. <sup>5</sup>	-	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%	100%	77%	100%	11.0	15.0	8.5	15.0
Sick Leave	77%		77%		8.0		6.2	
<b>Total</b>	-	-	-	-	<b>27.0</b>	<b>25.0</b>	<b>21.2</b>	<b>25.0</b>

**Health Insurance<sup>6</sup>**

Employee Only			42.4%		\$450.00		
Employee + One			14.5%		\$725.00		
Family			18.0%		\$1,150.00		
<b>All Coverages</b>	<b>86%</b>	<b>100%</b>	<b>55%</b>	<b>74.9%</b>			<b>\$502.93</b>

**Other Benefits<sup>7</sup>**

	-	100%	-	100%	-	\$50.00	-	\$50.00
--	---	------	---	------	---	---------	---	---------

**Notes**

<sup>1</sup>BLS' 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.

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Based 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](https://ui.nv.gov/ESSHTML/ui_information.htm))

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

<sup>6</sup>Based 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](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).

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>)

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

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

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>	
		w/ PTO	w/o PTO
\$8	\$16,640	61.8%	52.2%
\$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%

<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 in productivity assumptions.

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix C: 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***

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		
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***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	3.30					1.33	3.32	1.32	3.30		
Attending ISP Meetings					0.22	0.22						
Recordkeeping and reporting	1.10	1.10					1.11	1.11	1.10	1.10		
Program set-up/ clean-up												
Networking and program development												
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							2.65	2.65	2.64	2.64		
Training	0.96	0.96	0.96	0.96	0.77	0.77	0.77	0.77	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix C: Productivity Assumptions**

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												
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix C: Productivity Assumptions**

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***

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												
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix C: Productivity Assumptions**

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***

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												
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix C: Productivity Assumptions**

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***

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						
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

***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
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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>



**Proposed Rate Models for HCBS-I/DD Waiver Services  
prepared for Nevada Department of Health and Human Services**

**Appendix D: Residential Habilitation - Licensed Home Staff Hour Assumptions**

	Tier 1	Tier 2	Tier 3
<i>Three or Fewer Beds</i>			
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	4.5	4.5	4.5
<b>Total Occupied Hours for Residence per Week</b>	<b>142.5</b>	<b>142.5</b>	<b>142.5</b>
Daytime Hours	86.5	86.5	86.5
Overnight Hours	56.0	56.0	56.0
<i>Base Staff Hours</i>			
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
<b>Total Base Staff Hours</b>	<b>142.5</b>	<b>229.0</b>	<b>229.0</b>
<i>'Floating' Staff Hours</i>			
'Floating' FTE Per Week <sup>1</sup>	1.00	0.00	1.00
<b>Total Floating Staff Hours</b>	<b>40.0</b>	<b>0.0</b>	<b>40.0</b>
<b>Total Hours per Home per Week</b>	<b>182.5</b>	<b>229.0</b>	<b>269.0</b>
<b>Hours per Participant per Week</b>	<b>60.8</b>	<b>76.3</b>	<b>89.7</b>

<i>Four Beds</i>			
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	4.5	4.5	4.5
<b>Total Occupied Hours for Residence per Week</b>	<b>142.5</b>	<b>142.5</b>	<b>142.5</b>
Daytime Hours	86.5	86.5	86.5
Overnight Hours	56.0	56.0	56.0
<i>Base Staff Hours</i>			
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
<b>Total Base Staff Hours</b>	<b>142.5</b>	<b>229.0</b>	<b>285.0</b>
<i>'Floating' Staff Hours</i>			
'Floating' FTE Per Week <sup>1</sup>	2.00	1.00	1.00
<b>Total Floating Staff Hours</b>	<b>80.0</b>	<b>40.0</b>	<b>40.0</b>
<b>Total Hours per Home per Week</b>	<b>222.5</b>	<b>269.0</b>	<b>325.0</b>
<b>Hours per Participant per Week</b>	<b>55.6</b>	<b>67.3</b>	<b>81.3</b>

<sup>1</sup>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.