## Review of Provider Rates for Residential and Other HCBS

## Final Rate Models, Revision 2

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

Burns & Associates, Inc. 3030 North 3rd Street, Suite 200 Phoenix, Arizona 85012 (602) 241-8520 www.burnshealthpolicy.com

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### **Comparison of Current and Final Rates**

Adult 24 Hour Residential (Tier 1) - 3 or fewer residents	Service	Unit	Current Oct. 2020	Final	Comments
Adult 24 Hour Residential (Tier 5) - 3 or fewer residents Adult 24 Hour Residential (Tier 5) - 3 or fewer residents Adult 24 Hour Residential (Tier 5) - 3 or fewer residents Adult 24 Hour Residential (Tier 5) - 3 or fewer residents Adult 24 Hour Residential (Tier 6) - 3 or fewer residents Adult 24 Hour Residential (Tier 6) - 3 or fewer residents Adult 24 Hour Residential (Tier 6) - 3 or fewer residents Day S52,60° Adult 24 Hour Residential (Tier 6) - 3 or fewer residents Day S229, 52° Adult 24 Hour Residential (Tier 6) - 4 or 5 residents Day S239, 52° Adult 24 Hour Residential (Tier 6) - 4 or 5 residents Day S238, 82° Adult 24 Hour Residential (Tier 4) - 4 to 5 residents Day S238, 82° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S313, 15° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S313, 15° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S313, 15° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S313, 15° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S315, 16° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S15, 14° Adult 24 Hour Residential (Tier 6) - 4 to 5 residents Day S15, 14° Adult 24 Hour Residential (Tier 6) - 6 to 8 residents Day S15, 14° Adult 24 Hour Residential (Tier 6) - 6 to 8 residents Day S166, 22° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S178, 62° Adult 24 Hour Residential (Tier 7) - 6 to 8 residents Day S18,	Adult 24 Hour Residential (Tier 1) - 3 or fewer residents	Day	\$207.78*	\$340.31	
Adult 24 Hour Residential (Tier 3) - 3 or fewer residents   Day   \$467.47\struct   \$4612.4 Hour Residential (Tier 5) - 3 or fewer residents   Day   \$467.47\struct   \$545.88\struct   \$267.44\struct   \$263.39\struct   \$160.33\struct   \$263.39\struct   \$160.33\struct   \$263.39\struct   \$267.69\struct   \$263.39\struct   \$267.69\struct   \$263.39\struct   \$267.69\struct   \$263.39\struct   \$267.69\struct   \$267.69\struct   \$267.69\struct   \$263.39\struct   \$267.69\struct   \$267.69\s	Adult 24 Hour Residential (Tier 2) - 3 or fewer residents	Day	\$239.52*	¢209.70	
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Adult 24 Hour Residential (Tier 1) - 9 or more residents  Day \$115.52* * will be 'unbundled' and separately billable.  Day \$115.52* * will be 'unbundled' and separately billable.  Day \$115.52* * will be 'unbundled' and separately billable.  Day \$115.64* * a daily amount based on a 344 day billing year, which allows providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Day \$134.61* * current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Day \$188.40* * will be 'unbundled' and separately billable.  Day \$134.61* current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Direct nursing and Professional Behavior Services and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$476.68  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed	Adult 24 Hour Residential (Tier 5) - 6 to 8 residents	Day	\$267.06*		reported here as a 344 day rate equivalent.
with more than 9 residents, except to convert them to Adult 24 Hour Residential (Tier 2) - 9 or more residents  Day \$115.64* * a daily amount based on a 344 day billing year, which allows providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Adult 24 Hour Residential (Tier 4) - 9 or more residents  Day \$134.61* * to bill more than 344 days).  Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 2) - 3 or fewer residents  Day * \$476.68 Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential (Tier 4) - 3 or fewer residents  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$378.30  Child 24 Hour Residential (Tier 2) - 4 residents  Day * \$378.30  Child 24 Hour Residential (Tier 2) - 4 residents  Day * \$378.30  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential trates and professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$378.30  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential (Tier 2) - 4 residents  Day * \$378.30  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential (Tier 3) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential (Tier 3) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would	Adult 24 Hour Residential (Tier 6) - 6 to 8 residents	Day	\$302.46*	*	•
Adult 24 Hour Residential (Tier 2) - 9 or more residents  Day \$115.64* * a daily amount based on a 344 day billing year, which allows providers to earn a full-year of revenue with 344 duylt 24 Hour Residential (Tier 4) - 9 or more residents  Day \$134.61* * Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Day \$188.40* * Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 3 or fewer residents  Day * \$476.68 Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$569.47  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$337.83  Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 4) - 4 residents  Day * \$337.83  Current rates are published as a month, but are reported here as a 344 day prate equivalent.  The rate assumes a 344 day prate equivalent.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services and resident's level of need.  Child 24 Hour Residential (Tier 4) - 4 residents  Day * \$350.69  Child 24 Hour Residential (Tier 3) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residenti	Adult 24 Hour Residential (Tier 1) - 9 or more residents	Day	\$115.52*	*	
Adult 24 Hour Residential (Tier 4) - 9 or more residents  Day \$13.6.6* * 344 billed days (providers are therefore not permitted to bill more than 344 days).  Adult 24 Hour Residential (Tier 5) - 9 or more residents  Day \$188.40* * Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 2) - 3 or fewer residents  Day * \$476.68  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residentis (Verent and Separately billable).  Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day * \$569.47  The rate assumes a 344 day silling year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 2) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 3) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (	Adult 24 Hour Residential (Tier 2) - 9 or more residents	Day	\$115.64*	*	a daily amount based on a 344 day billing year, which
Adult 24 Hour Residential (Tier 5) - 9 or more residents  Adult 24 Hour Residential (Tier 6) - 9 or more residents  Adult 24 Hour Residential (Tier 6) - 9 or more residents  Day  \$188.40*  **  Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 3 or fewer residents  Day  **  \$476.68  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  **  S667.51  Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  **  S667.51  Current rates are published as a month, but are reported here as a 344 day rate equivalent.  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  **  S667.51  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 34d ay billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 4) - 4 residents  Day  **  S507.69  Child 24 Hour Residential (Tier 5) - 4 residents  Day  **  S652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  **  Direct nursing and Professional Behavior Services	Adult 24 Hour Residential (Tier 3) - 9 or more residents	Day	\$115.68*	*	
Adult 24 Hour Residential (Tier 5) - 9 or more residents  Day \$188.40* * Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 3 or fewer residents  Day * \$476.68 Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential (Tier 2) - 3 or fewer residents  Day * \$569.47  Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services  Providers to earn a full-year of revenue with 344 billed days (providers to earn a full-year of revenue with 344 billed days (providers to earn a full-year of revenue with 344 billed days (providers to earn a full-year of revenue with 344 billed days (providers to earn a full-year of revenue with 344 billed days (providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than	Adult 24 Hour Residential (Tier 4) - 9 or more residents	Day	\$134.61*	*	
Adult 24 Hour Residential (Tier 6) - 9 or more residents  Day \$188.40* * will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 3 or fewer residents  Day * \$476.68 Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day * \$569.47  Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day * \$667.51  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day * \$772.20  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 4 residents  Day * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a regotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 4) - 4 residents  Day * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day * Direct nursing and Professional Behavior Services	Adult 24 Hour Residential (Tier 5) - 9 or more residents	Day	\$166.35*		reported here as a 344 day rate equivalent.
Child 24 Hour Residential (Tier 2) - 3 or fewer residents  Day  * S569.47  Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day  * S69.47  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * S667.51  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * S772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day  * S437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and residential and professional Behavior Services will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 2) - 4 residents  Day  * S507.69  Child 24 Hour Residential (Tier 3) - 4 residents  Day  * S507.69  Child 24 Hour Residential (Tier 4) - 4 residents  Day  * S652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * S652.13  Direct nursing and Professional Behavior Services and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services	Adult 24 Hour Residential (Tier 6) - 9 or more residents	Day	\$188.40*	*	•
Child 24 Hour Residential (Tier 2) - 3 or fewer residents  Day *  S569.47  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day *  Child 24 Hour Residential (Tier 1) - 4 residents  Day *  Child 24 Hour Residential (Tier 1) - 4 residents  Day *  S437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 2) - 4 residents  Day *  Child 24 Hour Residential (Tier 3) - 4 residents  Day *  Child 24 Hour Residential (Tier 3) - 4 residents  Day *  Child 24 Hour Residential (Tier 4) - 4 residents  Day *  Child 24 Hour Residential (Tier 5) - 4 residents  Day *  Child 24 Hour Residential (Tier 5) - 4 residents  Day *  Child 24 Hour Residential (Tier 5) - 4 residents  Day *  Child 24 Hour Residential (Tier 5) - 4 residents  Day *  S652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day *  Direct nursing and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services	. ,	Day	*	\$476.68	
Child 24 Hour Residential (Tier 3) - 3 or fewer residents  Day  * The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * \$667.51  Day  * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day  * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 2) - 4 residents  Day  * \$507.69  Child 24 Hour Residential (Tier 3) - 4 residents  Day  * \$652.13  Child 24 Hour Residential (Tier 4) - 4 residents  Day  * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * \$652.13  Direct nursing and Professional Behavior Services and resident's level of need.  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services		Day	*	¢560.47	
Child 24 Hour Residential (Tier 4) - 3 or fewer residents  Day  * \$667.51  Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day  * \$667.51  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day  * \$437.83  Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 2) - 4 residents  Day  * \$507.69  Child 24 Hour Residential (Tier 4) - 4 residents  Day  * \$667.51  Mays (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services  ** ** ** ** ** ** ** ** ** ** ** ** **	Child 24 Hour Residential (Tier 3) - 3 or fewer residents	Day	*	\$309.47	
Child 24 Hour Residential (Tier 5) - 3 or fewer residents  Day  * Direct nursing and Professional Behavior Services  Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * \$772.20  Child 24 Hour Residential (Tier 1) - 4 residents  Day  * \$437.83  Current rates are negotiated by home. Final rate  models would establish fixed rates based on home size  and resident's level of need.  The rate assumes a 344 day billing year, allowing  Child 24 Hour Residential (Tier 3) - 4 residents  Day  Child 24 Hour Residential (Tier 4) - 4 residents  Day  * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 4) - 3 or fewer residents	Day	*	¢((7.51	days (providers are therefore not permitted to bill
Child 24 Hour Residential (Tier 6) - 3 or fewer residents  Day  * \$772.20 will be 'unbundled' and separately billable.  Child 24 Hour Residential (Tier 1) - 4 residents  Day  * \$437.83 Current rates are negotiated by home. Final rate models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 2) - 4 residents  Day  * \$507.69  Child 24 Hour Residential (Tier 3) - 4 residents  Day  * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * \$652.13  Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 5) - 3 or fewer residents	Day	*	\$007.31	
Child 24 Hour Residential (Tier 2) - 4 residents  Day  * models would establish fixed rates based on home size and resident's level of need.  Child 24 Hour Residential (Tier 3) - 4 residents  Day  * providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * S652.13  Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 6) - 3 or fewer residents	Day	*	\$772.20	
Child 24 Hour Residential (Tier 2) - 4 residents  Day  * Son 7.69  The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * Day  Day  Day  Day  Day  Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 1) - 4 residents	Day	*	\$437.83	
Child 24 Hour Residential (Tier 3) - 4 residents  Day  * The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * \$652.13  Child 24 Hour Residential (Tier 5) - 4 residents  Day  * Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 2) - 4 residents	Day	*	\$507.60	
Child 24 Hour Residential (Tier 4) - 4 residents  Day  * S652.13  days (providers are therefore not permitted to bill more than 344 days).  Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 3) - 4 residents	Day	*	\$307.09	
Child 24 Hour Residential (Tier 5) - 4 residents  Day  * Direct nursing and Professional Behavior Services	Child 24 Hour Residential (Tier 4) - 4 residents	Day	*	0650 12	days (providers are therefore not permitted to bill
	Child 24 Hour Residential (Tier 5) - 4 residents	Day	*	\$052.13	
	Child 24 Hour Residential (Tier 6) - 4 residents	Day	*	\$732.96	

### **Comparison of Current and Final Rates**

Service	Unit	Current Oct. 2020	Final	Comments
Child 24 Hour Residential (Tier 1) - 5 residents	Day	*	\$356.67	Current rates are negotiated by home. Final rate
Child 24 Hour Residential (Tier 2) - 5 residents	Day	*	\$412.56	"models would establish fixed rates based on home size and resident's level of need.
Child 24 Hour Residential (Tier 3) - 5 residents	Day	*	\$412.30	The rate assumes a 344 day billing year, allowing
Child 24 Hour Residential (Tier 4) - 5 residents	Day	*		providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill
Child 24 Hour Residential (Tier 5) - 5 residents	Day	*	\$529.06	more than 344 days) Direct nursing and Professional Behavior Services
Child 24 Hour Residential (Tier 6) - 5 residents	Day	*	\$593.81	will be 'unbundled' and separately billable.
Attendant Care Support (ADL/IADL)				
Attendant Care Support (ADL/IADL)	Hour	\$29.79	\$41.13	
Attendant Care Support (ADL/IADL), 2 Members	Hour	*	\$22.62	
Attendant Care Support (ADL/IADL), 3 Members	Hour	*	\$16.45	
Attendant Care Support (ADL/IADL), 2 to 1	Hour	\$59.58	\$74.52	
Professional Behavior Services - Master's and Above, Standard	Hour		\$90.72	
Professional Behavior Services - Master's and Above, Incentive	Hour		\$98.91	
Professional Behavior Services - Bachelor's, Standard	Hour	\$80.00	\$67.00	
Professional Behavior Services - Bachelor's, Incentive	Hour	\$80.00	\$73.54	
Professional Behavior Services - Less than Bachelor's, Standard	Hour		\$53.78	
Professional Behavior Services - Less than Bachelor's, Incentive	Hour		\$59.40	
Non-Medical Transportation	per ride	varies		
Non-Medical Transportation - Standard	mile		\$2.03	
Non-Medical Transportation - After-Hours	mile		\$2.11	For trips involving multiple members, the rate is divided by the number of members transported
Non-Medical Transportation - Wheelchair	mile		\$2.38	

## **Attendant Care**

	Unit of Service	Hour
	- Direct Staff Hourly Wage	\$17.57
its	- Employee Benefit Rate (as a percent of wages)	31.0%
lef nef	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
Direct Support Staff Wages and Benefits		
- pur	Productivity Assumptions	40.00
es ?	Total Hours	40.00
/ag	- Travel Time (Between Members) - Participating in Assessments/ Person-Centered Planning	1.76 0.22
∻	- Progress Notes/ Medical Records	0.22
Staf	- Employer and One-on-One Supervision Time	0.66
¥	- Time Lost Due to Missed Appointments	0.44
odd	- Training	1.15
Su	- Paid Time Off	3.69
ect	"Billable" Hours	31.20
<u> </u>	Productivity Adjustment	1.28
	Staff Coat After Day destints Adirectors	620.51
-	Staff Cost After Productivity Adjustment	\$29.51
) e	- Number of Miles Traveled per Week	70
Mileage	- Amount per Mile	\$0.580
M:	Weekly Mileage Cost	\$40.60
	Mileage Cost per Billable Staff Hour	\$1.30
_ <sub>=</sub>	- Supervisor Hourly Wage	\$20.21
Sio	- Supervisor Benefit Rate	28.1%
Supervision	Weekly Cost of Supervisor	\$1,035.56
dn;	- Number of DSPs per Supervisor	8.0
	Supervisor Cost per Billable Staff Hour	\$4.15
pu		02106
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$34.96
mii ver	- Administration and Other Overhead Rate	15.0%
PA O	Admin. and Other Overhead Cost per Billable Staff Hour	\$6.17
	Total Hourly Rate	\$41.13
es	2 Members	
Rat	- Rate Premium	10%
)er	Total Hourly Revenue	\$45.24
Multiple Member Rates	Rate per Member per Hour	\$22.62
ĮŽ	3 Members	
ble	- Rate Premium	20%
l ifi	Total Hourly Revenue	\$49.36
≥	Rate per Member per Hour	\$16.45
	reace per member per mour	φ1 <b>0.4</b> 3

### **Attendant Care 2:1**

	Unit of Service	Hour
fits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages)	\$17.57 31.0%
Direct Support Staff Wages and Benefits	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
s and	Productivity Assumptions Total Hours	40.00
Nage	- Travel Time (Between Members) - Participating in Assessments/ Person-Centered Planning	1.76 0.22
staff '	- Progress Notes/ Medical Records - Employer and One-on-One Supervision Time	0.88 0.66
oort S	- Time Lost Due to Missed Appointments	0.44
t Supj	- Training - Paid Time Off	1.15 3.69
Direc	"Billable" Hours Productivity Adjustment	31.20 1.28
	Staff Cost After Productivity Adjustment	\$29.51
age	- Number of Miles Traveled per Week	70
Mileage	- Amount per Mile Weekly Mileage Cost	\$0.580 \$40.60
	Mileage Cost per Billable Staff Hour	\$1.30
Supervision	- Supervisor Hourly Wage - Supervisor Benefit Rate	\$20.21 28.1%
perv	Weekly Cost of Supervisor	\$1,035.56
	- Number of DSPs per Supervisor Supervisor Cost per Billable Staff Hour	8.0 \$8.30
Direct Support Staff Wages and Benefits Admin. and for Second Staff Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$39.11
Adm	- Administration and Other Overhead Rate  Admin. and Other Overhead Cost per Billable Staff Hour	15.0% \$6.90
its	- Direct Staff Hourly Wage	\$17.57
3enef	- Employee Benefit Rate (as a percent of wages)	31.0%
and E	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
ond Staff	Productivity Assumptions Total Hours	40.00
ff W.	- Travel Time (Between Members) - Employer and One-on-One Supervision Time	1.76 0.66
t Star r Sec	- Time Lost Due to Missed Appointments	0.44
pport	- Training - Paid Time Off	1.15 3.69
t Sul	"Billable" Hours	32.30
)irec	Productivity Adjustment	1.24
<u> </u>	Staff Cost After Productivity Adjustment	\$28.51
	Total Hourly Rate	\$74.52

### Adult 24 Hour Residential -Three or Fewer Residents

		Category 1	Category 2	Category 3	Category 4
		(Tier 1)	(Tiers 2, 3)	(Tiers 4, 5)	(Tier 6)
	Unit of Service	Day	Day	Day	Day
	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02
its	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.41
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours	40.00	40.00	40.00	40.00
es	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09
/ag	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
J. W	- Training	1.54	1.54	1.54	1.54
taf	- Paid Time Off	3.69	3.69	3.69	3.69
t S	"Billable" Hours	34.03	34.03	34.03	34.03
poı	Productivity Adjustment	1.18	1.18	1.18	1.18
dn	Staff Cost per Billable Hour	\$27.06	\$27.06	\$27.06	\$27.52
rect S	Staffing				
Di	- Staff Hours per Residence per Week	168.0	203.0	290.0	351.0
	Allocated Staff Hours per Member per Week	56.0	67.7	96.7	117.0
	Weekly DSP Staff Cost per Member	\$1,515.36	\$1,831.96	\$2,616.70	\$3,219.84
	A	#0.500	<b>#0.500</b>	<b>#0.500</b>	ΦO 500
ge	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
Mileage	- Number of Miles per Week per Residence	100	100	100	100
Mi	Allocated Miles per Member per Week	33.3	33.3	33.3	33.3
	Weekly Mileage Cost per Member	\$19.33	\$19.33	\$19.33	\$19.33
e e	- House Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
House ⁄anager	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
House Manager	Weekly Cost of House Manager (1 FTE per home)	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly House Manager Cost per Member	\$345.19	\$345.19	\$345.19	\$345.19
red ts	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
Specialized Supports	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%
eci	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
Sp	- Number of Members per Specialized Staff	70	50	25	25
	Weekly Specialized Staff Cost per Member	\$28.44	\$39.82	\$79.64	\$79.64
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$1,908.32	\$2,236.30	\$3,060.86	\$3,664.00
min ver	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
Ad O	Admin. and Other Overhead Cost per Week	\$336.76	\$394.64	\$540.15	\$646.59
	Total Cost per Member per Week	\$2,245.08	\$2,630.94	\$3,601.01	\$4,310.59
	Cost per Member per Day	\$320.73	\$375.85	\$514.43	\$615.80
	Rate per Member per Day at 344 Days per Plan Year	\$340.31	\$398.79	\$545.83	\$653.39

### Adult 24 Hour Residential -Four or Five Residents

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
	Unit of Service	Day	Day	Day	Day
nefits	- Direct Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$17.57 31.0% \$23.02	\$17.57 31.0% \$23.02	\$17.57 31.0% \$23.02	\$18.02 29.9% \$23.41
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours - Participating in Assessments/ Person-Centered Planning - Employer and One-on-One Supervision Time - Training - Paid Time Off "Billable" Hours Productivity Adjustment	40.00 0.09 0.65 1.54 3.69 34.03 1.18	40.00 0.09 0.65 1.54 3.69 34.03 1.18	40.00 0.09 0.65 1.54 3.69 34.03 1.18	40.00 0.09 0.65 1.54 3.69 34.03 1.18
irect Supp	Staff Cost per Billable Hour Staffing	\$27.06	\$27.06	\$27.06	\$27.52
Ω	- Staff Hours per Residence per Week Allocated Staff Hours per Member per Week Weekly DSP Staff Cost per Member	208.0 46.2 \$1,250.17	270.0 60.0 <b>\$1,623.60</b>	340.0 75.6 <b>\$2,045.74</b>	436.0 96.9 <b>\$2,666.69</b>
e ge	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
Mileage	- Number of Miles per Week per Residence Allocated Miles per Member per Week <b>Weekly Mileage Cost per Member</b>	100 22.2 \$12.89	100 22.2 <b>\$12.89</b>	100 22.2 \$12.89	100 22.2 <b>\$12.89</b>
House Manager	- House Manager Hourly Wage - House Manager Benefit Rate Weekly Cost of House Manager (1 FTE per home) Weekly House Manager Cost per Member	\$20.21 28.1% \$1,035.56 \$230.12	\$20.21 28.1% \$1,035.56 \$230.12	\$20.21 28.1% \$1,035.56 \$230.12	\$20.21 28.1% \$1,035.56 \$230.12
Specialized Supports	- Specialized Staff Hourly Wage - Specialized Staff Benefit Rate Weekly Cost of Specialized Staff - Number of Members per Specialized Staff Weekly Specialized Staff Cost per Member	\$41.55 19.8% \$1,991.08 70 \$28.44	\$41.55 19.8% \$1,991.08 50 \$39.82	\$41.55 19.8% \$1,991.08 25 \$79.64	\$41.55 19.8% \$1,991.08 25 \$79.64
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead  - Administration and Other Overhead Rate	\$1,521.62 15.0%	\$1,906.43 15.0%	\$2,368.39	\$2,989.34 15.0%
Adm	- Administration and Other Overhead Rate  Admin. and Other Overhead Cost per Week	\$268.52	\$336.43	\$417.95	\$527.53
<u> </u>	Total Cost per Member per Week  Cost per Member per Day  Rate per Member per Day at 344 Days per Plan Year	\$1,790.14 \$255.73 \$271.34	\$2,242.86 \$320.41 \$339.97	\$2,786.34 \$398.05 \$422.35	\$3,516.87 \$502.41 \$533.08

### Child 24 Hour Residential -Three or Fewer Residents

		Category 1	Category 2	Category 3	Category 4
		(Tier 1)	(Tiers 2, 3)	(Tiers 4, 5)	(Tier 6)
ı	Unit of Service	Day	Day	Day	Day
	Chit of Scivice	Дау	Бау	Day	Дау
	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02
$\mathbf{s}$	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
efii	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.41
Direct Support Staff Wages and Benefits			•		
d E	Productivity Assumptions				
an	Total Hours	40.00	40.00	40.00	40.00
ges	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08
Wa	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63
£,	- Training	2.69	2.69	2.69	2.69
Sta	- Paid Time Off	3.69	3.69	3.69	3.69
ort	"Billable" Hours	32.91	32.91	32.91	32.91
bbc	Productivity Adjustment	1.22	1.22	1.22	1.22
Suj	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45
şç	Staffing				
)ire	- Staff Hours per Residence per Week	239.0	295.0	351.0	407.0
1	Allocated Staff Hours per Member per Week	79.7	98.3	117.0	135.7
	Weekly Staff Cost per Member	\$2,230.01	\$2,750.43	\$3,273.66	\$3,860.67
	weekly Staff Cost per Member	\$2,230.01	\$2,730.43	\$3,273.00	\$3,000.07
မ	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
Mileage					
Ail	- Number of Miles per Week per Residence	300	300	300	300
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0
	Weekly Mileage Cost per Member	\$58.00	\$58.00	\$58.00	\$58.00
. 5	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
House Manager	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
Ho ſan	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly Manager Cost per Member	\$345.19	\$345.19	\$345.19	\$345.19
	Weekly Manager Cose per Member	Ψ0-13.17	ψο-13.17	ψο το.17	ψ0-13.17
ed S	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
Specialized Supports	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%
ecia Jpp	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
Spo	- Number of Members per Specialized Staff	50	50	30	30
	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$2,673.02	\$3,193.44	\$3,743.22	\$4,330.23
dmin. and Overhead	,		<del>+-</del> ,	4-,,	+ ·, · ·
dm )ve	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
Ar C	Admin. and Other Overhead Cost per Week	<b>\$471.71</b>	\$563.55	\$660.57	\$764.16
	Tatal Cart was Manilan as Wash	¢2 144 72	¢2.757.00	64 402 70	¢5 004 30
	Total Cost per Member per Week	\$3,144.73	\$3,756.99	\$4,403.79	\$5,094.39
	Cost per Member per Day	\$449.25	\$536.71	\$629.11	\$727.77
- 1	Rate per Member per Day at 344 Days per Plan Year	\$476.68	\$569.47	\$667.51	\$772.20

### Child 24 Hour Residential -Four Residents

		Category 1	Category 2	Category 3	Category 4
		(Tier 1)	(Tiers 2, 3)	(Tiers 4, 5)	(Tier 6)
1	Unit of Service	Day	Day	Day	Day
	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02
70	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
ift.	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.41
ene	Troung Stan Cost Before Productivity Adj. (wages beliefits)	\$23.02	\$23.02	\$23.02	\$23.41
1 B	Productivity Assumptions				
anc	Total Hours	40.00	40.00	40.00	40.00
Direct Support Staff Wages and Benefits	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08
Vag	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63
Į. A	- Training	2.69	2.69	2.69	2.69
taf	- Paid Time Off	3.69	3.69	3.69	3.69
T	"Billable" Hours	32.91	32.91	32.91	32.91
odo	Productivity Adjustment	1.22	1.22	1.22	1.22
ng	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45
t 5					
)ire	Staffing	200.0	2560	460.0	524.0
	- Staff Hours per Residence per Week	300.0	356.0	468.0	524.0
	Allocated Staff Hours per Member per Week	75.0	89.0	117.0	131.0
	Weekly Staff Cost per Member	\$2,098.50	\$2,490.22	\$3,273.66	\$3,726.95
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
ilea	- Number of Miles per Week per Residence	400	400	400	400
$\mathbb{Z}$	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0
	Weekly Mileage Cost per Member	\$58.00	\$58.00	\$58.00	\$58.00
ı		#20.21	#20.21	000.01	G20.24
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
Hor	- Manager Benefit Rate Weekly Cost of House Manager	28.1%	28.1%	28.1%	28.1%
T Z	Weekly Manager Cost per Member	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	weekiy Manager Cost per Member	\$258.89	\$258.89	\$258.89	\$258.89
p <sub>s</sub>	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
Specialized Supports	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%
scia 1pp	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
Spe	- Number of Members per Specialized Staff	50	50	30	30
	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$2,455.21	\$2,846.93	\$3,656.92	\$4,110.21
mi ver	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
Ad O	Admin. and Other Overhead Cost per Week	\$433.27	\$502.40	\$645.34	\$725.33
	and other overhead observer in the		\$502.10	\$ 5 10 to 1	ψ, <b>20.00</b>
	Total Cost per Member per Week	\$2,888.48	\$3,349.33	\$4,302.26	\$4,835.54
	Cost per Member per Day	\$412.64	\$478.48	\$614.61	\$690.79
	Rate per Member per Day at 344 Days per Plan Year	\$437.83	\$507.69	\$652.13	\$732.96

## **Review of Provider Rates for Residential and Other HCBS Final Rate Models, Revision 2**

## prepared for Oregon Office of Developmental Disabilities Services

### Child 24 Hour Residential -**Five Residents**

		Category 1	Category 2	Category 3	Category 4
	Unit of Service	(Tier 1)	(Tiers 2, 3)	(Tiers 4, 5)	(Tier 6)
	Unit of Service	Day	Day	Day	Day
	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02
its	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
ıefi	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.41
Вег					
[ pu	Productivity Assumptions	40.00	40.00	40.00	40.00
s a	Total Hours - Participating in Assessments/ Person-Centered Planning	40.00 0.08	40.00 0.08	40.00 0.08	40.00 0.08
age	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.08
×	- Training	2.69	2.69	2.69	2.69
aff	- Paid Time Off	3.69	3.69	3.69	3.69
t St	"Billable" Hours	32.91	32.91	32.91	32.91
por	Productivity Adjustment	1.22	1.22	1.22	1.22
[dn	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45
st S	•				
Direct Support Staff Wages and Benefits	Staffing				
Ω	- Staff Hours per Residence per Week	305.0	361.0	473.0	529.0
	Allocated Staff Hours per Member per Week	61.0	72.2	94.6	105.8
	Weekly Staff Cost per Member	\$1,706.78	\$2,020.16	\$2,646.91	\$3,010.01
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
ile	- Number of Miles per Week per Residence	400	400	400	400
$\mathbf{Z}$	Allocated Miles per Member per Week	80.0	80.0	80.0	80.0
	Weekly Mileage Cost per Member	\$46.40	\$46.40	\$46.40	\$46.40
er	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
House Manager	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
Но	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly Manager Cost per Member	\$207.11	\$207.11	\$207.11	\$207.11
-					
Specialized Supports	- Specialized Staff Hourly Wage - Specialized Staff Benefit Rate	\$41.55 19.8%	\$41.55 19.8%	\$41.55 19.8%	\$41.55 19.8%
iali	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
bec Sup	- Number of Members per Specialized Staff	50	50	30	30
S	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
р	Weekly Specialized Staff Cost per Member	\$57.62	\$57.0 <u>2</u>	\$00.57	\$00.57
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$2,000.11	\$2,313.49	\$2,966.79	\$3,329.89
dmi )ve	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
A. C	Admin. and Other Overhead Cost per Week	\$352.96	\$408.26	\$523.55	\$587.63
	Tatal Cart was Marsham as Wash	¢2.252.07	¢2.721.75	¢2.400.24	¢2 017 50
	Total Cost per Member per Week	\$2,353.07	\$2,721.75	\$3,490.34	\$3,917.52
	Cost per Member per Day Rate per Member per Day at 344 Days per Plan Year	\$336.15 \$356.67	\$388.82 \$412.56	\$498.62 \$529.06	\$559.65 \$593.81
	Nate per Member per Day at 344 Days per Fiall Year	\$356.67	\$ <del>4</del> 12.30	\$347.00	\$373.81

### **Professional Behavior Services**

### Master's Degree or Above

		Standard	Incentive
	Unit of Service	Hour	Hour
enefits	- Direct Staff Hourly Wage - Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.17 20.0% \$48.20	\$40.17 20.0% \$48.20
ges and Bo	Productivity Assumptions Total Hours - Travel Time (Between Members)	40.00	40.00 5.33
Staff Wa	- Participating in Assessments/ Person-Centered Planning - Progress Notes/ Medical Records - Collateral Contacts (Not Billable) - Employer and One-on-One Supervision Time	0.22 2.22 1.11 0.67	0.22 2.22 1.11 0.67
Direct Support Staff Wages and Benefits	- Time Lost Due to Missed Appointments - Training - Paid Time Off	0.44 0.77 3.69	0.07 0.44 0.77 3.69
Direc	"Billable" Hours Productivity Adjustment  Staff Cost per Billable Hour	27.33 1.46 \$70.55	25.55 1.57 <b>\$75.46</b>
sesses	- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space	100 \$15.00 \$1,500.00	100 \$15.00 \$1,500.00
Operating Expenses	Annual Cost for Phone and Internet Annual Cost of Office Equipment and Supplies Annual Cost of Equipment and Supplies	\$1,200.00 \$1,200.00 \$1,200.00	\$1,200.00 \$1,200.00 \$1,200.00
odo	Total Annual Operating Expense Cost  Operating Expense Cost per Billable Hour	\$5,100.00 \$3.59	\$5,100.00 \$3.84
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	140 \$0.580 \$81.20 \$2.97	210 \$0.580 \$121.80 <b>\$4.7</b> 7
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$77.11	\$84.07
Admi	- Administration and Other Overhead Rate Admin. and Other Overhead Cost per Billable Staff Hour	15.0% \$13.61	15.0% \$14.84
	Total Hourly Rate	\$90.72	\$98.91

### **Professional Behavior Services**

### Bachelor's Degree

		Standard	Incentive
	Unit of Service	Hour	Hour
nefits	- Direct Staff Hourly Wage - Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.79 23.9% \$34.43	\$27.79 23.9% \$34.43
es and Be	Productivity Assumptions Total Hours - Travel Time (Between Members)	40.00	40.00
taff Wage	- Participating in Assessments/ Person-Centered Planning - Progress Notes/ Medical Records - Collateral Contacts (Not Billable)	0.22 2.22 1.11	0.22 2.22 1.11
Direct Support Staff Wages and Benefits	- Employer and One-on-One Supervision Time - Time Lost Due to Missed Appointments - Training	0.67 0.44 0.77	0.67 0.44 0.77
Direct S	- Paid Time Off "Billable" Hours Productivity Adjustment	3.69 27.33 1.46	3.69 25.55 1.57
	Staff Cost per Billable Hour	\$50.39	\$53.90
senses	- Square Feet of Office Space - Annual Cost per Square Foot Annual Cost of Office Space	100 \$15.00 \$1,500.00	100 \$15.00 \$1,500.00
Operating Expenses	Annual Cost for Phone and Internet Annual Cost of Office Equipment and Supplies	\$1,200.00 \$1,200.00	\$1,200.00 \$1,200.00
Ope	Annual Cost of Equipment and Supplies  Total Annual Operating Expense Cost  Operating Expense Cost per Billable Hour	\$1,200.00 \$5,100.00 \$3.59	\$1,200.00 \$5,100.00 <b>\$3.84</b>
Mileage	- Number of Miles Traveled per Week - Amount per Mile Weekly Mileage Cost Mileage Cost per Billable Hour	\$0.580 \$81.20 \$2.97	210 \$0.580 \$121.80 \$4.77
. and nead	Cost per Billable Hour Before Admin. and Other Overhead	\$56.95	\$62.51
Admin. and Overhead	- Administration and Other Overhead Rate  Admin. and Other Overhead Cost per Billable Staff Hour	15.0% \$10.05	15.0% \$11.03
	Total Hourly Rate	\$67.00	\$73.54

### **Professional Behavior Services**

### Less than Bachelor's

		Standard	Incentive
	Unit of Service	Hour	Hour
efits	- Direct Staff Hourly Wage - Benefit Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.88 28.1% \$26.75	\$20.88 28.1% \$26.75
Direct Support Staff Wages and Benefits	Productivity Assumptions Total Hours - Travel Time (Between Members)	40.00	40.00
ff Wage	- Participating in Assessments/ Person-Centered Planning - Progress Notes/ Medical Records	0.22 2.22	0.22 2.22
port Sta	- Collateral Contacts (Not Billable) - Employer and One-on-One Supervision Time - Time Lost Due to Missed Appointments	1.11 0.67 0.44	1.11 0.67 0.44
ect Supi	- Training - Paid Time Off	0.77 3.69	0.77 3.69
Dir	"Billable" Hours Productivity Adjustment	27.33 1.46	25.55 1.57
	Staff Cost per Billable Hour	\$39.15	\$41.88
es	- Square Feet of Office Space - Annual Cost per Square Foot	100 \$15.00	100 \$15.00
bens	Annual Cost of Office Space	\$1,500.00	\$1,500.00
Operating Expenses	Annual Cost for Phone and Internet Annual Cost of Office Equipment and Supplies	\$1,200.00 \$1,200.00	\$1,200.00 \$1,200.00
) Jpera	Annual Cost of Equipment and Supplies	\$1,200.00	\$1,200.00
	Total Annual Operating Expense Cost Operating Expense Cost per Billable Hour	\$5,100.00 <b>\$3.59</b>	\$5,100.00 <b>\$3.84</b>
Mileage	- Number of Miles Traveled per Week - Amount per Mile	140 \$0.580	210 \$0.580
M	Weekly Mileage Cost Mileage Cost per Billable Hour	\$81.20 <b>\$2.97</b>	\$121.80 <b>\$4.77</b>
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$45.71	\$50.49
Admi Over	- Administration and Other Overhead Rate  Admin. and Other Overhead Cost per Billable Staff Hour	15.0% \$8.07	15.0% \$8.91
	Total Hourly Rate	\$53.78	\$59.40

### Transportation

	_	Standard	After-Hours	Wheelchair
	Unit of Service	Mile	Mile	Mile
	- Direct Staff Hourly Wage	\$16.43	\$18.07	\$16.43
pu	- Benefit Rate (as a percent of wages)	32.0%	29.9%	32.0%
s a:	Hourly Staff Cost Before Prod. Adj. (wages + benefits)	\$21.69	\$23.48	\$21.69
age	Tround Sum Sour Bolore From Frag. (Huges & Sources)	Ψ21.09	Ψ23.10	Ψ21.03
	Productivity Assumptions			
ort Staff Benefits	Total Hours	40.00	40.00	40.00
St	- Travel Time (Between Members)	7.47	7.47	11.43
ort Be	- Employer and One-on-One Supervision Time	0.66	0.66	0.66
ldn	- Training	1.15	1.15	1.15
t S	- Paid Time Off	3.69	3.69	3.69
rec	"Billable" Hours	27.03	27.03	23.07
D.	Productivity Adjustment	1.48	1.48	1.73
	Weekly Staff Cost	\$867.60	\$939.20	\$867.60
	- Number of Miles Traveled per Week	1,250	1,250	1,250
ပ	- Number of Mines Traveled per Week	1,230	1,230	1,230
Mileage	Operating Cost per Mile	\$0.580	\$0.580	\$0.580
Mil	Weekly Mileage Cost	\$725.00	\$725.00	\$725.00
	- Number of Billable Miles per Week	1,000	1,000	850
u	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21
Supervision	- Supervisor Benefit Rate	28.1%	28.1%	28.1%
SLV	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56
ďn	- Number of DSPs per Supervisor	8.0	8.0	8.0
S	Supervisor Cost per Week per DSP	\$129.45	\$129.45	\$129.45
nd d	Cost per Billable Hour Before Admin. And Other Overhead	\$1,722.05	\$1,793.65	\$1,722.05
lmir verl	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%
Ad O	Admin. and Other Overhead Cost per Week	\$303.89	\$316.53	\$303.89
_		#2 025 C t	# <b>Q</b> 110 10	#2.025.01
	Total Cost per Week	\$2,025.94	\$2,110.18	\$2,025.94
	Total Rate per Mile	\$2.03	\$2.11	\$2.38

## Review of Provider Rates for Residential and Other HCBS

# Appendices of Supporting Documentation for Final Rate Models, Revision 2

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

Burns & Associates, Inc. 3030 North 3rd Street, Suite 200 Phoenix, Arizona 85012 (602) 241-8520 www.burnshealthpolicy.com

October 2, 2020

## Appendix A: Wage Assumptions Data for Occupations with Duties Related to HCBS

BLS Cod	le and Title	Educatio	Education and Training Requirement						Bureau of Labor Statistics Wages			
		Typical	Related	Typical On-the-Job		10th	25th	50th	75th	90th		
11-9151	Social and community service managers	Not Reported	Under 5 years	None		\$16.68	\$21.42	\$28.76	\$38.61	\$46.44		
19-3031	Clinical/ couns./ school psychologists	Doctoral/ prof.	None	Internship/residency		\$24.11	\$31.02	\$40.17	\$52.33	\$61.72		
21-1012	Educational/ vocational/ school counselors	Master's	None	None		\$17.15	\$21.15	\$27.35	\$36.86	\$46.76		
21-1015	Rehabilitation counselors	Master's	None	None		\$12.25	\$14.30	\$18.38	\$26.28	\$33.56		
21-1018	Substance abuse/ behavioral, counselors	Not Reported	Not Reported	Not Reported		\$15.51	\$18.02	\$23.68	\$35.27	\$45.84		
21-1021	Child/ family/ school social workers	Bachelor's	None	None		\$15.48	\$18.40	\$24.19	\$29.87	\$32.88		
21-1022	Healthcare social workers	Master's	None	Internship/residency		\$22.57	\$27.35	\$33.29	\$39.67	\$46.63		
21-1023	Mental health/ sub. abuse social work	Master's	None	Internship/residency		\$14.08	\$17.49	\$22.29	\$28.88	\$36.17		
21-1093	Social and human service assistants	High school	None	Short-term OTJ		\$12.15	\$14.15	\$17.51	\$21.10	\$24.31		
21-1094	Community health workers	High school	None	Short-term OTJ		\$13.13	\$15.06	\$18.35	\$22.02	\$25.73		
25-2051	Special education teachers, preschool	Bachelor's	None	None		\$22.94	\$46.56	\$53.65	\$65.97	\$78.88		
25-2052	Special ed. teachers, kinder. & elem.	Bachelor's	None	None		\$31.71	\$38.57	\$51.62	\$65.14	\$76.19		
25-2053	Special ed. teachers, middle school	Bachelor's	None	None		\$34.71	\$42.52	\$56.25	\$67.65	\$78.78		
25-2054	Special ed. teachers, secondary school	Bachelor's	None	None		\$33.69	\$42.09	\$52.60	\$71.70	\$83.24		
25-9041	Teacher assistants	Some college	None	None		\$15.15	\$18.06	\$21.68	\$25.56	\$28.69		
27-3031	Public relations specialists	Bachelor's	None	None		\$23.77	\$30.33	\$41.44	\$54.81	\$69.20		
29-1122	Occupational therapists	Master's	None	None		\$32.74	\$38.32	\$43.76	\$48.84	\$55.66		
29-1123	Physical therapists	Doctoral/ prof.	None	None		\$31.42	\$35.15	\$41.33	\$47.44	\$53.00		
29-1127	Speech-language pathologists	Master's	None	Internship/residency		\$26.29	\$33.60	\$40.96	\$46.48	\$50.01		
29-1141	Registered nurses	Bachelor's	None	None		\$31.29	\$36.19	\$42.92	\$49.04	\$56.99		
29-2053	Psychiatric technicians	Postsec. nondegree	Under 5 years	Short-term OTJ		\$15.11	\$19.64	\$22.47	\$25.85	\$28.44		
29-2061	Lic. practical and lic. vocational nurses	Postsec. nondegree	None	None		\$20.00	\$21.76	\$24.41	\$27.61	\$29.89		
31-1011	Home health aides	High school	None	Short-term OTJ		\$10.08	\$10.58	\$11.43	\$12.45	\$14.77		
31-1013	Psychiatric aides	High school	None	Short-term OTJ		\$15.62	\$16.70	\$18.46	\$21.47	\$22.55		
31-1014	Nursing assistants	Postsec. nondegree	None	None		\$11.26	\$13.07	\$15.05	\$17.87	\$20.40		
31-2011	Occupational therapist assistants	Associate's	None	None		\$23.61	\$26.30	\$29.20	\$32.49	\$37.01		
31-2021	Physical therapist assistants	Associate's	None	None		\$22.62	\$25.78	\$28.48	\$31.25	\$35.79		
31-2022	Physical therapist aides	High school	None	Short-term OTJ		\$10.64	\$12.07	\$14.03	\$16.91	\$20.08		
39-1021	First-lines supervisors of PSWs	High school	Under 5 years	None		\$11.07	\$13.15	\$16.48	\$20.73	\$27.28		
39-9021	Personal care aides	High school	None	Short-term OTJ		\$10.09	\$10.69	\$11.69	\$13.23	\$14.62		
39-9032	Recreation workers	High school	None	Short-term OTJ		\$10.12	\$10.95	\$12.46	\$15.53	\$20.33		
39-9041	Residential advisers	High school	None	Short-term OTJ		\$10.41	\$11.67	\$14.46	\$17.72	\$20.79		
41-3099	Sales reps, services, all others	High school	None	Moderate-term OTJ		\$13.12	\$16.08	\$23.51	\$33.84	\$49.05		

## **Appendix A: Wage Assumptions Wage Compression Assumptions**

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous	Dollar Amount from Previous Step	Revised Wage
	rievious step	Step 'Captured' as Part	*	
		of Wage Increase	Wage Increase	
\$9.75				\$14.75
\$10.00	\$0.25	90%	\$0.23	\$14.98
\$11.00	\$1.00	90%	\$0.90	\$15.88
\$12.00	\$1.00	80%	\$0.80	\$16.68
\$13.00	\$1.00	70%	\$0.70	\$17.38
\$14.00	\$1.00	60%	\$0.60	\$17.98
\$15.00	\$1.00	50%	\$0.50	\$18.48
\$16.00	\$1.00	40%	\$0.40	\$18.88
\$17.00	\$1.00	30%	\$0.30	\$19.18
\$18.00	\$1.00	20%	\$0.20	\$19.38
\$19.00	\$1.00	10%	\$0.10	\$19.48

## Appendix A: Wage Assumptions BLS Wages with Adjustments for Minimum Wage

BLS Code and Title	Adj	ustment	for Mini	mum Wa	ıge
	10th	25th	50th	75th	90th
11-9151 Social and community service managers	\$19.08	\$21.42	\$28.76	\$38.61	\$46.44
19-3031 Clinical/ couns./ school psychologists	\$24.11	\$31.02	\$40.17	\$52.33	\$61.72
21-1012 Educational/ vocational/ school counselors	\$19.21	\$21.15	\$27.35	\$36.86	\$46.76
21-1015 Rehabilitation counselors	\$16.86	\$18.13	\$19.42	\$26.28	\$33.56
21-1018 Substance abuse/ behavioral, counselors	\$18.68	\$19.38	\$23.68	\$35.27	\$45.84
21-1021 Child/ family/ school social workers	\$18.67	\$19.42	\$24.19	\$29.87	\$32.88
21-1022 Healthcare social workers	\$22.57	\$27.35	\$33.29	\$39.67	\$46.63
21-1023 Mental health/ sub. abuse social work	\$18.02	\$19.28	\$22.29	\$28.88	\$36.17
21-1093 Social and human service assistants	\$16.79	\$18.06	\$19.28	\$21.10	\$24.31
21-1094 Community health workers	\$17.46	\$18.50	\$19.42	\$22.02	\$25.73
25-2051 Special education teachers, preschool	\$22.94	\$46.56	\$53.65	\$65.97	\$78.88
25-2052 Special ed. teachers, kinder. & elem.	\$31.71	\$38.57	\$51.62	\$65.14	\$76.19
25-2053 Special ed. teachers, middle school	\$34.71	\$42.52	\$56.25	\$67.65	\$78.78
25-2054 Special ed. teachers, secondary school	\$33.69	\$42.09	\$52.60	\$71.70	\$83.24
25-9041 Teacher assistants	\$18.54	\$19.39	\$21.68	\$25.56	\$28.69
27-3031 Public relations specialists	\$23.77	\$30.33	\$41.44	\$54.81	\$69.20
29-1122 Occupational therapists	\$32.74	\$38.32	\$43.76	\$48.84	\$55.66
29-1123 Physical therapists	\$31.42	\$35.15	\$41.33	\$47.44	\$53.00
29-1127 Speech-language pathologists	\$26.29	\$33.60	\$40.96	\$46.48	\$50.01
29-1141 Registered nurses	\$31.29	\$36.19	\$42.92	\$49.04	\$56.99
29-2053 Psychiatric technicians	\$18.52	\$19.48	\$22.47	\$25.85	\$28.44
29-2061 Lic. practical and lic. vocational nurses	\$20.00	\$21.76	\$24.41	\$27.61	\$29.89
31-1011 Home health aides	\$15.05	\$15.50	\$16.22	\$17.00	\$18.37
31-1013 Psychiatric aides	\$18.73	\$19.09	\$19.43	\$21.47	\$22.55
31-1014 Nursing assistants	\$16.09	\$17.42	\$18.50	\$19.35	\$20.40
31-2011 Occupational therapist assistants	\$23.61	\$26.30	\$29.20	\$32.49	\$37.01
31-2021 Physical therapist assistants	\$22.62	\$25.78	\$28.48	\$31.25	\$35.79
31-2022 Physical therapist aides	\$15.56	\$16.73	\$18.00	\$19.15	\$20.08
39-1021 First-lines supervisors of PSWs	\$15.94	\$17.47	\$19.02	\$20.73	\$27.28
39-9021 Personal care aides	\$15.06	\$15.60	\$16.43	\$17.52	\$18.29
39-9032 Recreation workers	\$15.09	\$15.84	\$17.00	\$18.69	\$20.33
39-9041 Residential advisers	\$15.35	\$16.42	\$18.21	\$19.32	\$20.79
41-3099 Sales reps, services, all others	\$17.45	\$18.90	\$23.51	\$33.84	\$49.05

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

Attendant Care  24 Hour Residential - DSP  24 Hour Residential Professional Staff  24 Hour Residential - Category 4 Professional Behavior Services - Master's Professional Behavior Services - Category Professional Behavior Services - Category Services - Category Services - Category Services - Category	
24 Hour Residential - DSP 24 Hour Residential Professional Staff 24 Hour Residential - Category 4 Professional Behavior Services - Master's Professional Behavior Services - Bachelor's Professional Behavior Services - Other Transportation Supervisors	Attendant Care
Professional Staff 24 Hour Residential - 24 Hour Residential - Category 4 Professional Behavior Services - Master's Professional Behavior Services - Bachelor's Professional Behavior Transportation Supervisors	24 Hour Residential - DSP
24 Hour Residential - Category 4 Professional Behavior Services - Master's Professional Behavior Services - Bachelor's Professional Behavior Services - Other Transportation	24 Hour Residential Professional Staff
Professional Behavior Services - Master's Professional Behavior Services - Bachelor's Professional Behavior Services - Other Transportation	24 Hour Residential - Category 4
Professional Behavior Services - Bachelor's Professional Behavior Services - Other Transportation	Professional Behavior Services - Master's
Professional Behavior Services - Other Transportation Supervisors	Professional Behavior Services - Bachelor's
Transportation Supervisors	Professional Behavior Services - Other
Supervisors	Transportation
	Supervisors

BLS Code	e and Title	,								
11-9151	Social and community service managers									
19-3031	Clinical/ couns./ school psychologists			50%		100%				
21-1012 Educational/ vocational/ school counselors										
21-1015	Rehabilitation counselors									
21-1018	Substance abuse/ behavioral, counselors									
21-1021	Child/ family/ school social workers									
21-1022	Healthcare social workers						50%			
21-1023	Mental health/ sub. abuse social work						50%			
21-1093	Social and human service assistants	40%	40%		40%			50%		50%
21-1094	Community health workers									
25-2051	Special education teachers, preschool									
25-2052	Special ed. teachers, kinder. & elem.									
25-2053	Special ed. teachers, middle school									
25-2054	Special ed. teachers, secondary school									
25-9041	Teacher assistants									
27-3031	Public relations specialists									
29-1122	Occupational therapists									
29-1123	Physical therapists									
29-1127	Speech-language pathologists									
29-1141	Registered nurses			50%						
29-2053	Psychiatric technicians							50%		
29-2061	Lic. practical and lic. vocational nurses									
31-1011	Home health aides									
31-1013	Psychiatric aides				15%					
31-1014	Nursing assistants									
31-2011	Occupational therapist assistants									
31-2021	Physical therapist assistants									
31-2022	Physical therapist aides									
39-1021	First-lines supervisors of PSWs									
39-9021	Personal care aides	60%	60%		45%				100%	
39-9032	Recreation workers									
39-9041	Residential advisers									50%
41-3099	Sales reps, services, all others									
		100%	100%	100%	100%	100%	100%	100%	100%	100%

## Review of Provider Rates for Residential and Other HCBS Final Rate Models, Revision 2

### prepared for Oregon Office of Developmental Disabilities Services

## Appendix A: Wage Assumptions Comparison of Wages from Provider Survey and Bureau of Labor Statistics (Using Job Requirement

Attendant Care
24 Hour Residential - Adults
24 Hour Residential - Children
24 Hour Residential Professional Staff
24 Hour Residential - Category 4
Professional Behavior Services - Master's
Professional Behavior Services - Bachelor's
Professional Behavior Services - Other
Transportation
Supervisors

#### Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions 1

					L .				
10th %ile	\$15.75	\$15.75	\$27.70	\$16.30	\$24.11	\$20.30	\$17.66	\$15.06	\$16.07
25th %ile	\$16.58	\$16.58	\$33.61	\$17.11	\$31.02	\$23.32	\$18.77	\$15.60	\$17.24
50th %ile	\$17.57	\$17.57	\$41.55	\$18.02	\$40.17	\$27.79	\$20.88	\$16.43	\$18.75
75th %ile	\$18.95	\$18.95	\$50.69	\$19.54	\$52.33	\$34.28	\$23.48	\$17.52	\$20.21
90th %ile	\$20.70	\$20.70	\$59.36	\$21.34	\$61.72	\$41.40	\$26.38	\$18.29	\$22.55

#### Provider Survey Standard Areas (employees excluding supervisors)<sup>2</sup>

Respondents	6	22	6		12	12	
Min	\$9.31	\$9.31	\$11.00		\$13.49	\$9.31	
Max	\$18.51	\$34.91	\$17.50		\$49.37	\$14.50	
Median	\$11.38	\$11.99	\$11.63		\$19.76	\$12.29	
Wt. Avg. no outliers	\$11.90	\$11.91	\$11.61		\$21.08	\$12.02	

### Provider Survey Portland Metro Areas (employees excluding supervisors)<sup>2</sup>

Respondents	11	8	3		2	8	
Min	\$11.92	\$11.31	\$11.49		\$17.00	\$11.78	
Max	\$17.98	\$34.99	\$17.00		\$17.66	\$17.00	
Median	\$14.39	\$12.31	\$11.99		\$17.33	\$12.85	
Wt. Avg. no outliers	\$13.75	\$13.17	\$12.05		\$17.33	\$14.89	

### Provider Survey Nonurban Areas (employees excluding supervisors)<sup>2</sup>

Respondents	1	1	1		1	1	
Min	\$16.92	\$10.77	\$10.77			\$10.77	
Max	\$16.92	\$10.77	\$10.77			\$10.77	
Median	\$16.92	\$10.77	\$10.77			\$10.77	
Wt. Avg. no outliers	\$16.92	\$10.77	\$10.77		_	\$10.77	

<sup>&</sup>lt;sup>1</sup>Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements, except manager position

<sup>&</sup>lt;sup>2</sup>Provider Survey results are reported for Professional Behavior Services within a comprehensive setting due to low sample size of Professional Behavior Services - Extern

#### **Appendix B: Benefits Assumptions**

	% of Er	nployees with	Access		ployees Who Participation			enefit Level f	_		tive Benefit l	
	Provider Survey <sup>1</sup>	BLS Data <sup>2</sup>	Rate Model		BLS Data <sup>2</sup>	Rate Model		BLS Data <sup>2</sup>			BLS Data <sup>2</sup>	
Mandatory Benefi	ts		#	-		***	-			-		
FICA <sup>3</sup>												7.65%
Federal UI <sup>4</sup>												0.60%
State UI <sup>5</sup>										2.76%		2.90%
Workers' Comp.										2.33%		2.30%
Paid Time Off <sup>6</sup> Days per year  Days per year									Days per year			
Holidays	80%	75%	100%	80%	75%	100%	7.4	8.0	8.0	6.0	6.0	8.0
Vacation Leave	92%	71%	100%	92%	71%	100%	14.1	10.0	16.0	12.9	7.1	16.0
Sick Leave	7270	73%	10070	7270	73%	10070	17.1	3.0	10.0	12.7	2.2	10.0
Total							21.5	21.0	24.0	18.9	15.3	24.0
Health Insurance <sup>7</sup>							Employer	contribution	per month	Employer	contribution j	per month
	85%	66%	100%	59%	51%	85%	\$391	\$432	\$525	\$232	\$220	\$446
Retirement							Employer c	ontribution (S	% of salary)	Employer c	ontribution (%	% of salary)
	58%	57%	0%	27%	45%	100%	3.8%	NR	2.0%	1.0%	NR	2.0%
Other Benefits <sup>8</sup>							Employer	contribution	per month	Employer	contribution j	per month
	89%	-	100%	74%	-	100%	\$34	-	\$25	\$25	-	\$25

<sup>&</sup>lt;sup>1</sup>Provider survey results - averages (means) weighted by reported numbers of full-time staff (defined in the survey as staff working more than 30 hours per week; providers reported that approximately three-quarters of the workforce is full-time)

<sup>&</sup>lt;sup>2</sup>BLS' 2016 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2016/ownership\_private.htm); data reported is for private employers in the Pacific region

<sup>&</sup>lt;sup>3</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>&</sup>lt;sup>4</sup>Applies to first \$7,000 in wages

<sup>&</sup>lt;sup>5</sup>Applies to first \$35,700 in wages

<sup>&</sup>lt;sup>6</sup>BLS data for vacation and sick leave is based on national figures for employees with 1-5 years of experience (average for those with 6-10 experience is 15 days of vacation and 6 days of sick leave)

<sup>&</sup>lt;sup>7</sup>In addition to BLS data for single coverage, other data sources were reviewed. According to 2016 data from the U.S. DHHS' Medical Expenditure Panel Survey (MEPS), the average premium for a single person policy across all employers in Oregon was \$497.83 with an employer share of \$412.17 (Tables II.C.1 and II.C.2). Data from Kaiser and the Urban Institute report that the 2016 cost of the 'benchmark' silver plan offered through the federal health insurance exchange in Oregon was less than \$250 per month for non-smokers less than 40 years old

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

Appendix B: Benefits Assumptions - Benefit Rates by Wage Level

Hourly Wage	Annual		enefit Rate -	Effective Benefit Rate - Model				
	Salary	Survey	Results	Assum	ptions <sup>1,2</sup>			
		w/ PTO	w/o PTO	w/ PTO	w/o PTO			
\$11	\$22,880	34.7%	27.4%	49.0%	39.7%			
\$12	\$24,960	33.5%	26.3%	46.9%	37.7%			
\$13	\$27,040	32.6%	25.3%	45.1%	35.9%			
\$14	\$29,120	31.7%	24.5%	43.6%	34.4%			
\$15	\$31,200	31.0%	23.8%	42.3%	33.1%			
\$16	\$33,280	30.4%	23.1%	41.2%	32.0%			
\$17	\$35,360	29.9%	22.6%	40.2%	31.0%			
\$18	\$37,440	29.2%	22.0%	39.1%	29.9%			
\$19	\$39,520	28.7%	21.4%	38.2%	29.0%			
\$20	\$41,600	28.1%	20.9%	37.3%	28.1%			
\$21	\$43,680	27.7%	20.4%	36.6%	27.4%			
\$22	\$45,760	27.2%	20.0%	35.9%	26.7%			
\$23	\$47,840	26.8%	19.6%	35.2%	26.0%			
\$24	\$49,920	26.5%	19.2%	34.6%	25.4%			
\$25	\$52,000	26.2%	18.9%	34.1%	24.9%			
\$26	\$54,080	25.9%	18.6%	33.6%	24.4%			
\$27	\$56,160	25.6%	18.3%	33.1%	23.9%			
\$28	\$58,240	25.3%	18.1%	32.7%	23.5%			
\$29	\$60,320	25.1%	17.8%	32.3%	23.1%			
\$30	\$62,400	24.8%	17.6%	31.9%	22.7%			
\$31	\$64,480	24.6%	17.4%	31.6%	22.4%			
\$32	\$66,560	24.4%	17.2%	31.3%	22.1%			
\$33	\$68,640	24.2%	17.0%	31.0%	21.8%			
\$34	\$70,720	24.1%	16.8%	30.7%	21.5%			
\$35	\$72,800	23.9%	16.6%	30.4%	21.2%			
\$36	\$74,880	23.7%	16.5%	30.1%	20.9%			
\$37	\$76,960	23.6%	16.3%	29.9%	20.7%			
\$38	\$79,040	23.5%	16.2%	29.7%	20.5%			
\$39	\$81,120	23.3%	16.1%	29.5%	20.2%			
\$40	\$83,200	23.2%	15.9%	29.2%	20.0%			
\$41	\$85,280	23.1%	15.8%	29.0%	19.8%			
\$42	\$87,360	23.0%	15.7%	28.9%	19.7%			
\$43	\$89,440	22.9%	15.6%	28.7%	19.5%			
\$44	\$91,520	22.8%	15.5%	28.5%	19.3%			
\$45	\$93,600	22.7%	15.4%	28.3%	19.1%			
\$46	\$95,680	22.6%	15.3%	28.2%	19.0%			
\$47	\$97,760	22.5%	15.2%	28.0%	18.8%			
\$48	\$99,840	22.4%	15.1%	27.9%	18.7%			
\$49	\$101,920	22.3%	15.0%	27.8%	18.6%			

<sup>&</sup>lt;sup>1</sup>Benefit rates based on the wage assumed in rate models, rounded down to the nearest dollar

<sup>&</sup>lt;sup>2</sup>Benefit rate in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment

## Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

<b>(</b>					i vey ite.							
Rate Model Assumptions	Attendant Care	24 Hour Residential - Adult	24 Hour Residential - Children	Professional Behavior Services - Master's Degree or Above, Standard	Professional Behavior Services - Bachelor's Degree, Standard	Professional Behavior Services - Less than Bachelor's, Standard	Professional Behavior Services - Master's Degree or Above, Incentive	Professional Behavior Services - Bachelor's Degree, Incentive	Professional Behavior Services - Less than Bachelor's, Incentive	Transportation - Standard	Transportation - After-Hours	Transportation - Wheelchair
Direct services	35.50	39.15	39.15	30.75	30.75	30.75	28.75	28.75	28.75	30.75	30.75	26.25
Participating in assessments/ person-centered planning	0.25	0.10	0.10	0.25	0.25	0.25	0.25	0.25	0.25	-	-	-
Travel time (between members)	2.00	-	-	4.00	4.00	4.00	6.00	6.00	6.00	8.50	8.50	13.00
Progress notes/ medical records	1.00	-	-	2.50	2.50	2.50	2.50	2.50	2.50	-	-	-
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
Collateral contacts (not billable)	-	-	-	1.25	1.25	1.25	1.25	1.25	1.25	-	-	-
Time lost due to missed appointments	0.50	-	-	0.50	0.50	0.50	0.50	0.50	0.50	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Annual Hours for Training and PTO												
Training	60.00	80.00	140.00	40.00	40.00	40.00	40.00	40.00	40.00	60.00	60.00	60.00
Paid time off	192.00	192.00	192.00	192.00	192.00	192.00	192.00	192.00	192.00	192.00	192.00	192.00
Rate Model Assumptions Adjusted for Training and PTO												
Direct services	31.20	34.03	32.91	27.33	27.33	27.33	25.55	25.55	25.55	27.03	27.03	23.07
Participating in assessments/ person-centered planning	0.22	0.09	0.08	0.22	0.22	0.22	0.22	0.22	0.22	-	-	-
Travel time (between members)	1.76	-	-	3.55	3.55	3.55	5.33	5.33	5.33	7.47	7.47	11.43
Progress notes/ medical records	0.88	-	-	2.22	2.22	2.22	2.22	2.22	2.22	-	-	-
Employer and one-on-one supervision time	0.66	0.65	0.63	0.67	0.67	0.67	0.67	0.67	0.67	0.66	0.66	0.66
Collateral contacts (not billable)	-	-	-	1.11	1.11	1.11	1.11	1.11	1.11	-	-	-
Time lost due to missed appointments	0.44	-	-	0.44	0.44	0.44	0.44	0.44	0.44	-	-	-
Training	1.15	1.54	2.69	0.77	0.77	0.77	0.77	0.77	0.77	1.15	1.15	1.15
Paid time off	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69
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 (with Comparison to Provider Survey Results)

Provider Survey (scaled to 40 hour week)		Attendant Care	24 Hour Residential - Adult	24 Hour Residential - Children	Professional Behavior Services - Master's Degree or Above, Standard	Professional Behavior Services - Bachelor's Degree, Standard	Professional Behavior Services - Less than Bachelor's, Standard	Professional Behavior Services - Master's Degree or Above, Incentive	Professional Behavior Services - Bachelor's Degree, Incentive	Professional Behavior Services - Less than Bachelor's, Incentive	Transportation - Standard	Transportation - After-Hours	Transportation - Wheelchair
Direct services	• • • • • • • • • • • • • • • • • • • •												
Collateral contacts not otherwise billable			1 26 22	22.01	1	21.00						26.22	
Participating in ISP meetings   0.17   0.28   0.18   1.51			36.22	33.01								36.33	
Travel time (between members)   3.86   0.18			0.17	0.20								1.51	
Time lost to missed appointments			0.17	0.28								1.51	
Recordkeeping													
Employer time' (e.g. staff meetings)													
Independent Behavior Consultants Admin time			1 10	1.60								0.67	
Training (calculated)	Independent Rehavior Consultants Admin time		1.10	1.00								0.07	
Other activities			1 32	1 14								1 37	
Total			-			0.76							
Direct services   33.95   30.99   21.08   38.47						40.00							
Direct services				10100	Į.								
Collateral contacts not otherwise billable			33.05	30.99	l	21.08						38 47	
Participating in ISP meetings   0.18   0.42   0.18   3.86   Travel time (between members)   0.18   0.42   0.18   3.86   Travel time (between members)   0.18   0.			33.93	30.99								30.47	
Travel time (between members)   3.86   0.18   Recordkeeping   7.60   Time lost to missed appointments   0.18   Recordkeeping   7.60   Time lost to missed appointments   0.65   0.62   3.64   Independent Behavior Consultants Admin time   1.35   Training (calculated)   1.32   1.14   0.78   1.37   Other activities   3.90   6.83   Total   40.00   40.0			0.18	0.42								0.16	
Time lost to missed appointments			0.10	0.42								0.10	
Recordkeeping													
Employer time' (e.g. staff meetings)													
Independent Behavior Consultants Admin time	'Employer time' (e.g. staff meetings)		0.65	0.62									
Training (calculated)	Independent Behavior Consultants Admin time												
Total   40.00   40.00   40.00   40.00   40.00			1.32	1.14		0.78						1.37	
Nonurban Region  Direct services  Collateral contacts not otherwise billable Participating in ISP meetings Travel time (between members) Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) Other activities Total  40.00  38.68  38.86  38.63  38.63  38.63  38.63  38.63  38.63  38.63  38.63  38.63  38.63  38.63  48.60	Other activities		3.90	6.83									
Direct services 38.68 38.86 38.86 38.63  Collateral contacts not otherwise billable Participating in ISP meetings Travel time (between members)  Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) 1.32 1.14 1.37  Other activities 40.00 40.00 40.00 40.00	Total		40.00	40.00		40.00						40.00	
Direct services 38.68 38.86 38.86 38.63  Collateral contacts not otherwise billable Participating in ISP meetings Travel time (between members)  Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) 1.32 1.14 1.37  Other activities 40.00 40.00 40.00 40.00	Nonurban Region												
Collateral contacts not otherwise billable Participating in ISP meetings Travel time (between members) Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) Other activities Total  40.00  40.00  40.00  40.00			38.68	38.86								38.63	
Travel time (between members) Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) Other activities Total  1.32 1.14 1.37 1.37	Collateral contacts not otherwise billable												
Travel time (between members) Time lost to missed appointments Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) Other activities Total  1.32 1.14 1.37 1.37													
Time lost to missed appointments  Recordkeeping 'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time  Training (calculated) Other activities Total  1.32 1.14 1.37 1.37 40.00 40.00 40.00	Travel time (between members)												
'Employer time' (e.g. staff meetings) Independent Behavior Consultants Admin time Training (calculated) Other activities Total  1.32 1.14 1.37 40.00 40.00 40.00	Time lost to missed appointments												
Independent Behavior Consultants Admin time	Recordkeeping												
Training (calculated)       1.32       1.14       1.37         Other activities       40.00       40.00       40.00	'Employer time' (e.g. staff meetings)												
Other activities         40.00         40.00         40.00         40.00													
Total 40.00 40.00 40.00 40.00			1.32	1.14								1.37	
1 All figures are weighted averages (based on April 2015, March 2016 revenues) without outliers												40.00	

<sup>&</sup>lt;sup>1</sup>All figures are weighted averages (based on April 2015 - March 2016 revenues) without outliers

#### Appendix D: Adult 24-Hour Residential Staff Hour Assumptions

		Three-Bed Capacity Four- and Five-Bed Capacity								
	Category 1	Category 2	Category 3	Category 4	Category 1	Category 2	Category 3	Category 4		
	Tier 1	Tier 2, 3	Tier 4, 5	Tier 6	Tier 1	Tier 2, 3	Tier 4, 5	Tier 6		
Base Staff Hours										
Hours in a Week	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0		
'Peak' Daytime Hours <sup>1</sup>	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0		
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0		
Overnight Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0		
Number of Staff on Shift During 'Peak' Daytime Hours	1.0	1.0	2.0	2.0	1.0	2.0	2.0	2.0		
Number of Staff on Shift During Non-'Peak' Daytime Hours	1.0	1.0	1.0	2.0	1.0	1.0	2.0	2.0		
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0		
Base Staff Hours	168.0	168.0	250.0	336.0	168.0	250.0	280.0	336.0		
'Floating' Staff Hours										
'Floating' FTE Per Week <sup>2</sup>	0.625	0.875	1.000	0.375	2.000	0.500	1.500	2.500		
Floating Staff Hours	25.0	35.0	40.0	15.0	80.0	20.0	60.0	100.0		
Total Hours per Home per Week	168.0	203.0	290.0	351.0	208.0	270.0	340.0	436.0		
Hours per Member per Week	56.0	67.7	96.7	117.0	46.2	60.0	75.6	96.9		

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

<sup>&</sup>lt;sup>2</sup>'Floating' FTE hours are intended to accommodate participants who participate in day programs less frequently than assumed, to provide one-to-one support away from the home, etc.

### **Appendix E: Children 24-Hour Residential Staff Hour Assumptions**

		Three-Bea	l Capacity			Four-Bea	l Capacity		Five-Bed Capacity				
	Category 1	1	Category 3			₩ :		Category 4	Category 1	Category 2	<b>■</b> ■	Category 4	
	Tier 1	Tier 2, 3	Tier 4, 5	Tier 6	Tier 1	Tier 2, 3	Tier 4, 5	Tier 6	Tier 1	Tier 2, 3	Tier 4, 5	Tier 6	
Base Staff Hours													
Hours in a Week	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	
First Shift Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	
Second Shift Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	
Third Shift (Overnight) Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	
Number of Staff on First Shift	1.0	2.0	2.0	3.0	2.0	2.0	3.0	3.0	2.0	2.0	3.0	3.0	
Number of Staff on Second Shift	2.0	2.0	2.0	2.0	2.0	2.0	3.0	3.0	2.0	2.0	3.0	3.0	
Number of Staff on Third Shift	1.0	1.0	2.0	2.0	1.0	2.0	2.0	3.0	1.0	2.0	2.0	3.0	
Base Staff Hours	224.0	280.0	336.0	392.0	280.0	336.0	448.0	504.0	280.0	336.0	448.0	504.0	
'Floating' Staff Hours													
'Floating' FTE Per Week <sup>2</sup>	0.375	0.375	0.375	0.375	0.500	0.500	0.500	0.500	0.625	0.625	0.625	0.625	
Floating Staff Hours	15.0	15.0	15.0	15.0	20.0	20.0	20.0	20.0	25.0	25.0	25.0	25.0	
Total Hours per Home per Week	239.0	295.0	351.0	407.0	300.0	356.0	468.0	524.0	305.0	361.0	473.0	529.0	
Hours per Member per Week	79.7	98.3	117.0	135.7	75.0	89.0	117.0	131.0	61.0	72.2	94.6	105.8	

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

<sup>&</sup>lt;sup>2</sup>'Floating' FTE hours are intended to accommodate participants who participate in day programs less frequently than assumed, to provide one-to-one support away from the home, etc.