

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

Service	Unit	Current Oct. 2020	Final	Comments
Adult 24 Hour Residential (Tier 1) - 3 or fewer residents	Day	\$207.78*	\$340.31	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). Current rates are published as a month, but are reported here as a 344 day rate for comparative purposes. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.
Adult 24 Hour Residential (Tier 2) - 3 or fewer residents	Day	\$239.52*	\$398.79	
Adult 24 Hour Residential (Tier 3) - 3 or fewer residents	Day	\$258.82*		
Adult 24 Hour Residential (Tier 4) - 3 or fewer residents	Day	\$467.47*	\$545.83	
Adult 24 Hour Residential (Tier 5) - 3 or fewer residents	Day	\$532.66*		
Adult 24 Hour Residential (Tier 6) - 3 or fewer residents	Day	\$624.42*	\$653.39	
Adult 24 Hour Residential (Tier 1) - 4 to 5 residents	Day	\$207.78*	\$271.34	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). Current rates are published as a month, but are reported here as a 344 day rate for comparative purposes. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.
Adult 24 Hour Residential (Tier 2) - 4 to 5 residents	Day	\$239.52*	\$339.97	
Adult 24 Hour Residential (Tier 3) - 4 to 5 residents	Day	\$258.82*		
Adult 24 Hour Residential (Tier 4) - 4 to 5 residents	Day	\$313.15*	\$422.35	
Adult 24 Hour Residential (Tier 5) - 4 to 5 residents	Day	\$390.06*		
Adult 24 Hour Residential (Tier 6) - 4 to 5 residents	Day	\$457.41*	\$533.08	
Adult 24 Hour Residential (Tier 1) - 6 to 8 residents	Day	\$151.46*	*	ODDS is not proposing to change the rates for homes with 6 to 8 residents, except to convert them to 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). 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.
Adult 24 Hour Residential (Tier 2) - 6 to 8 residents	Day	\$165.27*	*	
Adult 24 Hour Residential (Tier 3) - 6 to 8 residents	Day	\$178.62*	*	
Adult 24 Hour Residential (Tier 4) - 6 to 8 residents	Day	\$216.10*	*	
Adult 24 Hour Residential (Tier 5) - 6 to 8 residents	Day	\$267.06*		
Adult 24 Hour Residential (Tier 6) - 6 to 8 residents	Day	\$302.46*	*	
Adult 24 Hour Residential (Tier 1) - 9 or more residents	Day	\$115.52*	*	ODDS is not proposing to change the rates for homes with more than 9 residents, except to convert them to 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). 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.
Adult 24 Hour Residential (Tier 2) - 9 or more residents	Day	\$115.64*	*	
Adult 24 Hour Residential (Tier 3) - 9 or more residents	Day	\$115.68*	*	
Adult 24 Hour Residential (Tier 4) - 9 or more residents	Day	\$134.61*	*	
Adult 24 Hour Residential (Tier 5) - 9 or more residents	Day	\$166.35*		
Adult 24 Hour Residential (Tier 6) - 9 or more residents	Day	\$188.40*	*	
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). Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable.
Child 24 Hour Residential (Tier 2) - 3 or fewer residents	Day	*	\$569.47	
Child 24 Hour Residential (Tier 3) - 3 or fewer residents	Day	*		
Child 24 Hour Residential (Tier 4) - 3 or fewer residents	Day	*	\$667.51	
Child 24 Hour Residential (Tier 5) - 3 or fewer residents	Day	*		
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 2) - 4 residents	Day	*	\$507.69	
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	*		
Child 24 Hour Residential (Tier 6) - 4 residents	Day	*	\$732.96	

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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 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 2) - 5 residents	Day	*	\$412.56	
Child 24 Hour Residential (Tier 3) - 5 residents	Day	*		
Child 24 Hour Residential (Tier 4) - 5 residents	Day	*	\$529.06	
Child 24 Hour Residential (Tier 5) - 5 residents	Day	*		
Child 24 Hour Residential (Tier 6) - 5 residents	Day	*	\$593.81	
<i>Attendant Care Support (ADL/IADL)</i>				
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		\$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	

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Attendant Care

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	
	- Employee Benefit Rate (as a percent of wages)	31.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	1.76	
	- Participating in Assessments/ Person-Centered Planning	0.22	
	- Progress Notes/ Medical Records	0.88	
	- Employer and One-on-One Supervision Time	0.66	
	- Time Lost Due to Missed Appointments	0.44	
	- Training	1.15	
	- Paid Time Off	3.69	
	"Billable" Hours	31.20	
Productivity Adjustment	1.28		
	Staff Cost After Productivity Adjustment	\$29.51	
Mileage	- Number of Miles Traveled per Week	70	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$40.60	
	Mileage Cost per Billable Staff Hour	\$1.30	
Supervision	- Supervisor Hourly Wage	\$20.21	
	- Supervisor Benefit Rate	28.1%	
	Weekly Cost of Supervisor	\$1,035.56	
	- Number of DSPs per Supervisor	8.0	
	Supervisor Cost per Billable Staff Hour	\$4.15	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$34.96	
	- Administration and Other Overhead Rate	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour	\$6.17	
	Total Hourly Rate	\$41.13	
Multiple Member Rates	<i>2 Members</i>		
	- Rate Premium	10%	
	Total Hourly Revenue	\$45.24	
	Rate per Member per Hour	\$22.62	
	<i>3 Members</i>		
	- Rate Premium	20%	
Total Hourly Revenue	\$49.36		
	Rate per Member per Hour	\$16.45	

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Attendant Care 2:1

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	
	- Employee Benefit Rate (as a percent of wages)	31.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	1.76	
	- Participating in Assessments/ Person-Centered Planning	0.22	
	- Progress Notes/ Medical Records	0.88	
	- Employer and One-on-One Supervision Time	0.66	
	- Time Lost Due to Missed Appointments	0.44	
	- Training	1.15	
	- Paid Time Off	3.69	
	"Billable" Hours	31.20	
	Productivity Adjustment	1.28	
	Staff Cost After Productivity Adjustment	\$29.51	
Mileage	- Number of Miles Traveled per Week	70	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$40.60	
	Mileage Cost per Billable Staff Hour	\$1.30	
Supervision	- Supervisor Hourly Wage	\$20.21	
	- Supervisor Benefit Rate	28.1%	
	Weekly Cost of Supervisor	\$1,035.56	
	- Number of DSPs per Supervisor	8.0	
	Supervisor Cost per Billable Staff Hour	\$8.30	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$39.11	
	- Administration and Other Overhead Rate	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour	\$6.90	
Direct Support Staff Wages and Benefits for Second Staff	- Direct Staff Hourly Wage	\$17.57	
	- Employee Benefit Rate (as a percent of wages)	31.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time (Between Members)	1.76	
	- Employer and One-on-One Supervision Time	0.66	
	- Time Lost Due to Missed Appointments	0.44	
	- Training	1.15	
	- Paid Time Off	3.69	
	"Billable" Hours	32.30	
	Productivity Adjustment	1.24	
		Staff Cost After Productivity Adjustment	\$28.51
		Total Hourly Rate	\$74.52

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**Adult 24 Hour Residential -
Three or Fewer 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	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- 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	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09	
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65	
	- Training	1.54	1.54	1.54	1.54	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	34.03	34.03	34.03	34.03	
	Productivity Adjustment	1.18	1.18	1.18	1.18	
	Staff Cost per Billable Hour	\$27.06	\$27.06	\$27.06	\$27.52	
	<i>Staffing</i>					
	- 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		
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580	
	- Number of Miles per Week per Residence	100	100	100	100	
	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	
House Manager	- House Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	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		
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- 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	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	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	

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**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	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- 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	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09	
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65	
	- Training	1.54	1.54	1.54	1.54	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	34.03	34.03	34.03	34.03	
	Productivity Adjustment	1.18	1.18	1.18	1.18	
	Staff Cost per Billable Hour	\$27.06	\$27.06	\$27.06	\$27.52	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	208.0	270.0	340.0	436.0	
	Allocated Staff Hours per Member per Week	46.2	60.0	75.6	96.9	
Weekly DSP Staff Cost per Member	\$1,250.17	\$1,623.60	\$2,045.74	\$2,666.69		
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580	
	- Number of Miles per Week per Residence	100	100	100	100	
	Allocated Miles per Member per Week	22.2	22.2	22.2	22.2	
	Weekly Mileage Cost per Member	\$12.89	\$12.89	\$12.89	\$12.89	
House Manager	- House Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	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	\$230.12	\$230.12	\$230.12	\$230.12		
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- 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	\$1,521.62	\$1,906.43	\$2,368.39	\$2,989.34	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week	\$268.52	\$336.43	\$417.95	\$527.53	
Total Cost per Member per Week		\$1,790.14	\$2,242.86	\$2,786.34	\$3,516.87	
Cost per Member per Day		\$255.73	\$320.41	\$398.05	\$502.41	
Rate per Member per Day at 344 Days per Plan Year		\$271.34	\$339.97	\$422.35	\$533.08	

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**Child 24 Hour Residential -
Three or Fewer 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	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- 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	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08	
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63	
	- Training	2.69	2.69	2.69	2.69	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	32.91	32.91	32.91	32.91	
	Productivity Adjustment	1.22	1.22	1.22	1.22	
	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	239.0	295.0	351.0	407.0	
	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	
	Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
- 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	
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	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		
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- 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	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week	\$471.71	\$563.55	\$660.57	\$764.16	
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	
Rate per Member per Day at 344 Days per Plan Year		\$476.68	\$569.47	\$667.51	\$772.20	

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**Child 24 Hour Residential -
Four 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	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- 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	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08	
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63	
	- Training	2.69	2.69	2.69	2.69	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	32.91	32.91	32.91	32.91	
	Productivity Adjustment	1.22	1.22	1.22	1.22	
	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45	
	<i>Staffing</i>					
	- 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	
	- Number of Miles per Week per Residence	400	400	400	400	
	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	
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	
Weekly Manager Cost per Member	\$258.89	\$258.89	\$258.89	\$258.89		
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- 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	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week	\$433.27	\$502.40	\$645.34	\$725.33	
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
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**Child 24 Hour Residential -
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	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- 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	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08	
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63	
	- Training	2.69	2.69	2.69	2.69	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	32.91	32.91	32.91	32.91	
	Productivity Adjustment	1.22	1.22	1.22	1.22	
	Staff Cost per Billable Hour	\$27.98	\$27.98	\$27.98	\$28.45	
	<i>Staffing</i>					
	- 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	
	- Number of Miles per Week per Residence	400	400	400	400	
	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	
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	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	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- 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	\$2,000.11	\$2,313.49	\$2,966.79	\$3,329.89	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week	\$352.96	\$408.26	\$523.55	\$587.63	
Total Cost per Member per Week		\$2,353.07	\$2,721.75	\$3,490.34	\$3,917.52	
Cost per Member per Day		\$336.15	\$388.82	\$498.62	\$559.65	
Rate per Member per Day at 344 Days per Plan Year		\$356.67	\$412.56	\$529.06	\$593.81	

**Review of Provider Rates for Residential and Other HCBS
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Professional Behavior Services

Master's Degree or Above

		Standard	Incentive	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$40.17	\$40.17	
	- Benefit Rate (as a percent of wages)	20.0%	20.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.20	\$48.20	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Members)	3.55	5.33	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	
	- Progress Notes/ Medical Records	2.22	2.22	
	- Collateral Contacts (Not Billable)	1.11	1.11	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Time Lost Due to Missed Appointments	0.44	0.44	
	- Training	0.77	0.77	
	- Paid Time Off	3.69	3.69	
	"Billable" Hours	27.33	25.55	
Productivity Adjustment	1.46	1.57		
Staff Cost per Billable Hour		\$70.55	\$75.46	
Operating Expenses	- Square Feet of Office Space	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Cost of Office Space	\$1,500.00	\$1,500.00	
	Annual Cost for Phone and Internet	\$1,200.00	\$1,200.00	
	Annual Cost of Office Equipment and Supplies	\$1,200.00	\$1,200.00	
	Annual Cost of Equipment and Supplies	\$1,200.00	\$1,200.00	
	Total Annual Operating Expense Cost	\$5,100.00	\$5,100.00	
Operating Expense Cost per Billable Hour		\$3.59	\$3.84	
Mileage	- Number of Miles Traveled per Week	140	210	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$81.20	\$121.80	
	Mileage Cost per Billable Hour	\$2.97	\$4.77	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$77.11	\$84.07	
	- Administration and Other Overhead Rate	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour	\$13.61	\$14.84	
Total Hourly Rate		\$90.72	\$98.91	

**Review of Provider Rates for Residential and Other HCBS
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Professional Behavior Services

Bachelor's Degree

		Standard	Incentive	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$27.79	\$27.79	
	- Benefit Rate (as a percent of wages)	23.9%	23.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.43	\$34.43	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Members)	3.55	5.33	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	
	- Progress Notes/ Medical Records	2.22	2.22	
	- Collateral Contacts (Not Billable)	1.11	1.11	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Time Lost Due to Missed Appointments	0.44	0.44	
	- Training	0.77	0.77	
	- Paid Time Off	3.69	3.69	
	"Billable" Hours	27.33	25.55	
	Productivity Adjustment	1.46	1.57	
Staff Cost per Billable Hour		\$50.39	\$53.90	
Operating Expenses	- Square Feet of Office Space	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Cost of Office Space	\$1,500.00	\$1,500.00	
	Annual Cost for Phone and Internet	\$1,200.00	\$1,200.00	
	Annual Cost of Office Equipment and Supplies	\$1,200.00	\$1,200.00	
	Annual Cost of Equipment and Supplies	\$1,200.00	\$1,200.00	
	Total Annual Operating Expense Cost	\$5,100.00	\$5,100.00	
Operating Expense Cost per Billable Hour		\$3.59	\$3.84	
Mileage	- Number of Miles Traveled per Week	140	210	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$81.20	\$121.80	
	Mileage Cost per Billable Hour	\$2.97	\$4.77	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$56.95	\$62.51	
	- Administration and Other Overhead Rate	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour	\$10.05	\$11.03	
Total Hourly Rate		\$67.00	\$73.54	

**Review of Provider Rates for Residential and Other HCBS
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Professional Behavior Services

Less than Bachelor's

		Standard	Incentive	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$20.88	\$20.88	
	- Benefit Rate (as a percent of wages)	28.1%	28.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.75	\$26.75	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Members)	3.55	5.33	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	
	- Progress Notes/ Medical Records	2.22	2.22	
	- Collateral Contacts (Not Billable)	1.11	1.11	
	- Employer and One-on-One Supervision Time	0.67	0.67	
	- Time Lost Due to Missed Appointments	0.44	0.44	
	- Training	0.77	0.77	
	- Paid Time Off	3.69	3.69	
	"Billable" Hours	27.33	25.55	
	Productivity Adjustment	1.46	1.57	
Staff Cost per Billable Hour		\$39.15	\$41.88	
Operating Expenses	- Square Feet of Office Space	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Cost of Office Space	\$1,500.00	\$1,500.00	
	Annual Cost for Phone and Internet	\$1,200.00	\$1,200.00	
	Annual Cost of Office Equipment and Supplies	\$1,200.00	\$1,200.00	
	Annual Cost of Equipment and Supplies	\$1,200.00	\$1,200.00	
	Total Annual Operating Expense Cost	\$5,100.00	\$5,100.00	
Operating Expense Cost per Billable Hour		\$3.59	\$3.84	
Mileage	- Number of Miles Traveled per Week	140	210	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$81.20	\$121.80	
	Mileage Cost per Billable Hour	\$2.97	\$4.77	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$45.71	\$50.49	
	- Administration and Other Overhead Rate	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour	\$8.07	\$8.91	
Total Hourly Rate		\$53.78	\$59.40	

**Review of Provider Rates for Residential and Other HCBS
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Transportation

		Standard	After-Hours	Wheelchair
Unit of Service		Mile	Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.43	\$18.07	\$16.43
	- Benefit Rate (as a percent of wages)	32.0%	29.9%	32.0%
	Hourly Staff Cost Before Prod. Adj. (wages + benefits)	\$21.69	\$23.48	\$21.69
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Members)	7.47	7.47	11.43
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66
	- Training	1.15	1.15	1.15
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	27.03	27.03	23.07
	Productivity Adjustment	1.48	1.48	1.73
Weekly Staff Cost		\$867.60	\$939.20	\$867.60
Mileage	- Number of Miles Traveled per Week	1,250	1,250	1,250
	Operating Cost per Mile	\$0.580	\$0.580	\$0.580
	Weekly Mileage Cost	\$725.00	\$725.00	\$725.00
	- Number of Billable Miles per Week	1,000	1,000	850
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21
	- Supervisor Benefit Rate	28.1%	28.1%	28.1%
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56
	- Number of DSPs per Supervisor	8.0	8.0	8.0
Supervisor Cost per Week per DSP		\$129.45	\$129.45	\$129.45
Admin. and Overhead	Cost per Billable Hour Before Admin. And Other Overhead	\$1,722.05	\$1,793.65	\$1,722.05
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$303.89	\$316.53	\$303.89
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

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**Review of Provider Rates for Residential and Other HCBS
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**Appendix A: Wage Assumptions
Data for Occupations with Duties Related to HCBS**

BLS Code and Title	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

**Review of Provider Rates for Residential and Other HCBS
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**Appendix A: Wage Assumptions
Wage Compression Assumptions**

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
\$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

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

BLS Code and Title	Adjustment for Minimum Wage				
	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

**Review of Provider Rates for Residential and Other HCBS
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**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

BLS Code and Title		Attendant Care	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
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%

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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
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Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions¹

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)²

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)²

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)²

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	

¹Rate 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

²Provider Survey results are reported for Professional Behavior Services within a comprehensive setting due to low sample size of Professional Behavior Services - External

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Appendix B: Benefits Assumptions

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model

Mandatory Benefits

FICA ³												7.65%
Federal UI ⁴												0.60%
State UI ⁵											2.76%	2.90%
Workers' Comp.											2.33%	2.30%

Paid Time Off⁶

							<i>Days per year</i>			<i>Days per year</i>		
Holidays	80%	75%	100%	80%	75%	100%	7.4	8.0	8.0	6.0	6.0	8.0
Vacation Leave		71%	100%		71%	100%	14.1	10.0	16.0	12.9	7.1	16.0
Sick Leave	92%	73%	100%	92%	73%	100%		3.0			2.2	
Total							21.5	21.0	24.0	18.9	15.3	24.0

Health Insurance⁷

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	85%	66%	100%	59%	51%	85%	\$391	\$432	\$525	\$232	\$220	\$446

Retirement

							<i>Employer contribution (% of salary)</i>			<i>Employer contribution (% of salary)</i>		
	58%	57%	0%	27%	45%	100%	3.8%	NR	2.0%	1.0%	NR	2.0%

Other Benefits⁸

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	89%	-	100%	74%	-	100%	\$34	-	\$25	\$25	-	\$25

¹Provider 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)

²BLS' 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

³Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

⁴Applies to first \$7,000 in wages

⁵Applies to first \$35,700 in wages

⁶BLS 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)

⁷In 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

⁸BLS provides information for a variety of other benefits that cannot be combined

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Appendix B: Benefits Assumptions - Benefit Rates by Wage Level

Hourly Wage	Annual Salary	Effective Benefit Rate - Survey Results		Effective Benefit Rate - Model Assumptions ^{1,2}	
		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%

¹Benefit rates based on the wage assumed in rate models, rounded down to the nearest dollar

²Benefit rate in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment

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

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
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Rate Model Assumptions

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

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

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
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Provider Survey (scaled to 40 hour week)¹

Standard Region

Direct services	36.22	33.01	21.08						36.33		
Collateral contacts not otherwise billable			1.32								
Participating in ISP meetings	0.17	0.28	0.18						1.51		
Travel time (between members)			3.86								
Time lost to missed appointments			0.18								
Recordkeeping			7.60								
'Employer time' (e.g. staff meetings)	1.18	1.60	3.64						0.67		
Independent Behavior Consultants Admin time			1.35								
Training (calculated)	1.32	1.14	0.78						1.37		
Other activities	1.11	3.97							0.11		
Total	40.00	40.00	40.00						40.00		

Portland Region

Direct services	33.95	30.99	21.08						38.47		
Collateral contacts not otherwise billable			1.32								
Participating in ISP meetings	0.18	0.42	0.18						0.16		
Travel time (between members)			3.86								
Time lost to missed appointments			0.18								
Recordkeeping			7.60								
'Employer time' (e.g. staff meetings)	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	40.00	40.00						40.00		

Nonurban Region

Direct services	38.68	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											
Total	40.00	40.00							40.00		

¹All figures are weighted averages (based on April 2015 - March 2016 revenues) without outliers

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Appendix D: Adult 24-Hour Residential Staff Hour Assumptions

	<i>Three-Bed Capacity</i>				<i>Four- and Five-Bed Capacity</i>			
	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6
<i>Base Staff Hours</i>								
Hours in a Week	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	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
<i>'Floating' Staff Hours</i>								
'Floating' FTE Per Week ²	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

¹'Peak' hours include times when members are likely to be at home (i.e., mornings, evenings, and weekends)

²'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.

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

	<i>Three-Bed Capacity</i>				<i>Four-Bed Capacity</i>				<i>Five-Bed Capacity</i>			
	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6
<i>Base Staff Hours</i>												
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
<i>'Floating' Staff Hours</i>												
'Floating' FTE Per Week ²	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

¹'Peak' hours include times when members are likely to be at home (i.e., mornings, evenings, and weekends)

²'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.