

Review of Provider Rates for
Residential, Day, Employment, and Other HCBS

Final Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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Summary of Final Rates

Service	Unit	Previous Version	Final	Comments
Adult 24 Hour Residential (Tier 1) - 3 or fewer residents	Day	\$292.05	\$300.14	
Adult 24 Hour Residential (Tier 2) - 3 or fewer residents	Day	\$398.79	\$410.20	
Adult 24 Hour Residential (Tier 3) - 3 or fewer residents	Day			
Adult 24 Hour Residential (Tier 4) - 3 or fewer residents	Day	\$545.83	\$561.69	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).
Adult 24 Hour Residential (Tier 5) - 3 or fewer residents	Day			
Adult 24 Hour Residential (Tier 6) - 3 or fewer residents	Day	\$667.16	\$687.54	
Adult 24 Hour Residential (Tier 1) - 4 to 5 residents	Day	\$228.40	\$234.81	Rates for homes with six or more residents are based on previous rate models developed as part of the ReBAR process; the rates can be found in ODDS' Expenditure Guidelines document.
Adult 24 Hour Residential (Tier 2) - 4 to 5 residents	Day	\$339.97	\$349.85	
Adult 24 Hour Residential (Tier 3) - 4 to 5 residents	Day			
Adult 24 Hour Residential (Tier 4) - 4 to 5 residents	Day	\$422.35	\$434.62	
Adult 24 Hour Residential (Tier 5) - 4 to 5 residents	Day			
Adult 24 Hour Residential (Tier 6) - 4 to 5 residents	Day	\$544.49	\$561.20	
Child 24 Hour Residential (Category 1) - 3 or fewer residents	Day	\$488.53	\$518.25	
Child 24 Hour Residential (Category 2) - 3 or fewer residents	Day	\$583.83	\$619.65	
Child 24 Hour Residential (Category 3) - 3 or fewer residents	Day	\$683.25	\$725.13	
Child 24 Hour Residential (Category 4) - 3 or fewer residents	Day	\$805.07	\$855.73	
Child 24 Hour Residential (Category 1) - 4 residents	Day	\$449.35	\$476.79	
Child 24 Hour Residential (Category 2) - 4 residents	Day	\$520.23	\$552.11	
Child 24 Hour Residential (Category 3) - 4 residents	Day	\$668.40	\$709.72	
Child 24 Hour Residential (Category 4) - 4 residents	Day	\$764.39	\$812.66	
Child 24 Hour Residential (Category 1) - 5 residents	Day	\$366.59	\$388.85	
Child 24 Hour Residential (Category 2) - 5 residents	Day	\$423.20	\$449.08	
Child 24 Hour Residential (Category 3) - 5 residents	Day	\$542.67	\$576.16	
Child 24 Hour Residential (Category 4) - 5 residents	Day	\$619.65	\$658.72	
Host Homes (Category 1)	Day	\$126.41	\$130.46	
Host Homes (Category 2)	Day	\$177.48	\$183.16	
Host Homes (Category 3)	Day	\$249.45	\$257.43	
Host Homes (Category 4)	Day	\$317.23	\$327.38	

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Service	Unit	Previous Version	Final	Comments
Attendant Care Support, Standard Model	Hour	\$41.13	\$42.24	
Attendant Care Support, Standard Model, 2 members	Hour	\$22.62	\$23.23	
Attendant Care Support, Standard Model, 3 members	Hour	\$16.45	\$16.90	
Attendant Care Support, Standard Model, 4 members	Hour	\$13.37	\$13.73	
Attendant Care Support, Standard Model, 2 to 1	Hour	\$74.52	\$76.69	
Attendant Care Support, Standard Model, 3 to 1	Hour	\$103.03	\$106.27	
Attendant Care Support, Standard Model, 4 to 1	Hour	\$131.53	\$135.84	
Attendant Care Support, CLS Model	Hour	\$34.01	\$34.99	
Attendant Care Support, CLS Model, 2 members	Hour	\$18.71	\$19.25	
Attendant Care Support, CLS Model, 3 members	Hour	\$13.60	\$14.00	
Attendant Care Support, CLS Model, 4 members	Hour	\$11.05	\$11.37	
Attendant Care Support, CLS Model, 2 to 1	Hour	\$62.31	\$64.26	
Attendant Care Support, CLS Model, 3 to 1	Hour	\$88.41	\$91.32	
Attendant Care Support, CLS Model, 4 to 1	Hour	\$114.50	\$118.39	
Non-Medical Transportation - Standard	mile	\$2.03	\$2.03	
Non-Medical Transportation - After-Hours	mile	\$2.11	\$2.11	For trips involving multiple members, the rate is divided by the number of members transported
Non-Medical Transportation - Wheelchair	mile	\$2.38	\$2.38	
Small Group Employment, Category 1 (Tier 1)	Hour	\$21.95	\$22.46	
Small Group Employment, Category 2 (Tier 2)	Hour	\$25.36	\$25.97	
Small Group Employment, Category 2 (Tier 3)	Hour			
Small Group Employment, Category 3 (Tier 4)	Hour	\$30.70	\$31.45	
Small Group Employment, Category 3 (Tier 5)	Hour			
Small Group Employment, Category 4 (Tier 6)	Hour	\$41.47	\$42.50	
Small Group Employment, One-to-One (by Exception, Tier 7)	Hour	\$42.72	\$43.91	
Small Group Employment, Two-to-One (by Exception, Tier 7)	Hour	\$71.46	\$73.76	

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Employment Path - Community, One-to-One Services	Hour	\$41.15	\$42.29	
Employment Path - Community, Category 1 (Tier 1)	Hour	\$20.81	\$21.28	
Employment Path - Community, Category 2 (Tier 2)	Hour	\$24.10	\$24.66	
Employment Path - Community, Category 2 (Tier 3)	Hour			
Employment Path - Community, Category 3 (Tier 4)	Hour	\$29.01	\$29.71	
Employment Path - Community, Category 3 (Tier 5)	Hour			
Employment Path - Community, Category 4 (Tier 6)	Hour	\$38.70	\$39.83	
Employment Path - Community, One-to-One (by Exception, Tier 7)	Hour	\$40.57	\$41.71	
Employment Path - Community, Two-to-One (by Exception, Tier 7)	Hour	\$68.77	\$71.01	
Employment Path - Facility, Category 1 (Tier 1)	Hour	\$13.18	\$13.48	
Employment Path - Facility, Category 2 (Tier 2)	Hour	\$16.91	\$17.32	
Employment Path - Facility, Category 2 (Tier 3)	Hour			
Employment Path - Facility, Category 3 (Tier 4)	Hour	\$21.90	\$22.46	
Employment Path - Facility, Category 3 (Tier 5)	Hour			
Employment Path - Facility, Category 4 (Tier 6)	Hour	\$27.40	\$28.27	
Employment Path - Facility, One-to-One (by Exception, Tier 7)	Hour	\$37.32	\$38.44	
Employment Path - Facility, Two-to-One (by Exception, Tier 7)	Hour	\$65.17	\$67.37	
Day Support Activity - Community, Category 1 (Tier 1)	Hour	\$16.70	\$17.11	
Day Support Activity - Community, Category 2 (Tier 2)	Hour	\$20.78	\$21.33	
Day Support Activity - Community, Category 2 (Tier 3)	Hour			
Day Support Activity - Community, Category 3 (Tier 4)	Hour	\$28.96	\$29.77	
Day Support Activity - Community, Category 3 (Tier 5)	Hour			
Day Support Activity - Community, Category 4 (Tier 6)	Hour	\$38.62	\$39.76	
Day Support Activity - Community, One-to-One (by Excp., Tier 7)	Hour	\$40.48	\$41.82	
Day Support Activity - Community, Two-to-One (by Excp., Tier 7)	Hour	\$68.61	\$71.24	
Day Support Activity - Facility, Category 1 (Tier 1)	Hour	\$11.70	\$11.99	
Day Support Activity - Facility, Category 2 (Tier 2)	Hour	\$15.33	\$15.75	
Day Support Activity - Facility, Category 2 (Tier 3)	Hour			
Day Support Activity - Facility, Category 3 (Tier 4)	Hour	\$18.94	\$19.50	
Day Support Activity - Facility, Category 3 (Tier 5)	Hour			
Day Support Activity - Facility, Category 4 (Tier 6)	Hour	\$27.51	\$28.39	
Day Support Activity - Facility, One-to-One (by Exception, Tier 7)	Hour	\$37.27	\$38.59	
Day Support Activity - Facility, Two-to-One (by Exception, Tier 7)	Hour	\$65.04	\$67.64	

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Discovery, Category 1	Profile	\$2,016.00	\$2,184.54	
Discovery, Category 2	Profile	\$2,304.00	\$2,496.61	
Discovery, Category 3	Profile	\$2,592.00	\$2,808.69	
Discovery, Category 4	Profile	\$2,592.00	\$2,808.69	
Job Development - Placement, Category 1	Outcome	\$2,242.40	\$2,429.86	
Job Development - Placement, Category 2	Outcome	\$2,803.00	\$3,037.33	
Job Development - Placement, Category 3	Outcome	\$3,363.60	\$3,644.80	
Job Development - Placement, Category 4	Outcome	\$3,363.60	\$3,644.80	
Job Development - Retention, Category 1	Outcome	\$1,401.50	\$1,518.67	
Job Development - Retention, Category 2	Outcome	\$1,681.80	\$1,822.40	
Job Development - Retention, Category 3	Outcome	\$2,242.40	\$2,429.86	
Job Development - Retention, Category 4	Outcome	\$2,242.40	\$2,429.86	
Job Coaching - Initial, Category 1	Hour	\$29.60	\$32.07	
Job Coaching - Initial, Category 2	Hour	\$45.98	\$49.82	
Job Coaching - Initial, Category 3	Hour	\$66.38	\$71.93	
Job Coaching - Initial, Category 4	Hour	\$66.38	\$71.93	
Job Coaching - Ongoing, Category 1	Hour	\$23.68	\$25.66	
Job Coaching - Ongoing, Category 2	Hour	\$45.98	\$49.82	
Job Coaching - Ongoing, Category 3	Hour	\$66.38	\$71.93	
Job Coaching - Ongoing, Category 4	Hour	\$66.38	\$71.93	
Job Coaching - Maintenance, Category 1	Hour	\$17.76	\$19.24	
Job Coaching - Maintenance, Category 2	Hour	\$45.98	\$49.82	
Job Coaching - Maintenance, Category 3	Hour	\$66.38	\$71.93	
Job Coaching - Maintenance, Category 4	Hour	\$66.38	\$71.93	

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Attendant Care

		Standard Model	CLS Model	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	29.9%	27.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.88	\$23.51	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Members)	1.76	0.88	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.00	
	- Progress Notes/ Medical Records	0.88	0.44	
	- Employer and One-on-One Supervision Time	0.66	0.33	
	- Time Lost Due to Missed Appointments	0.44	0.00	
	- Training	1.15	0.35	
	- Paid Time Off	3.69	3.69	
	"Billable" Hours	31.20	34.31	
	Productivity Adjustment	1.28	1.17	
	Staff Cost After Productivity Adjustment		\$30.62	\$27.41
Mileage	- Number of Miles Traveled per Week	70	35	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$40.60	\$20.30	
	Mileage Cost per Billable Staff Hour	\$1.30	\$0.59	
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	
	- Supervisor Benefit Rate	28.1%	28.1%	
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	
	- Number of DSPs per Supervisor	8.0	16.0	
Supervisor Cost per Billable Staff Hour		\$4.15	\$1.89	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$36.07	\$29.89	
	- Administration and Other Overhead Rate	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour*	\$6.17	\$5.10	
Total Hourly Rate		\$42.24	\$34.99	
Multiple Member Rates	<i>2 Members</i>			
	- Rate Premium	10%	10%	
	Total Hourly Revenue	\$46.46	\$38.49	
	Rate per Member per Hour	\$23.23	\$19.25	
	<i>3 Members</i>			
	- Rate Premium	20%	20%	
	Total Hourly Revenue	\$50.69	\$41.99	
	Rate per Member per Hour	\$16.90	\$14.00	
	<i>4 Members</i>			
	- Rate Premium	30%	30%	
	Total Hourly Revenue	\$54.91	\$45.49	
	Rate per Member per Hour	\$13.73	\$11.37	

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Attendant Care

		Standard Model			
		2:1	3:1	4:1	
Unit of Service		Hour	Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.88	\$23.88	\$23.88	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Members)	1.76	1.76	1.76	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	0.22	
	- Progress Notes/ Medical Records	0.88	0.88	0.88	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	
	- Time Lost Due to Missed Appointments	0.44	0.44	0.44	
	- Training	1.15	1.15	1.15	
	- Paid Time Off	3.69	3.69	3.69	
	"Billable" Hours	31.20	31.20	31.20	
Productivity Adjustment	1.28	1.28	1.28		
Staff Cost After Productivity Adjustment		\$30.62	\$30.62	\$30.62	
Mileage	- Number of Miles Traveled per Week	70	70	70	
	- Amount per Mile	\$0.580	\$0.580	\$0.580	
	Weekly Mileage Cost	\$40.60	\$40.60	\$40.60	
	Mileage Cost per Billable Staff Hour	\$1.30	\$1.30	\$1.30	
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 Billable Staff Hour		\$8.30	\$8.30	\$8.30	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$40.22	\$40.22	\$40.22	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour*	\$6.90	\$6.90	\$6.90	
Direct Support Staff Wages and Benefits for Second Staff	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.88	\$23.88	\$23.88	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Members)	1.76	1.76	1.76	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	
	- Time Lost Due to Missed Appointments	0.44	0.44	0.44	
	- Training	1.15	1.15	1.15	
	- Paid Time Off	3.69	3.69	3.69	
	"Billable" Hours	32.30	32.30	32.30	
	Productivity Adjustment	1.24	1.24	1.24	
	- Number of Additional Staff	1	2	3	
Staff Cost After Productivity Adjustment		\$29.57	\$59.15	\$88.72	
Total Hourly Rate		\$76.69	\$106.27	\$135.84	

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Attendant Care

		CLS Model			
		2:1	3:1	4:1	
Unit of Service		Hour	Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.51	\$23.51	\$23.51	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Members)	0.88	0.88	0.88	
	- Participating in Assessments/ Person-Centered Planning	0.00	0.00	0.00	
	- Progress Notes/ Medical Records	0.44	0.44	0.44	
	- Employer and One-on-One Supervision Time	0.33	0.33	0.33	
	- Time Lost Due to Missed Appointments	0.00	0.00	0.00	
	- Training	0.35	0.35	0.35	
	- Paid Time Off	3.69	3.69	3.69	
	"Billable" Hours	34.31	34.31	34.31	
	Productivity Adjustment	1.17	1.17	1.17	
Staff Cost After Productivity Adjustment		\$27.41	\$27.41	\$27.41	
Mileage	- Number of Miles Traveled per Week	35	35	35	
	- Amount per Mile	\$0.580	\$0.580	\$0.580	
	Weekly Mileage Cost	\$20.30	\$20.30	\$20.30	
	Mileage Cost per Billable Staff Hour	\$0.59	\$0.59	\$0.59	
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	16.0	16.0	16.0	
Supervisor Cost per Billable Staff Hour		\$3.77	\$3.77	\$3.77	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$31.77	\$31.77	\$31.77	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Staff Hour*	\$5.43	\$5.43	\$5.43	
Direct Support Staff Wages and Benefits for Second Staff	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.51	\$23.51	\$23.51	
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time (Between Members)	0.88	0.88	0.88	
	- Employer and One-on-One Supervision Time	0.33	0.33	0.33	
	- Time Lost Due to Missed Appointments	0.00	0.00	0.00	
	- Training	0.35	0.35	0.35	
	- Paid Time Off	3.69	3.69	3.69	
	"Billable" Hours	34.75	34.75	34.75	
	Productivity Adjustment	1.15	1.15	1.15	
	- Number of Additional Staff	1	2	3	
	Staff Cost After Productivity Adjustment	\$27.06	\$54.12	\$81.19	
Total Hourly Rate		\$64.26	\$91.32	\$118.39	

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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	\$18.38	\$18.38	\$18.38	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90	
	<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	\$28.07	\$28.07	\$28.07	\$29.27	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	138.0	203.0	290.0	351.0	
	Allocated Staff Hours per Member per Week	46.0	67.7	96.7	117.0	
	Weekly DSP Staff Cost per Member	\$1,291.22	\$1,900.34	\$2,714.37	\$3,424.59	
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	\$20.61	\$20.61	\$20.61	\$20.61	
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager (1 FTE per home)	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27	
	Weekly House Manager Cost per Member	\$352.09	\$352.09	\$352.09	\$352.09	
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	\$1,691.08	\$2,311.58	\$3,165.43	\$3,875.65	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week*	\$289.01	\$394.64	\$540.15	\$660.22	
Total Cost per Member per Week		\$1,980.09	\$2,706.22	\$3,705.58	\$4,535.87	
Cost per Member per Day		\$282.87	\$386.60	\$529.37	\$647.98	
Rate per Member per Day at 344 Days per Plan Year		\$300.14	\$410.20	\$561.69	\$687.54	

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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	\$18.38	\$18.38	\$18.38	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90	
	<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	\$28.07	\$28.07	\$28.07	\$29.27	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week	168.0	270.0	340.0	436.0	
	Allocated Staff Hours per Member per Week	37.3	60.0	75.6	96.9	
	Weekly DSP Staff Cost per Member	\$1,047.01	\$1,684.20	\$2,122.09	\$2,836.26	
	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	\$20.61	\$20.61	\$20.61	\$20.61	
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager (1 FTE per home)	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27	
	Weekly House Manager Cost per Member	\$234.73	\$234.73	\$234.73	\$234.73	
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	\$1,323.07	\$1,971.64	\$2,449.35	\$3,163.52	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Week*	\$226.02	\$336.43	\$417.95	\$538.82	
Total Cost per Member per Week		\$1,549.09	\$2,308.07	\$2,867.30	\$3,702.34	
Cost per Member per Day		\$221.30	\$329.72	\$409.61	\$528.91	
Rate per Member per Day at 344 Days per Plan Year		\$234.81	\$349.85	\$434.62	\$561.20	

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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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	\$18.38	\$18.38	\$18.38	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90	
	<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	
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34	
	- Meetings on Physical Intervention	0.56	0.58	0.52	0.54	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	32.01	31.99	32.05	32.03	
	Productivity Adjustment	1.25	1.25	1.25	1.25	
	Staff Cost per Billable Hour	\$29.84	\$29.86	\$29.80	\$31.09	
	<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	\$2,378.25	\$2,935.24	\$3,486.60	\$4,218.91		
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	\$20.61	\$20.61	\$20.61	\$20.61	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27	
	Weekly Manager Cost per Member	\$352.09	\$352.09	\$352.09	\$352.09	
Admin. Support	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52	
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%	
	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04	
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	\$2,844.20	\$3,401.19	\$3,979.10	\$4,711.41	
	- 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		\$3,315.91	\$3,964.74	\$4,639.67	\$5,475.57	
Cost per Member per Day		\$473.70	\$566.39	\$662.81	\$782.22	
Cost per Member per Day at 344 Days per Plan Year		\$502.62	\$600.97	\$703.27	\$829.97	
- July 1, 2021 3.2% Rate Increase		\$15.63	\$18.68	\$21.86	\$25.76	
Cost per Member per Day at 344 Days per Plan Year		\$518.25	\$619.65	\$725.13	\$855.73	

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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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	\$18.38	\$18.38	\$18.38	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90	
	<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	
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34	
	- Meetings on Physical Intervention	0.58	0.52	0.56	0.52	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	31.99	32.05	32.01	32.05	
	Productivity Adjustment	1.25	1.25	1.25	1.25	
	Staff Cost per Billable Hour	\$29.86	\$29.80	\$29.84	\$31.07	
	<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	\$2,239.50	\$2,652.20	\$3,491.28	\$4,070.17		
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	\$20.61	\$20.61	\$20.61	\$20.61	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27	
	Weekly Manager Cost per Member	\$264.07	\$264.07	\$264.07	\$264.07	
Admin. Support	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52	
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%	
	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04	
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	\$2,617.43	\$3,030.13	\$3,895.76	\$4,474.65	
	- 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		\$3,050.70	\$3,532.53	\$4,541.10	\$5,199.98	
Cost per Member per Day		\$435.81	\$504.65	\$648.73	\$742.85	
Cost per Member per Day at 344 Days per Plan Year		\$462.41	\$535.46	\$688.33	\$788.20	
- July 1, 2021 3.2% Rate Increase		\$14.38	\$16.65	\$21.39	\$24.46	
Cost per Member per Day at 344 Days per Plan Year		\$476.79	\$552.11	\$709.72	\$812.66	

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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	\$18.38	\$18.38	\$18.38	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.88	\$23.88	\$23.88	\$24.90	
	<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	
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34	
	- Meetings on Physical Intervention	0.58	0.52	0.56	0.52	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	31.99	32.05	32.01	32.05	
	Productivity Adjustment	1.25	1.25	1.25	1.25	
	Staff Cost per Billable Hour	\$29.86	\$29.80	\$29.84	\$31.07	
	<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	\$1,821.46	\$2,151.56	\$2,822.86	\$3,287.21		
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	\$20.61	\$20.61	\$20.61	\$20.61	
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of House Manager	\$1,056.27	\$1,056.27	\$1,056.27	\$1,056.27	
	Weekly Manager Cost per Member	\$211.25	\$211.25	\$211.25	\$211.25	
Admin. Support	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52	
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%	
	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04	
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	\$2,134.97	\$2,465.07	\$3,162.92	\$3,627.27	
	- 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		\$2,487.93	\$2,873.33	\$3,686.47	\$4,214.90	
Cost per Member per Day		\$355.42	\$410.48	\$526.64	\$602.13	
Cost per Member per Day at 344 Days per Plan Year		\$377.12	\$435.54	\$558.79	\$638.89	
- July 1, 2021 3.2% Rate Increase		\$11.73	\$13.54	\$17.37	\$19.83	
Cost per Member per Day at 344 Days per Plan Year		\$388.85	\$449.08	\$576.16	\$658.72	

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Host Homes

		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
Recruitment	<i>Staff Costs</i>				
	- Recruitment Staff Hourly Wage	\$20.79	\$20.79	\$20.79	\$20.79
	- Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.63	\$26.63	\$26.63	\$26.63
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time	2.00	2.00	2.00	2.00
	- Recordkeeping	5.00	5.00	5.00	5.00
	- 'Employer Time' (e.g. staff meetings)	0.75	0.75	0.75	0.75
	- Training Time	0.75	0.75	0.75	0.75
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	27.81	27.81	27.81	27.81
	Productivity Adjustment	1.44	1.44	1.44	1.44
	Staff Cost per Billable Hour	\$38.35	\$38.35	\$38.35	\$38.35
	- Staff Hours to Recruit, Train, Credential	60	60	60	60
	Staff Cost	\$2,301.00	\$2,301.00	\$2,301.00	\$2,301.00
	<i>Other Costs</i>				
- Other Costs	\$500.00	\$500.00	\$500.00	\$500.00	
- Number of Years Under Supervision	5.0	5.0	5.0	5.0	
Amortized Annual Home Recruitment Cost	\$560.20	\$560.20	\$560.20	\$560.20	
Program Coordinator	- Program Coordinator Hourly Wage	\$20.79	\$20.79	\$20.79	\$20.79
	- Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Annual Staff Cost (wages and benefits)	\$55,394.54	\$55,394.54	\$55,394.54	\$55,394.54
	- Program Coordinator Caseload	20	18	14	10
Annual Program Coordinator Staff Cost per Member	\$2,769.73	\$3,077.47	\$3,956.75	\$5,539.45	
Training	- Training Staff Hourly Wage	\$20.79	\$20.79	\$20.79	\$20.79
	- Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.63	\$26.63	\$26.63	\$26.63
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Travel Time	2.00	2.00	2.00	2.00
	- Recordkeeping	5.00	5.00	5.00	5.00
	- 'Employer Time' (e.g. staff meetings)	0.75	0.75	0.75	0.75
	- Training Time	0.75	0.75	0.75	0.75
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	27.81	27.81	27.81	27.81
	Productivity Adjustment	1.44	1.44	1.44	1.44
	Staff Cost per Billable Hour	\$38.35	\$38.35	\$38.35	\$38.35
	- Hours of Training per Foster Home Provider per Year	20	20	20	20
	- Percent of Training Hours Provided in Groups	50%	50%	50%	50%
	- Typical Group Size	4	4	4	4
	- Allocated Trainer Hours per Foster Home per Year	12.5	12.5	12.5	12.5
Annual Training Staff Cost per Member	\$479.38	\$479.38	\$479.38	\$479.38	
Staff Mileage	- Number of Miles Traveled per Year by Recruiter, Coordinator, Trainer (based on Coordinator caseload)	7,000	7,000	7,000	7,000
	- Annual Miles per Foster Home	350	389	500	700
	- Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	Annual Mileage Cost per Member	\$203.00	\$225.62	\$290.00	\$406.00

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Host Homes

		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	
Home Payment	- Daily Payment to Foster Care Provider per Member	\$60.00	\$80.00	\$100.00	\$120.00	
	Annual Payment per Member	\$21,900.00	\$29,200.00	\$36,500.00	\$43,800.00	
In-Home Supports	- In-Home Support Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.02	
	- Specialized Staff Benefit Rate	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	
	- Travel Time (between members)	1.76	1.76	1.76	1.76	
	- Progress Notes/ Medical Records	0.00	0.00	0.00	0.00	
	- 'Employer Time' (e.g. staff meetings)	0.66	0.66	0.66	0.66	
	- Training	1.15	1.15	1.15	1.15	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	32.74	32.74	32.74	32.74	
	Productivity Adjustment	1.22	1.22	1.22	1.22	
	Staff Cost After Productivity Adjustment	\$28.08	\$28.08	\$28.08	\$28.56	
	- Number of Hours of Support per Week	5	10	17	24	
	Annual In-Home Support Cost per Member	\$7,300.80	\$14,601.60	\$24,822.72	\$35,642.88	
Respite	- Number of Days of Respite per Year	14	14	24	24	
	- Daily Rate	\$120.00	\$120.00	\$120.00	\$120.00	
	Annual Respite Cost per Member	\$1,680.00	\$1,680.00	\$2,880.00	\$2,880.00	
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%	
	Annual Cost of Specialized Staff	\$103,535.95	\$103,535.95	\$103,535.95	\$103,535.95	
	- Number of Members per Specialized Staff	50	50	30	30	
Annual Specialized Staff Cost per Member	\$2,070.72	\$2,070.72	\$3,451.20	\$3,451.20		
Admin. and Overhead	Annual Cost Before Admin. and Support	\$36,963.83	\$51,894.99	\$72,940.25	\$92,759.11	
	- Administration Percent	15.0%	15.0%	15.0%	15.0%	
Annual Administrative Cost per Member	\$6,523.03	\$9,157.94	\$12,871.81	\$16,369.25		
Total Annual Cost per Member		\$43,486.86	\$61,052.93	\$85,812.06	\$109,128.36	
Cost per Member per Day		\$119.14	\$167.27	\$235.10	\$298.98	
Rate per Member per Day at 344 Days per Plan Year		\$126.41	\$177.48	\$249.45	\$317.23	
- July 1, 2021 3.2% Rate Increase		\$4.05	\$5.68	\$7.98	\$10.15	
Rate per Member per Day at 344 Days per Plan Year		\$130.46	\$183.16	\$257.43	\$327.38	

**Review of Provider Rates for Residential, Day, Employment, 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	\$23.47	\$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	\$938.80	\$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	\$1,793.25	\$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	\$2,109.78	\$2,025.94	
Total Rate per Mile		\$2.03	\$2.11	\$2.38	

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Small Group Supported Employment**

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$19.63	\$19.63	\$19.63	\$20.62
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.0%	29.0%	29.0%	28.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.32	\$25.32	\$25.32	\$26.41
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	1.30	1.30	1.30	1.30
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.16	1.51	1.08	1.08
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	28.95	29.65	30.12	30.12
	Productivity Adjustment	1.38	1.35	1.33	1.33
	Hourly Staff Cost per Billable Hour	\$34.98	\$34.16	\$33.63	\$35.07
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26	
Staff Cost per Member per Billable Hour	\$13.88	\$16.27	\$20.02	\$27.83	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	200.0	200.0	200.0	200.0
	- Number of Members per Group	2.52	2.10	1.68	1.26
	Allocated Miles per Member per Week	79.4	95.2	119.0	158.7
	Annual Mileage Cost per Member (at 250 days of operation)	\$2,301.59	\$2,761.90	\$3,452.38	\$4,603.17
Mileage Cost per Member per Billable Hour	\$2.19	\$2.63	\$3.29	\$4.38	
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$16.07	\$18.90	\$23.31	\$32.21
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour*	\$4.39	\$5.07	\$6.14	\$8.29
Rate per Hour		\$22.46	\$25.97	\$31.45	\$42.50

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Small Group Supported Employment, Exceptions**

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$19.63	\$19.63
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.32	\$25.32
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	1.30	1.30
	- Progress Notes/ Medical Records	0.86	0.86
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
"Billable" Hours	31.68	31.68	
Productivity Adjustment	1.26	1.26	
Hourly Staff Cost per Billable Hour	\$31.97	\$31.97	
Mileage	Amount per Mile	\$0.580	\$0.580
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$52.20	\$52.20
	Mileage Cost per Billable Hour	\$1.65	\$1.65
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$33.62	\$33.62
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
Administrative Cost per Billable Hour (fixed at Category 4 cost)	\$8.29	\$8.29	
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$19.63
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$25.32
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.93
	Productivity Adjustment		1.18
	Hourly Staff Cost per Billable Hour		\$29.85
Rate per Billable Hour	\$43.91	\$73.76	

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Employment Path Services - Community, One-to-One**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$19.02
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.54
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Participating in ISP/PCP meetings	0.09
	- Program Development/ Quality Improvement	0.43
	- Travel Time (Between Members)	0.43
	- Progress Notes/ Medical Records	0.65
	- Employer and One-on-One Supervision Time	0.65
	- Training	1.73
	- Paid Time Off	3.69
"Billable" Hours	32.33	
Productivity Adjustment	1.24	
	Hourly Staff Cost per Billable Hour	\$30.36
Mileage	Amount per Mile	\$0.580
	- Number of Miles Traveled per Week	120.0
	Mileage Cost per Week	\$69.60
	Mileage Cost per Billable Hour	\$2.15
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$32.51
	- Program Support Funding per Day	\$10.00
	Program Support Cost per Billable Hour	\$1.55
	- Administration Percent (as a Percent of Total Rate)	20.0%
	Administrative Cost per Billable Hour*	\$8.23
	Rate per Billable Hour	\$42.29

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models**

prepared for Oregon Office of Developmental Disabilities Services

Employment Path Services - Community

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$19.02	\$19.02	\$19.02	\$19.97
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.0%	29.0%	29.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.54	\$24.54	\$24.54	\$25.76
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.13	0.13	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	0.86	0.86	0.86	0.86
	- Progress Notes/ Medical Records	1.30	1.08	0.86	0.86
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	31.21	31.43	31.69	31.69
	Productivity Adjustment	1.28	1.27	1.26	1.26
	Hourly Staff Cost per Billable Hour	\$31.45	\$31.23	\$30.98	\$32.51
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26	
Staff Cost per Member per Billable Hour	\$12.48	\$14.87	\$18.44	\$25.80	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
	- Number of Members per Group	2.52	2.10	1.68	1.26
	Allocated Miles per Member per Week	59.5	71.4	89.3	119.0
	Annual Mileage Cost per Member (at 250 days of operation)	\$1,726.19	\$2,071.43	\$2,589.29	\$3,452.38
Mileage Cost per Member per Billable Hour	\$1.64	\$1.97	\$2.47	\$3.29	
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$15.12	\$17.84	\$21.91	\$30.09
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour*	\$4.16	\$4.82	\$5.80	\$7.74
Rate per Hour		\$21.28	\$24.66	\$29.71	\$39.83

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Employment Path Services - Community, Exceptions**

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$19.02	\$19.02
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.54	\$24.54
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Travel Time (Between Members)	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
"Billable" Hours	32.33	32.33	
Productivity Adjustment	1.24	1.24	
Hourly Staff Cost per Billable Hour	\$30.36	\$30.36	
Mileage	Amount per Mile	\$0.580	\$0.580
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$52.20	\$52.20
	Mileage Cost per Billable Hour	\$1.61	\$1.61
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$31.97	\$31.97
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
Administrative Cost per Billable Hour (fixed at Category 4 cost)*	\$7.74	\$7.74	
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$19.02
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$24.54
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		0.43
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.50
	Productivity Adjustment		1.19
	Hourly Staff Cost per Billable Hour		\$29.30
Rate per Billable Hour	\$41.71	\$71.01	

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models**

prepared for Oregon Office of Developmental Disabilities Services

Employment Path Services - Facility

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$19.02	\$19.02	\$19.02	\$19.97
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.0%	29.0%	29.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.54	\$24.54	\$24.54	\$25.76
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.16	1.51	1.08	1.08
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	29.82	30.52	30.99	30.99
	Productivity Adjustment	1.34	1.31	1.29	1.29
	Hourly Staff Cost per Billable Hour	\$32.92	\$32.16	\$31.67	\$33.25
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	4.0 - 6.0	2.5 - 4.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	5.00	3.50	2.50	2.00
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	4.20	2.94	2.10	1.68	
Staff Cost per Member per Billable Hour	\$7.84	\$10.94	\$15.08	\$19.79	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$8.84	\$11.94	\$16.08	\$20.79
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour*	\$2.64	\$3.38	\$4.38	\$5.48
Rate per Hour		\$13.48	\$17.32	\$22.46	\$28.27

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services**

Employment Path Services - Facility, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$19.02	\$19.02
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.54	\$24.54
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
"Billable" Hours	32.76	32.76	
Productivity Adjustment	1.22	1.22	
	Hourly Staff Cost per Billable Hour	\$29.96	\$29.96
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$30.96	\$30.96
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
	Administrative Cost per Billable Hour (fixed at Category 4 cost)*	\$5.48	\$5.48
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$19.02
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$24.54
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		-
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.93
	Productivity Adjustment		1.18
	Hourly Staff Cost per Billable Hour		\$28.93
	Rate per Billable Hour	\$38.44	\$67.37

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models**

prepared for Oregon Office of Developmental Disabilities Services

Day Support Activity - Community

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.97	\$18.97	\$18.97	\$19.92
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.64	\$24.64	\$24.64	\$25.70
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.17	0.13	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	0.86	0.86	0.86	0.86
	- Progress Notes/ Medical Records	1.73	1.30	0.86	0.86
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	30.74	31.21	31.69	31.69
	Productivity Adjustment	1.30	1.28	1.26	1.26
	Hourly Staff Cost per Billable Hour	\$32.06	\$31.58	\$31.10	\$32.44
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	4.00	3.00	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	3.36	2.52	1.68	1.26	
Staff Cost per Member per Billable Hour	\$9.54	\$12.53	\$18.51	\$25.75	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
	- Number of Members per Group	3.36	2.52	1.68	1.26
	Allocated Miles per Member per Week	44.6	59.5	89.3	119.0
	Annual Mileage Cost per Member (at 250 days of operation)	\$1,294.64	\$1,726.19	\$2,589.29	\$3,452.38
Mileage Cost per Member per Billable Hour	\$1.23	\$1.64	\$2.47	\$3.29	
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$11.77	\$15.17	\$21.98	\$30.04
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour*	\$3.34	\$4.16	\$5.79	\$7.72
Rate per Hour	\$17.11	\$21.33	\$29.77	\$39.76	

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Day Support Activity - Community, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.97	\$18.97
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.64	\$24.64
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Travel Time (Between Members)	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
"Billable" Hours	32.33	32.33	
Productivity Adjustment	1.24	1.24	
Hourly Staff Cost per Billable Hour	\$30.49	\$30.49	
Mileage	Amount per Mile	\$0.580	\$0.580
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$52.20	\$52.20
	Mileage Cost per Billable Hour	\$1.61	\$1.61
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$32.10	\$32.10
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
Administrative Cost per Billable Hour (fixed at Category 4 cost)*	\$7.72	\$7.72	
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.97
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$24.64
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		0.43
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.50
	Productivity Adjustment		1.19
	Hourly Staff Cost per Billable Hour		\$29.42
Rate per Billable Hour	\$41.82	\$71.24	

* Administrative costs are fixed to the previous version of the rate model

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models**

prepared for Oregon Office of Developmental Disabilities Services

Day Support Activity - Facility

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.97	\$18.97	\$18.97	\$19.92
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.64	\$24.64	\$24.64	\$25.70
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.59	1.73	1.30	1.30
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	29.39	30.30	30.77	30.77
	Productivity Adjustment	1.36	1.32	1.30	1.30
	Hourly Staff Cost per Billable Hour	\$33.54	\$32.53	\$32.03	\$33.41
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	5.0 - 7.0	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	6.00	4.00	3.00	2.00
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	5.04	3.36	2.52	1.68	
Staff Cost per Member per Billable Hour	\$6.65	\$9.68	\$12.71	\$19.89	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$7.65	\$10.68	\$13.71	\$20.89
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour*	\$2.34	\$3.07	\$3.79	\$5.50
Rate per Hour		\$11.99	\$15.75	\$19.50	\$28.39

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Day Support Activity - Facility, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.97	\$18.97
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.64	\$24.64
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
"Billable" Hours	32.76	32.76	
Productivity Adjustment	1.22	1.22	
	Hourly Staff Cost per Billable Hour	\$30.09	\$30.09
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$31.09	\$31.09
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
	Administrative Cost per Billable Hour (fixed at Category 4 cost)*	\$5.50	\$5.50
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.97
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$24.64
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.93
	Productivity Adjustment		1.18
		Hourly Staff Cost per Billable Hour	
	Rate per Billable Hour	\$38.59	\$67.64

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Discovery

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Profile	Profile	Profile	Profile
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$20.65	\$20.65	\$20.65	\$20.65
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.45	\$26.45	\$26.45	\$26.45
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Employment Market Research	2.00	2.00	2.00	2.00
	- Travel Time (Between Members)	4.00	4.00	4.00	4.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Incomplete Assessments	1.50	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
"Billable" Hours	26.06	26.06	26.06	26.06	
Productivity Adjustment	1.53	1.53	1.53	1.53	
Hourly Staff Cost per Billable Hour	\$40.60	\$40.60	\$40.60	\$40.60	
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	160.0	160.0	160.0	160.0
	Mileage Cost per Week	\$92.80	\$92.80	\$92.80	\$92.80
	Mileage Cost per Billable Hour	\$3.56	\$3.56	\$3.56	\$3.56
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$44.16	\$44.16	\$44.16	\$44.16
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.92	\$1.92	\$1.92	\$1.92
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.52	\$11.52	\$11.52	\$11.52
Total Cost per Billable Hour	\$57.60	\$57.60	\$57.60	\$57.60	
Hours to Complete Discovery Profile	35.0	40.0	45.0	45.0	
Cost to Complete Discovery Profile	\$2,016.00	\$2,304.00	\$2,592.00	\$2,592.00	
- July 1, 2021 3.2% Rate Increase	\$64.51	\$73.73	\$82.94	\$82.94	
- July 1, 2023 5.0% Rate Increase	\$104.03	\$118.88	\$133.75	\$133.75	
Rate for Complete Discovery Profile	\$2,184.54	\$2,496.61	\$2,808.69	\$2,808.69	

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Job Development**

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5,6	4,5,6
Unit of Service		Outcome	Outcome	Outcome	Outcome
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.47	\$21.47	\$21.47	\$21.47
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.35	\$27.35	\$27.35	\$27.35
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Program Development/ Quality Improvement	2.00	2.00	2.00	2.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Incomplete Placements	1.50	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	27.06	27.06	27.06	27.06
Productivity Adjustment	1.48	1.48	1.48	1.48	
Hourly Staff Cost per Billable Hour	\$40.43	\$40.43	\$40.43	\$40.43	
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.57	\$2.57	\$2.57	\$2.57
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$43.00	\$43.00	\$43.00	\$43.00
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.85	\$1.85	\$1.85	\$1.85
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.21	\$11.21	\$11.21	\$11.21
Total Cost per Billable Hour		\$56.06	\$56.06	\$56.06	\$56.06
Staff Hours for Job Placement		40.0	50.0	60.0	60.0
Cost for Successful Placement		\$2,242.40	\$2,803.00	\$3,363.60	\$3,363.60
- July 1, 2021 3.2% Rate Increase		\$71.76	\$89.70	\$107.64	\$107.64
- July 1, 2023 5.0% Rate Increase		\$115.70	\$144.63	\$173.56	\$173.56
Rate for Successful Placement		\$2,429.86	\$3,037.33	\$3,644.80	\$3,644.80
Staff Hours for Job Retention (90 Days)		25.0	30.0	40.0	40.0
Cost for Successful Retention		\$1,401.50	\$1,681.80	\$2,242.40	\$2,242.40
- July 1, 2021 3.2% Rate Increase		\$44.85	\$53.82	\$71.76	\$71.76
- July 1, 2023 5.0% Rate Increase		\$72.32	\$86.78	\$115.70	\$115.70
Rate for Successful Retention (90 Days)		\$1,518.67	\$1,822.40	\$2,429.86	\$2,429.86

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Job Coaching, Initial**

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31	20.31
Productivity Adjustment	1.58	1.75	1.97	1.97	
Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12	
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75	
Total Cost per Billable Hour		\$59.19	\$65.68	\$73.76	\$73.76
Ratio of Direct Support Hours to Member Work Hours		50%	70%	90%	90%
Cost per Member Work Hour		\$29.60	\$45.98	\$66.38	\$66.38
- July 1, 2021 3.2% Rate Increase		\$0.95	\$1.47	\$2.12	\$2.12
- July 1, 2023 5.0% Rate Increase		\$1.52	\$2.37	\$3.43	\$3.43
Rate per Member Work Hour		\$32.07	\$49.82	\$71.93	\$71.93

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Job Coaching, Ongoing**

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31	20.31
Productivity Adjustment	1.58	1.75	1.97	1.97	
Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12	
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75
Total Cost per Billable Hour		\$59.19	\$65.68	\$73.76	\$73.76
Ratio of Direct Support Hours to Member Work Hours		40%	70%	90%	90%
Cost per Member Work Hour		\$23.68	\$45.98	\$66.38	\$66.38
- July 1, 2021 3.2% Rate Increase		\$0.76	\$1.47	\$2.12	\$2.12
- July 1, 2023 5.0% Rate Increase		\$1.22	\$2.37	\$3.43	\$3.43
Rate per Member Work Hour		\$25.66	\$49.82	\$71.93	\$71.93

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Job Coaching, Maintenance**

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
"Billable" Hours	25.31	22.81	20.31	20.31	
Productivity Adjustment	1.58	1.75	1.97	1.97	
Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12	
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75
Total Cost per Billable Hour		\$59.19	\$65.68	\$73.76	\$73.76
Ratio of Direct Support Hours to Member Work Hours		30%	70%	90%	90%
Cost per Member Work Hour		\$17.76	\$45.98	\$66.38	\$66.38
- July 1, 2021 3.2% Rate Increase		\$0.57	\$1.47	\$2.12	\$2.12
- July 1, 2023 5.0% Rate Increase		\$0.91	\$2.37	\$3.43	\$3.43
Rate per Member Work Hour		\$19.24	\$49.82	\$71.93	\$71.93

Review of Provider Rates for
Residential, Day, Employment, and Other HCBS

Appendices of Supporting Documentation for
Final Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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July 1, 2023

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services**

**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 mgrs.	Not Reported	Under 5 years	None	\$16.68	\$21.42	\$28.76	\$38.61	\$46.44
19-3031 Clinic./ couns./ school psychologists	Doctoral/ prof.	None	Internship/residency	\$24.11	\$31.02	\$40.17	\$52.33	\$61.72
21-1012 'Edu./ voc./ 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/ behav. 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 ed. 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 Spec. 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/ 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, Day, Employment, and Other HCBS
Final Rate Models
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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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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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 mgrs.	\$19.08	\$21.42	\$28.76	\$38.61	\$46.44
19-3031 Clinic./ couns./ school psychologists	\$24.11	\$31.02	\$40.17	\$52.33	\$61.72
21-1012 Edu./ voc./ 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/ behav. 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 ed. 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 Spec. 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/ 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, Day, Employment, and Other HCBS
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**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

Attendant Care	24 Hour Residential - DSP	24 Hour Residential - DSP, Category 4	24 Hour Residential Professional Staff	Host Home - Recruiters/ Coordinators/ Trainers	Host Home - In-Home Support	Host Home - In-Home Support - Cat. 4	Host Home - Professional Staff	Transportation	Transportation, After-Hours	Supervisors	Group Home Managers	Small Group Supp. Employ.	Small Group Supp. Employ., Cat. 4	Employment Path	Employment Path, Category 4	Day Support Activity	Day Support Activity, Category 4	Discovery	Job Development	Job Coaching
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BLS Code and Title

11-9151 Social and community service mgrs.																					
19-3031 Clinic./ couns./ school psychologists			50%				50%														
21-1012 Edu./ voc./ school counselors																		20%	30%	30%	
21-1015 Rehabilitation counselors												40%	40%	30%	30%			30%	40%	30%	
21-1018 Substance abuse/ behav. counselors																					
21-1021 Child/ family/ school social workers																					
21-1022 Healthcare social workers																					
21-1023 Mental hlth./ sub. abuse social work					50%																
21-1093 Social and human service assistants	40%	40%	40%		50%	40%	40%			50%	50%	40%	40%	30%	30%	60%	60%	40%	20%	20%	
21-1094 Community health workers																					
25-2051 Special ed. teachers, preschool																					
25-2052 Special ed. teachers, kinder. & elem.																					
25-2053 Special ed. teachers, middle school																					
25-2054 Spec. 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%				50%														
29-2053 Psychiatric technicians																					
29-2061 Lic. Practical/ 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%	60%			60%	45%	100%	100%			20%	20%	40%	40%	40%	40%	10%	10%	20%	
39-9032 Recreation workers																					
39-9041 Residential advisers										50%	50%										
41-3099 Sales reps, services, all others																					
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Appendix A: Wage Assumptions

Attendant Care	24 Hour Residential - DSP	24 Hour Residential - DSP, Category 4	24 Hour Residential Professional Staff	Host Home - Recruiters/ Coordinators/ Trainers	Host Home - In-Home Support	Host Home - In-Home Support - Cat. 4	Host Home - Professional Staff	Transportation	Transportation, After-Hours	Supervisors	Group Home Managers	Small Group Supp. Employ.	Small Group Supp. Employ., Cat. 4	Employment Path	Employment Path, Category 4	Day Support Activity	Day Support Activity, Category 4	Discovery	Job Development	Job Coaching
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Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions¹

10th %ile	\$15.75	\$15.75	\$15.75	\$27.70	\$17.41	\$15.75	\$16.30	\$27.70	\$15.06	\$15.06	\$16.07	\$16.07	\$16.47	\$16.47	\$16.12	\$16.12	\$16.10	\$16.10	\$17.12	\$17.37	\$17.19
25th %ile	\$16.58	\$16.58	\$16.58	\$33.61	\$18.67	\$16.58	\$17.11	\$33.61	\$15.60	\$15.60	\$17.24	\$17.24	\$17.60	\$17.60	\$17.10	\$17.10	\$17.08	\$17.08	\$18.45	\$18.77	\$18.52
50th %ile	\$17.57	\$17.57	\$17.57	\$41.55	\$20.79	\$17.57	\$18.02	\$41.55	\$16.43	\$16.43	\$18.75	\$19.61	\$18.77	\$18.77	\$18.18	\$18.18	\$18.14	\$18.14	\$20.65	\$21.47	\$21.17
75th %ile	\$18.95	\$18.95	\$18.95	\$50.69	\$24.99	\$18.95	\$19.54	\$50.69	\$17.52	\$17.52	\$20.21	\$20.21	\$22.46	\$22.46	\$21.22	\$21.22	\$19.67	\$19.67	\$25.45	\$27.54	\$26.67
90th %ile	\$20.70	\$20.70	\$20.70	\$59.36	\$30.24	\$20.70	\$21.34	\$59.36	\$18.29	\$18.29	\$22.55	\$22.55	\$26.81	\$26.81	\$24.68	\$24.68	\$21.90	\$21.90	\$30.97	\$34.14	\$32.62

Rate Model Wage Assumptions¹

Wage Assumption	\$18.38	\$18.38	\$19.30	\$41.55	\$20.79	\$17.57	\$18.02	\$41.55	\$16.43	\$18.07	\$20.21	\$20.61	\$19.63	\$20.62	\$19.02	\$19.97	\$18.97	\$19.92	\$20.65	\$21.47	\$21.17
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¹Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements, with the following exceptions:

- Direct support professionals providing Attendant Care, 24 Hour Residential, Small Group Supported Employment, Employment Path Services, and Day Support Activity wages include an additional 4.6 percent
- Direct support professional wage assumptions in Category 4 rate models include an additional five percent
- Supervisor wages are set at the 75th percentile
- Home managers in Adult 24-Hour Residential homes are set at the 75th percentile plus an additional two percent
- Staff providing after-hours Transportation include an additional 10 percent

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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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)	
BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model

Mandatory Benefits

FICA ²								7.65%
Federal UI ³								0.60%
State UI ⁴								2.90%
Workers' Comp.								2.30%

Paid Time Off⁵

					<i>Days per year</i>		<i>Days per year</i>	
Holidays	75%	100%	75%	100%	8.0	8.0	6.0	8.0
Vacation Leave	71%	100%	71%	100%	10.0	16.0	7.1	16.0
Sick Leave	73%		73%		3.0		2.2	
Total					21.0	24.0	15.3	24.0

Health Insurance⁶

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

Retirement

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

Other Benefits⁷

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

¹BLS' 2016 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2016/ownership_private.htm); data reported is for private employers in the Pacific

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Applies to first \$35,700 in wages

⁵BLS 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)

⁶In 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 I1.C.1 and I1.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

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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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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
\$9	\$18,720	37.7%	30.4%	54.5%	45.3%
\$10	\$20,800	36.0%	28.8%	51.4%	42.2%
\$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%

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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Appendix C: Productivity Assumptions

Attendant Care	24 Hour Residential - Adult	24 Hour Residential - Children	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	26.25
Participating in assessments/ person-centered planning	0.25	0.10	0.10	-	-	-
Travel time (between members)	2.00	-	-	8.50	8.50	13.00
Progress notes/ medical records	1.00	-	-	-	-	-
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75
Collateral contacts (not billable)	-	-	-	-	-	-
Time lost due to missed appointments	0.50	-	-	-	-	-
Total	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	60.00	60.00	60.00
Paid time off	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	27.03	27.03	23.07
Participating in assessments/ person-centered planning	0.22	0.09	0.08	-	-	-
Travel time (between members)	1.76	-	-	7.47	7.47	11.43
Progress notes/ medical records	0.88	-	-	-	-	-
Employer and one-on-one supervision time	0.66	0.65	0.63	0.66	0.66	0.66
Collateral contacts (not billable)	-	-	-	-	-	-
Time lost due to missed appointments	0.44	-	-	-	-	-
Training	1.15	1.54	2.69	1.15	1.15	1.15
Paid time off	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

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Appendix C: Productivity Assumptions

Small Group Supported Employment, Category 1	Small Group Supported Employment, Category 2	Small Group Supported Employment, Category 3	Small Group Supported Employment, Category 4	Small Group Supported Employment, Exceptions	Employment Path Services - Community, One-to-One	Employment Path Services - Community, Category 1	Employment Path Services - Community, Category 2	Employment Path Services - Community, Category 3	Employment Path Services - Community, Category 4	Employment Path Services - Community, Exceptions	Employment Path Services - Facility, Category 1	Employment Path Services - Facility, Category 2	Employment Path Services - Facility, Category 3	Employment Path Services - Facility, Category 4	Employment Path Services - Facility, Exceptions
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Rate Model Assumptions

Direct services	33.50	34.30	34.85	34.85	36.65	32.96	31.66	31.91	32.21	32.21	32.96	30.06	30.86	31.41	31.41	33.46
Participating in ISP/PCP meetings	0.25	0.20	0.15	0.15	0.10	0.10	0.15	0.15	0.10	0.10	0.10	0.25	0.20	0.15	0.15	0.10
Travel time (between members)	-	-	-	-	-	0.50	-	-	-	-	0.50	-	-	-	-	-
Program development/ quality improvement	1.50	1.50	1.50	1.50	1.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Program preparation/ set-up/ clean-up	1.50	1.50	1.50	1.50	-	-	1.00	1.00	1.00	1.00	-	1.50	1.50	1.50	1.50	-
Progress notes/ medical records	2.50	1.75	1.25	1.25	1.00	0.75	1.50	1.25	1.00	1.00	0.75	2.50	1.75	1.25	1.25	0.75
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	0.75	0.75	0.75	0.75
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	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00
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	192.00	192.00	192.00	192.00

Rate Model Assumptions Adjusted for Training and PTO

Direct services	28.95	29.65	30.12	30.12	31.68	32.96	31.66	31.91	32.21	32.21	32.96	30.06	30.86	31.41	31.41	33.46
Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13	0.09	0.09	0.13	0.13	0.09	0.09	0.09	0.22	0.17	0.13	0.13	0.09
Travel time (between members)	-	-	-	-	-	0.43	-	-	-	-	0.43	-	-	-	-	-
Program development/ quality improvement	1.30	1.30	1.30	1.30	1.30	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Program preparation/ set-up/ clean-up	1.30	1.30	1.30	1.30	-	-	0.86	0.86	0.86	0.86	-	1.30	1.30	1.30	1.30	-
Progress notes/ medical records	2.16	1.51	1.08	1.08	0.86	0.65	1.30	1.08	0.86	0.86	0.65	2.16	1.51	1.08	1.08	0.65
Employer and one-on-one supervision time	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
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	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	40.00	40.00	40.00	40.00

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Appendix C: Productivity Assumptions

Day Support Activity - Community, Category 1	Day Support Activity - Community, Category 2	Day Support Activity - Community, Category 3	Day Support Activity - Community, Category 4	Day Support Activity - Community, Exceptions	Day Support Activity - Facility, Category 1	Day Support Activity - Facility, Category 2	Day Support Activity - Facility, Category 3	Day Support Activity - Facility, Category 4	Day Support Activity - Facility, Exceptions
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Rate Model Assumptions

Direct services	31.11	31.66	32.21	32.21	32.96	29.56	30.61	31.16	31.16	33.46
Participating in ISP/PCP meetings	0.20	0.15	0.10	0.10	0.10	0.25	0.20	0.15	0.15	0.10
Travel time (between members)	-	-	-	-	0.50	-	-	-	-	-
Program development/ quality improvement	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Program preparation/ set-up/ clean-up	1.00	1.00	1.00	1.00	-	1.50	1.50	1.50	1.50	-
Progress notes/ medical records	2.00	1.50	1.00	1.00	0.75	3.00	2.00	1.50	1.50	0.75
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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00
Paid time off	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 Train

Direct services	31.11	31.66	32.21	32.21	32.96	29.56	30.61	31.16	31.16	33.46
Participating in ISP/PCP meetings	0.17	0.13	0.09	0.09	0.09	0.22	0.17	0.13	0.13	0.09
Travel time (between members)	-	-	-	-	0.43	-	-	-	-	-
Program development/ quality improvement	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Program preparation/ set-up/ clean-up	0.86	0.86	0.86	0.86	-	1.30	1.30	1.30	1.30	-
Progress notes/ medical records	1.73	1.30	0.86	0.86	0.65	2.59	1.73	1.30	1.30	0.65
Employer and one-on-one supervision time	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
Paid time off	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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Appendix C: Productivity Assumptions

Discovery	Job Development	Job Coaching, Category 1	Job Coaching, Category 2	Job Coaching, Category 3	Job Coaching, Category 4
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Rate Model Assumptions

Direct services	26.06	26.81	25.31	22.81	20.31	20.31
Participating in ISP/PCP meetings	-	0.25	0.25	0.25	0.25	0.25
Travel time (between members)	4.00	3.00	3.00	3.00	3.00	3.00
Program development/ quality improvement	-	2.00	-	-	-	-
Employment market research	2.00	-	-	-	-	-
On behalf of activities	-	-	5.00	7.50	10.00	10.00
Incomplete assessments	1.50	-	-	-	-	-
Incomplete placements	-	1.50	-	-	-	-
Progress notes/ medical records	1.00	1.00	1.00	1.00	1.00	1.00
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75
Training	1.00	1.00	1.00	1.00	1.00	1.00
Paid time off	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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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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	0.0	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	138.0	168.0	250.0	336.0	168.0	250.0	280.0	336.0
<i>'Floating' Staff Hours</i>								
'Floating' FTE Per Week ²	0.000	0.875	1.000	0.375	0.000	0.500	1.500	2.500
Floating Staff Hours	0.0	35.0	40.0	15.0	0.0	20.0	60.0	100.0
Total Hours per Home per Week	138.0	203.0	290.0	351.0	168.0	270.0	340.0	436.0
Hours per Member per Week	46.0	67.7	96.7	117.0	37.3	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.

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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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.