

**Wage and Rate Study**  
**Proposed Rate Models for ODDS Services**  
**prepared for Oregon Department of Human Services**

**Job Coaching, Initial**

		1Category (SG 1, 2)	2Category (SG 3)	3Category (SG 4)	Category 4 (SG 5)
	<b>Unit of Service</b>	Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	- Direct Support Professional Hourly Wage	\$29.19	\$29.19	\$29.19	\$29.19
	- Employee Benefit Rate (as a percent of wages)	29.5%	29.5%	29.5%	29.5%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$37.80	\$37.80	\$37.80	\$37.80
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	0.22	0.22
	- On Behalf of Activities	5.08	7.50	10.15	10.15
	- Travel Time (Between Members)	3.09	3.09	3.09	3.09
	- Progress Notes/ Medical Records	1.10	1.10	1.10	1.10
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66
Mileage	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.16	22.74	20.09	20.09
Supervision	Productivity Adjustment Factor	1.59	1.76	1.99	1.99
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$60.10</b>	<b>\$66.53</b>	<b>\$75.22</b>	<b>\$75.22</b>
Admin. and Overhead	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	- Number of Miles Traveled per Week	120	120	120	120
	Mileage Cost per Week	\$84.00	\$84.00	\$84.00	\$84.00
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.34</b>	<b>\$3.69</b>	<b>\$4.18</b>	<b>\$4.18</b>
	- Supervisor Hourly Wage	\$33.08	\$33.08	\$33.08	\$33.08
	- Supervisor Benefit Rate	27.5%	27.5%	27.5%	27.5%
	Weekly Cost of Supervisor	\$1,687.08	\$1,687.08	\$1,687.08	\$1,687.08
	- Number of DSPs per Supervisor	8.0	8.0	8.0	8.0
	<b>Supervisor Cost per Billable Hour</b>	<b>\$8.38</b>	<b>\$9.27</b>	<b>\$10.50</b>	<b>\$10.50</b>
	Cost per Billable Hour Before Admin. and Other Overhead	\$71.82	\$79.49	\$89.90	\$89.90
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	<b>Admin. and Other Overhead Cost per Billable Hour</b>	<b>\$12.67</b>	<b>\$14.03</b>	<b>\$15.86</b>	<b>\$15.86</b>
	<b>Total Cost per Billable Hour</b>	<b>\$84.49</b>	<b>\$93.52</b>	<b>\$105.76</b>	<b>\$105.76</b>
	Ratio of Direct Support Hours to Member Work Hours	40%	60%	80%	80%
	<b>Rate per Member Work Hour</b>	<b>\$33.80</b>	<b>\$56.11</b>	<b>\$84.61</b>	<b>\$84.61</b>

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**Job Coaching, Ongoing**

		1Category (SG 1, 2)	2Category (SG 3)	3Category (SG 4)	Category 4 (SG 5)
	<b>Unit of Service</b>	Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	- Direct Support Professional Hourly Wage	\$29.19	\$29.19	\$29.19	\$29.19
	- Employee Benefit Rate (as a percent of wages)	29.5%	29.5%	29.5%	29.5%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$37.80	\$37.80	\$37.80	\$37.80
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	0.22	0.22
	- On Behalf of Activities	5.08	7.50	10.15	10.15
	- Travel Time (Between Members)	3.09	3.09	3.09	3.09
	- Progress Notes/ Medical Records	1.10	1.10	1.10	1.10
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66
Mileage	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.16	22.74	20.09	20.09
Supervision	Productivity Adjustment Factor	1.59	1.76	1.99	1.99
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$60.10</b>	<b>\$66.53</b>	<b>\$75.22</b>	<b>\$75.22</b>
Admin. and Overhead	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	- Number of Miles Traveled per Week	120	120	120	120
	Mileage Cost per Week	\$84.00	\$84.00	\$84.00	\$84.00
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.34</b>	<b>\$3.69</b>	<b>\$4.18</b>	<b>\$4.18</b>
	- Supervisor Hourly Wage	\$33.08	\$33.08	\$33.08	\$33.08
	- Supervisor Benefit Rate	27.5%	27.5%	27.5%	27.5%
	Weekly Cost of Supervisor	\$1,687.08	\$1,687.08	\$1,687.08	\$1,687.08
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	<b>Total Cost per Billable Hour</b>	<b>\$84.49</b>	<b>\$93.52</b>	<b>\$105.76</b>	<b>\$105.76</b>
	Ratio of Direct Support Hours to Member Work Hours	30%	50%	80%	80%
	<b>Rate per Member Work Hour</b>	<b>\$25.35</b>	<b>\$46.76</b>	<b>\$84.61</b>	<b>\$84.61</b>

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**Job Coaching, Maintenance**

		1Category (SG 1, 2)	2Category (SG 3)	3Category (SG 4)	Category 4 (SG 5)
	Unit of Service	Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	- Direct Support Professional Hourly Wage	\$29.19	\$29.19	\$29.19	\$29.19
	- Employee Benefit Rate (as a percent of wages)	29.5%	29.5%	29.5%	29.5%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$37.80	\$37.80	\$37.80	\$37.80
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	- Progress Notes/ Medical Records	1.10	1.10	1.10	1.10
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66
Mileage	- Training	1.00	1.00	1.00	1.00
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	"Billable" Hours	25.16	22.74	20.09	20.09
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<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$60.10</b>	<b>\$66.53</b>	<b>\$75.22</b>	<b>\$75.22</b>
Supervision	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700
	- Number of Miles Traveled per Week	120	120	120	120
	Mileage Cost per Week	\$84.00	\$84.00	\$84.00	\$84.00
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	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	<b>Admin. and Other Overhead Cost per Billable Hour</b>	<b>\$12.67</b>	<b>\$14.03</b>	<b>\$15.86</b>	<b>\$15.86</b>
	<b>Total Cost per Billable Hour</b>	<b>\$84.49</b>	<b>\$93.52</b>	<b>\$105.76</b>	<b>\$105.76</b>
	Ratio of Direct Support Hours to Member Work Hours	20%	50%	80%	80%
	<b>Rate per Member Work Hour</b>	<b>\$16.90</b>	<b>\$46.76</b>	<b>\$84.61</b>	<b>\$84.61</b>