

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) |
|--|---|------------------------|---------------------|---------------------|----------------------|
| 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 |
| | <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 |
| | - 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 |
| | Productivity Adjustment Factor | 1.59 | 1.76 | 1.99 | 1.99 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$60.10 | \$66.53 | \$75.22 | \$75.22 |
| Mileage | - 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 |
| | Mileage Cost per Billable Hour | \$3.34 | \$3.69 | \$4.18 | \$4.18 |
| Supervision | - 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 |
| | Supervisor Cost per Billable Hour | \$8.38 | \$9.27 | \$10.50 | \$10.50 |
| Admin. and Overhead | 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% |
| | Admin. and Other Overhead Cost per Billable Hour | \$12.67 | \$14.03 | \$15.86 | \$15.86 |
| Total Cost per Billable Hour | | \$84.49 | \$93.52 | \$105.76 | \$105.76 |
| Ratio of Direct Support Hours to Member Work Hours | | 40% | 60% | 80% | 80% |
| Rate per Member Work Hour | | \$33.80 | \$56.11 | \$84.61 | \$84.61 |

Wage and Rate Study
Proposed Rate Models for ODDS Services
prepared for Oregon Department of Human Services
Job Coaching, Ongoing

| | | 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 |
| | <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 |
| | - 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 |
| | Productivity Adjustment Factor | 1.59 | 1.76 | 1.99 | 1.99 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$60.10 | \$66.53 | \$75.22 | \$75.22 |
| Mileage | - 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% |
| | Admin. and Other Overhead Cost per Billable Hour | \$12.67 | \$14.03 | \$15.86 | \$15.86 |
| | Total Cost per Billable Hour | \$84.49 | \$93.52 | \$105.76 | \$105.76 |
| Ratio of Direct Support Hours to Member Work Hours | | 30% | 50% | 80% | 80% |
| Rate per Member Work Hour | | \$25.35 | \$46.76 | \$84.61 | \$84.61 |

Wage and Rate Study
Proposed Rate Models for ODDS Services
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Job Coaching, Maintenance

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| | Admin. and Other Overhead Cost per Billable Hour | \$12.67 | \$14.03 | \$15.86 | \$15.86 |
| | Total Cost per Billable Hour | \$84.49 | \$93.52 | \$105.76 | \$105.76 |
| | Ratio of Direct Support Hours to Member Work Hours | 20% | 50% | 80% | 80% |
| | Rate per Member Work Hour | \$16.90 | \$46.76 | \$84.61 | \$84.61 |