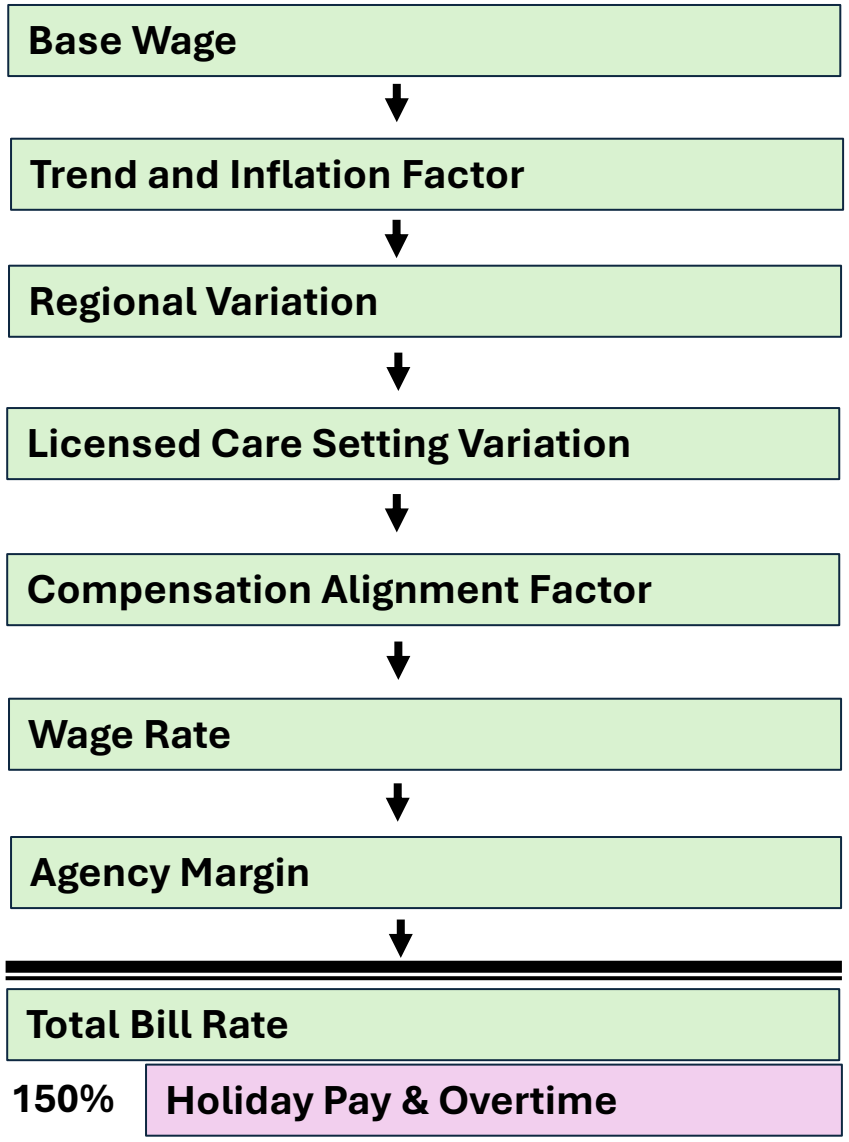
Maximum Rate Build-Up Methodology



The average wage reported by U.S. Bureau of Labor Statistics (BLS) and Oregon Employment Department (OED) for permanent staff was used for base of the max rate.

The trend factor uses the trended OED wage data with the pre-trended data from BLS. The Employment Cost Index was used to create an inflation factor which was added to the trend factor.

One statewide rate was set for each personnel type and adjusted to the Portland wage level.

Separate rates were set for RNs working in hospitals to account for higher wages paid in hospitals compared to other facility types.

The Compensation Alignment Factor incorporates the increase in each personnel type's wage according to each position's typical differential in permanent to temporary wages.

The wage rate is the result of factors/variations building off the base wage and each previous factor/variation.

The margin is the average partner-submitted data from the 2024 OHA listening sessions conducted at program initiation and is applied to the rate to account for administrative costs to the agency.

150% of the non-holiday maximum rate is applied for holidays and overtime; this aligns with industry standards, practices of states with similar legislation, and Oregon law.