

Review of Provider Rates for Attendant Care -  
Employer Model Agency

Draft Rate Model

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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September 19, 2025

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**Attendant Care, Employer Model Agency**

		1:1	2:1	3:1	4:1	
Unit of Service		Hour	Hour	Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.51	\$23.51	\$23.51	\$23.51	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time (Between Members)	0.89	0.89	0.89	0.89	
	- Progress Notes/ Medical Records	0.45	0.45	0.45	0.45	
	- Employer and One-on-One Supervision Time	0.34	0.34	0.34	0.34	
	- Time Lost Due to Missed Appointments	0.45	0.45	0.45	0.45	
	- Training	0.58	0.58	0.58	0.58	
	- Paid Time Off	3.69	3.69	3.69	3.69	
	"Billable" Hours	33.60	33.60	33.60	33.60	
	Productivity Adjustment	1.19	1.19	1.19	1.19	
<b>Staff Cost per Billable Hour</b>	<b>\$27.98</b>	<b>\$27.98</b>	<b>\$27.98</b>	<b>\$27.98</b>		
Mileage	- Number of Miles Traveled per Week	35	35	35	35	
	- Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580	
	Weekly Mileage Cost	\$20.30	\$20.30	\$20.30	\$20.30	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.60</b>	<b>\$0.60</b>	<b>\$0.60</b>	<b>\$0.60</b>	
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	
	- Supervisor Benefit Rate	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	
	- Number of DSPs per Supervisor	20.0	20.0	20.0	20.0	
<b>Supervisor Cost per Billable Hour</b>	<b>\$1.54</b>	<b>\$3.08</b>	<b>\$4.62</b>	<b>\$6.16</b>		
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$30.12	\$31.66	\$33.20	\$34.74	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	
	<b>Admin. and Other Overhead Cost per Billable Hour</b>	<b>\$5.32</b>	<b>\$5.59</b>	<b>\$5.86</b>	<b>\$6.13</b>	
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)		0.89	0.89	0.89	
	- Employer and One-on-One Supervision Time		0.34	0.34	0.34	
	- Time Lost Due to Missed Appointments		0.45	0.45	0.45	
	- Training		0.58	0.58	0.58	
	- Paid Time Off		3.69	3.69	3.69	
	"Billable" Hours		34.05	34.05	34.05	
	Productivity Adjustment		1.17	1.17	1.17	
	- Number of Additional Staff		1	2	3	
<b>Staff Cost per Billable Hour</b>		<b>\$27.51</b>	<b>\$55.01</b>	<b>\$82.52</b>		
<b>Rate per Billable Hour</b>		<b>\$35.44</b>	<b>\$64.76</b>	<b>\$94.07</b>	<b>\$123.39</b>	

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**Attendant Care, Employer Model Agency**

		<b>1:1</b>	<b>2:1</b>	<b>3:1</b>	<b>4:1</b>
Unit of Service		Hour	Hour	Hour	Hour
<b>Multiple Member Rates</b>	<i>2 Members</i>				
	- Rate Premium	10%			
	Total Hourly Revenue	\$38.98			
	<b>Rate per Member per Billable Hour</b>	<b>\$19.49</b>			
	<i>3 Members</i>				
	- Rate Premium	20%			
	Total Hourly Revenue	\$42.53			
	<b>Rate per Member per Billable Hour</b>	<b>\$14.18</b>			
	<i>4 Members</i>				
	- Rate Premium	30%			
	Total Hourly Revenue	\$46.07			
	<b>Rate per Member per Billable Hour</b>	<b>\$11.52</b>			

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**Appendix A: Wage Assumptions  
Wage Compression Assumptions**

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
\$9.75				\$14.75
\$10.00	\$0.25	90%	\$0.23	\$14.98
\$11.00	\$1.00	90%	\$0.90	\$15.88
\$12.00	\$1.00	80%	\$0.80	\$16.68
\$13.00	\$1.00	70%	\$0.70	\$17.38
\$14.00	\$1.00	60%	\$0.60	\$17.98
\$15.00	\$1.00	50%	\$0.50	\$18.48
\$16.00	\$1.00	40%	\$0.40	\$18.88
\$17.00	\$1.00	30%	\$0.30	\$19.18
\$18.00	\$1.00	20%	\$0.20	\$19.38
\$19.00	\$1.00	10%	\$0.10	\$19.48

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**Appendix A: Wage Assumptions**

**Bureau of Labor Statistics Information for Select Job Classifications that Include Duties Potentially Related to Requirements of Attendant Care Services<sup>1</sup>**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - May 2017					Use in Rate Model	
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Direct Support Staff	Supervision
Social and Human Service Assistants (21-1093)	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.	High school diploma or equivalent	None	Short-term on-the-job training	\$12.15	\$14.15	\$17.51	\$21.10	\$24.31	<b>40%</b>	<b>50%</b>
					Adjusted for Minimum Wage	\$16.79	\$18.06	\$19.28	\$21.10		
Personal Care Aides (39-9021)	Provide personalized assistance to individuals with disabilities or illness who require help with personal care and activities of daily living support (e.g., feeding, bathing, dressing, grooming, toileting, and ambulation). May also provide help with tasks such as preparing meals, doing light housekeeping, and doing laundry.	High school diploma or equivalent	None	Short-term on-the-job training	\$10.09	\$10.69	\$11.69	\$13.23	\$14.62	<b>60%</b>	
					Adjusted for Minimum Wage	\$15.06	\$15.60	\$16.43	\$17.52		\$18.29
Residential Advisors (39-9041)	Coordinate activities in resident facilities in secondary school and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.	High school diploma or equivalent	None	Short-term on-the-job training	\$10.41	\$11.67	\$14.46	\$17.72	\$20.79		<b>50%</b>
					Adjusted for Minimum Wage	\$15.35	\$16.42	\$18.21	\$19.32	\$20.79	

<sup>1</sup>Rate model wage assumption for direct support staff has been set at the median (50th percentile) hourly wage based on the assumed job requirements and includes 4.6 percent premium. The supervisor position has been set at the 75th percentile based on the assumed job requirements.

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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 <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model

**Mandatory Benefits**

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

**Paid Time Off<sup>5</sup>**

					<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	
<b>Total</b>					<b>21.0</b>	<b>24.0</b>	<b>15.3</b>	<b>24.0</b>

**Health Insurance<sup>6</sup>**

					<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 Benefits<sup>7</sup>**

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

<sup>1</sup>BLS' 2016 National Compensation Survey ([http://www.bls.gov/ncs/eps/benefits/2016/ownership\\_private.htm](http://www.bls.gov/ncs/eps/benefits/2016/ownership_private.htm)); data reported is for private employers in the Pacific

<sup>2</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Applies to first \$35,700 in wages

<sup>5</sup>BLS 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)

<sup>6</sup>In addition to BLS data for single coverage, other data sources were reviewed. According to 2016 data from the U.S. DHHS' Medical Expenditure Panel Survey (MEPS), the average premium for a single person policy across all employers in Oregon was \$497.83 with an employer share of \$412.17 (Tables II.C.1 and II.C.2). Data from Kaiser and the Urban Institute report that the 2016 cost of the 'benchmark' silver plan offered through the federal health insurance exchange in Oregon was less than \$250 per month for non-smokers less than 40 years old

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Appendix B: Benefits Assumptions - Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Effective Benefit Rate - Survey Results		Effective Benefit Rate - Model Assumptions <sup>1,2</sup>	
		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%

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

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

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**Appendix C: Productivity Assumptions**

Attendant Care, Employer  
Model Agency

***Rate Model Assumptions***

Direct services	37.62
Travel time (between members)	1.00
Progress notes/ medical records	0.50
Employer and one-on-one supervision time	0.38
Time lost due to missed appointments	0.50
<b>Total</b>	<b>40.00</b>

***Annual Hours for Training and PTO***

Training	30.00
Paid time off	192.00

***Rate Model Assumptions Adjusted for Training and PTO***

Direct services	33.60
Travel time (between members)	0.89
Progress notes/ medical records	0.45
Employer and one-on-one supervision time	0.34
Time lost due to missed appointments	0.45
Training	0.58
Paid time off	3.69
<b>Total</b>	<b>40.00</b>