

I/DD Waiver Rate Studies

Proposed Rate Models

Community Waiver Program

- prepared for -

Alabama Department of Mental Health

- prepared by -

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**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

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**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Comparison of Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Support Coordination

Group #1	Child; Ages 3-13; Year 1	Month	\$232.32	A single rate is proposed to consolidate Support Coordination, assuming a mixed caseload of 23 participants.
	Child; Ages 3-13; After Year 1	Month	\$179.52	
Group #2	Child; Ages 14-21; Year 1	Month	\$274.56	
	Child; Ages 14-21; After Year 1	Month	\$221.76	
Group #3	Adult; Ages 22+; Year 1	Month	\$506.88	
	Adult; Ages 22+; After Year 1	Month	\$454.08	
Group #4	Child; Ages 3-21; Year 1	Month	\$327.36	
	Child; Ages 3-21; After Year 1	Month	\$274.56	
	Adult; Ages 22+; Year 1	Month	\$327.36	
	Adult; Ages 22+; After Year 1	Month	\$274.56	
	Adult; Ages 22+; Year 1	Month	\$221.76	
Group #5	Adult; Ages 22+; After Year 1	Month	\$168.96	

Community-Based Residential Services

Low	3 or Fewer Bed Homes	Day	Up to	\$274.67	Proposed rates are based on a 344-day billing year
	4 Bed Homes	Day	\$262.00	\$272.64	
Mid	3 or Fewer Bed Homes	Day	Up to	\$372.28	
	4 Bed Homes	Day	\$262.00	\$370.23	
High	3 or Fewer Bed Homes	Day	Up to	\$448.32	
	4 Bed Homes	Day	\$262.00	\$446.29	

Adult Family Home

Low	Day	Up to	\$220.00	\$144.48	Proposed rates are based on a 344-day billing year
Mid	Day	Up to	\$220.00	\$184.23	
High	Day	Up to	\$220.00	\$223.98	

Personal Assistance

Personal Assistance - Home, 1:1	15 Min.	\$5.60	\$8.83	No proposed changes to published rate.
Personal Assistance - Home, 1:2	15 Min.		\$5.13	
Personal Assistance - Home, 1:3	15 Min.		\$3.47	
Personal Assistance - Home, Self-Directed	15 Min.	\$5.04	\$5.69	
Personal Assistance - Community, 1:1	15 Min.	\$6.00	\$9.39	
Personal Assistance - Community, 1:2	15 Min.		\$5.42	
Personal Assistance - Community, 1:3	15 Min.		\$3.67	
Personal Assistance - Community, Self-Directed	15 Min.	\$5.40	\$6.14	
Personal Assistance – Home, Family Self-Directed	15 Min.	\$2.05		

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Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Breaks and Opportunities

Breaks and Opportunities (Planned Respite), 1:1	15 Min.	\$5.50	\$8.61	
Breaks and Opportunities (Planned Respite), 1:2	15 Min.		\$5.00	
Breaks and Opportunities (Planned Respite), 1:3	15 Min.		\$3.38	
Breaks and Opportunities (Planned Respite), Self-Directed	15 Min.	\$4.95	\$5.83	
Breaks and Opportunities (Planned Respite), 1:1 - Daily	Day	\$158.00	\$473.20	
Breaks and Opportunities (Planned Respite), 1:2 - Daily	Day		\$253.65	
Breaks and Opportunities (Planned Respite), 1:3 - Daily	Day		\$169.10	
Breaks and Opportunities (Planned Respite), Daily, Self-Directed	Day	\$142.00	\$376.82	
Breaks and Opportunities (Emergency Respite), 1:1 - Daily	Day	\$190.00	\$483.84	
Breaks and Opportunities (Emergency Respite), 1:2 - Daily	Day		\$262.38	
Breaks and Opportunities (Emergency Respite), 1:3 - Daily	Day		\$174.92	
Breaks and Opportunities (Emergency Respite), Daily, Self-Directed	Day	\$170.00	\$380.02	

Independent Living Skills Training

Independent Living Skills Training	15 Min.	\$6.50	\$10.35	
Independent Living Skills Training, Self-Directed	15 Min.	\$5.85	\$5.74	

Remote Supports

Remote Supports, Monitoring	15 Min.		\$3.80	Current rate for Remote Support - Monitoring is a monthly rate capped at \$1,000 per month per participant
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Community Integration Connections and Skills Training

Community Integration Connections and Skills Training, 1:1	15 Min.	\$9.70	\$12.44	
Community Integration Connections and Skills Training, 1:2	15 Min.	\$7.90	\$7.22	
Community Integration Connections and Skills Training, 1:3	15 Min.	\$6.10	\$4.88	
Community Integration Connections and Skills Training, Self-Directed, 1:1	15 Min.	\$8.73	\$6.74	
Community Integration Connections and Skills Training, Self-Directed, 1:2	15 Min.	\$7.11	\$3.37	
Community Integration Connections and Skills Training, Self-Directed, 1:3	15 Min.	\$4.88	\$2.25	

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Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Integrated Employment Path Services

Integrated Employment Path Services, 1:1	15 Min.	\$9.40	\$14.47	
Integrated Employment Path Services, 1:2	15 Min.	\$5.50	\$7.93	
Integrated Employment Path Services, 1:8	15 Min.	\$1.70	\$2.01	

Supported Employment

Job Discovery, Profile	Profile	\$1,360.00	\$2,162.74	
Job Discovery, Profile, Self-Directed	Profile	\$1,360.00	\$1,372.92	
Job Development, Job	Job	\$1,600.00	\$3,003.20	
Job Development, Plan	Plan	\$240.00	\$450.48	
Job Development Career Advancement, Job	Job	\$750.00	\$1,407.75	
Job Development Career Advancement, Plan	Plan	\$240.00	\$450.48	
Job Development Exploration	Report	\$1,200.00	\$2,252.40	
Job Development, Job, Self-Directed	Job	\$1,600.00	\$1,615.20	
Job Development, Plan, Self-Directed	Plan	\$240.00	\$242.28	
Job Development Career Advancement, Job, Self-Directed	Job	\$750.00	\$757.13	
Job Development Career Advancement, Plan, Self-Directed	Plan	\$240.00	\$242.28	
Job Development Exploration, Self-Directed	Report	\$1,200.00	\$1,211.40	
Job Coaching, Agency Services				
Tier A; 1-6 Months	15 Min.	\$9.00	\$12.82	
Tier A; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$9.82	
Tier A; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$11.32	
Tier A; 7 - 12 months; < 80%	15 Min.	\$9.00	\$12.82	
Tier A; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$9.82	
Tier A; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$11.32	
Tier A; 13 - 24 months; < 60%	15 Min.	\$9.00	\$12.82	
Tier A; 25 + months; 65-100%	15 Min.	\$7.00	\$9.82	
Tier A; 25 + months; 40-64%	15 Min.	\$8.00	\$11.32	
Tier A; 25 + months; < 40%	15 Min.	\$9.00	\$12.82	
Tier B; 1-6 Months	15 Min.	\$9.00	\$12.82	
Tier B; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$9.82	
Tier B; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$11.32	
Tier B; 7 - 12 months; < 80%	15 Min.	\$9.00	\$12.82	
Tier B; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$9.82	
Tier B; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$11.32	
Tier B; 13 - 24 months; < 60%	15 Min.	\$9.00	\$12.82	
Tier B; 25 + months; 65-100%	15 Min.	\$7.00	\$9.82	
Tier B; 25 + months; 40-64%	15 Min.	\$8.00	\$11.32	
Tier B; 25 + months; < 40%	15 Min.	\$9.00	\$12.82	

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Service/Variation	Unit	Current Rate	Proposed Rate	Notes
Job Coaching, Agency Services (cont.)				
Tier C; 1-6 Months	15 Min.	\$9.00	\$12.82	
Tier C; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$9.82	
Tier C; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$11.32	
Tier C; 7 - 12 months; < 80%	15 Min.	\$9.00	\$12.82	
Tier C; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$9.82	
Tier C; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$11.32	
Tier C; 13 - 24 months; < 60%	15 Min.	\$9.00	\$12.82	
Tier C; 25 + months; 65-100%	15 Min.	\$7.00	\$9.82	
Tier C; 25 + months; 40-64%	15 Min.	\$8.00	\$11.32	
Tier C; 25 + months; < 40%	15 Min.	\$9.00	\$12.82	
Job Coaching, Self-Directed Services				
Tier A; 1-6 Months	15 Min.	\$9.00	\$7.53	
Tier A; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$5.53	
Tier A; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$6.53	
Tier A; 7 - 12 months; < 80%	15 Min.	\$9.00	\$7.53	
Tier A; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$5.53	
Tier A; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$6.53	
Tier A; 13 - 24 months; < 60%	15 Min.	\$9.00	\$7.53	
Tier A; 25 + months; 65-100%	15 Min.	\$7.00	\$5.53	
Tier A; 25 + months; 40-64%	15 Min.	\$8.00	\$6.53	
Tier A; 25 + months; < 40%	15 Min.	\$9.00	\$7.53	
Tier B; 1-6 Months	15 Min.	\$9.00	\$7.53	
Tier B; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$5.53	
Tier B; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$6.53	
Tier B; 7 - 12 months; < 80%	15 Min.	\$9.00	\$7.53	
Tier B; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$5.53	
Tier B; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$6.53	
Tier B; 13 - 24 months; < 60%	15 Min.	\$9.00	\$7.53	
Tier B; 25 + months; 65-100%	15 Min.	\$7.00	\$5.53	
Tier B; 25 + months; 40-64%	15 Min.	\$8.00	\$6.53	
Tier B; 25 + months; < 40%	15 Min.	\$9.00	\$7.53	
Tier C; 1-6 Months	15 Min.	\$9.00	\$7.53	
Tier C; 7 - 12 months; 90-100%	15 Min.	\$7.00	\$5.53	
Tier C; 7 - 12 months; 80-89%	15 Min.	\$8.00	\$6.53	
Tier C; 7 - 12 months; < 80%	15 Min.	\$9.00	\$7.53	
Tier C; 13 - 24 months; 75-100%	15 Min.	\$7.00	\$5.53	
Tier C; 13 - 24 months; 60-74%	15 Min.	\$8.00	\$6.53	
Tier C; 13 - 24 months; < 60%	15 Min.	\$9.00	\$7.53	
Tier C; 25 + months; 65-100%	15 Min.	\$7.00	\$5.53	
Tier C; 25 + months; 40-64%	15 Min.	\$8.00	\$6.53	
Tier C; 25 + months; < 40%	15 Min.	\$9.00	\$7.53	
Job Stabilization & Monitoring, All Tiers	Month	\$156.00	\$230.67	
Job Stabilization & Monitoring, All Tiers, Self-Directed	Month	\$156.00	\$135.59	

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Service/Variation	Unit	Current Rate	Proposed Rate	Notes
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Supported Employment Small Group

Supported Employment Small Group, 1:2	15 Min.	\$5.06	\$7.87	
Supported Employment Small Group, 1:3	15 Min.	\$5.06	\$5.28	
Supported Employment Small Group, 1:4	15 Min.	\$3.60	\$3.98	

Other Community-Based Services

Financial Literacy and Work Incentives Benefits Counseling	15 Min.	\$10.00	\$12.47	
Peer Specialist Services	15 Min.	\$10.00	\$8.98	
Family Empowerment and Systems Navigation Counseling	15 Min.	\$10.00	\$13.21	
Housing Counseling	15 Min.	\$12.50	\$13.94	
Housing Start-Up Assistance	15 Min.	\$8.00	\$11.51	

Professional Services

Therapy Services, Home/ Community Based	15 Min.	\$14.30	\$30.52	
Therapy Services, Clinic/Office	15 Min.	\$14.30	\$25.79	
Skilled Nursing, RN, Home/ Community Based	15 Min.	\$9.10	\$20.99	
Skilled Nursing, LPN, Home/ Community Based	15 Min.	\$5.20	\$15.88	
Skilled Nursing, RN, Clinic/ Office	15 Min.	\$14.30	\$17.54	
Skilled Nursing, LPN, Clinic/ Office	15 Min.	\$9.10	\$13.12	
Skilled Nursing, Self-Directed, RN	15 Min.	\$9.10	\$11.66	
Skilled Nursing, Self-Directed, LPN	15 Min.	\$5.20	\$8.11	
Positive Behavior Supports, Master's, Home/ Community Based	15 Min.		\$21.54	Current Positive Behavior Supports Rates are \$20.00 per 15 Min. unit for Crisis Intervention and Stabilization and \$15.00 per 15 Min. unit for Non-Crisis Consultation Services.
Positive Behavior Supports, Bachelor's, Home/ Community Based	15 Min.		\$15.55	
Positive Behavior Supports, Master's, Clinic/Office	15 Min.		\$18.02	
Positive Behavior Supports, Bachelor's, Clinic/Office	15 Min.		\$15.15	

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Support Coordination

	Unit of Service	Month
Case-load	Caseload per Case Manager	23
	Staff Wages and Benefits	
	- Direct Care Staff Hourly Wage	\$23.43
	- Employee Benefit Rate (as a percent of wages)	39.71%
	Hourly Staff Cost	\$32.73
	Staff Cost per Month	\$5,673.20
	Monthly Staff Cost per Participant	\$246.66
Mileage	- Number of Miles Traveled per Month	550
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$343.75
	Monthly Mileage Cost per Participant	\$14.95
Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost	\$1,500.00
	Facility Cost per Month	\$125.00
	Monthly Facility Cost per Participant	\$5.43
Admin. and Program Support	Cost per Month Before Program Support and Administration	\$267.04
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Month	\$912.50
	Monthly Program Operations Cost per Participant	\$39.67
	- Administration Percent	12.0%
	Monthly Administration Cost per Participant	\$41.82
	Rate per Month per Individual	\$348.53

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Community-Based Residential Services; 3 Bed Group Homes

		Low	Mid	High
Unit of Service		Day	Day	Day
Staff Wages and Benefits	<i>Regular Time</i>			
	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15
	<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$21.77	\$21.77	\$21.77
	- Employee Benefit Rate (payroll taxes only)	11.03%	11.03%	11.03%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.17	\$24.17	\$24.17
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$20.35	\$20.35	\$20.35
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$23.61	\$23.61	\$23.61
	<i>Staffing</i>			
	- Staff Hours per Residence per Week	168.0	240.0	296.0
Allocated Staff Hours per Participant per Week	56.0	80.0	98.7	
Weekly Staff Cost per Participant	\$1,322.16	\$1,888.80	\$2,330.31	
Mileage	Amount per Mile	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	300	300	300
	Allocated Miles per Participant per Week	100	100	100
	Weekly Mileage Cost per Participant	\$62.50	\$62.50	\$62.50
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,384.66	\$1,951.30	\$2,392.81
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00
	- Administration Percent	12.0%	12.0%	12.0%
Administration Cost per Week per Participant	\$217.45	\$294.72	\$354.93	
	Total Cost per Participant per Week	\$1,812.11	\$2,456.02	\$2,957.74
	Total Cost per Participant per Day	\$258.87	\$350.86	\$422.53
	- Billing Limitation per Year	344	344	344
	Rate per Day per Participant	\$274.67	\$372.28	\$448.32

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Community-Based Residential Services; 4 Bed Group Homes

		Low	Mid	High
Unit of Service		Day	Day	Day
Staff Wages and Benefits	<i>Regular Time</i>			
	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15
	<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$21.77	\$21.77	\$21.77
	- Employee Benefit Rate (payroll taxes only)	11.03%	11.03%	11.03%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.17	\$24.17	\$24.17
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$20.35	\$20.35	\$20.35
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$23.61	\$23.61	\$23.61
	<i>Staffing</i>			
	- Staff Hours per Residence per Week	208.0	280.0	336.0
Allocated Staff Hours per Participant per Week	56.0	80.0	98.7	
Weekly Staff Cost per Participant	\$1,322.16	\$1,888.80	\$2,330.31	
Mileage	Amount per Mile	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	325	325	325
	Allocated Miles per Participant per Week	81	81	81
	Weekly Mileage Cost per Participant	\$50.63	\$50.63	\$50.63
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,372.79	\$1,939.43	\$2,380.94
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00
	- Administration Percent	12.0%	12.0%	12.0%
Administration Cost per Week per Participant	\$215.84	\$293.10	\$353.31	
	Total Cost per Participant per Week	\$1,798.63	\$2,442.53	\$2,944.25
	Total Cost per Participant per Day	\$256.95	\$348.93	\$420.61
	- Billing Limitation per Year	344	344	344
	Rate per Day per Participant	\$272.64	\$370.23	\$446.29

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Adult Family Home

		Low	Mid	High
Unit of Service		Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$23.43	\$23.43	\$23.43
	- Employee Benefit Rate (as a percent of wages)	28.27%	28.27%	28.27%
	Annual Recruiter Cost (wages + benefits)	\$62,511.61	\$62,511.61	\$62,511.61
	- Home Recruitments per Full-Time Recruiter per Year	10	10	10
	Recruiter Cost per Home Recruitment	\$6,251.16	\$6,251.16	\$6,251.16
	- Annual Home Recruiter Miles	3,900	3,900	3,900
	- Annual Home Recruiter Miles per Home	390	390	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Home Recruiter Mileage Cost per Home	\$243.75	\$243.75	\$243.75
	- Number of Years that a Home Contracts with Agency	6.0	6.0	6.0
Amortized Annual Recruitment Cost per Participant		\$1,082.49	\$1,082.49	\$1,082.49
Home Monitor	- Home Monitor Hourly Wage	\$23.43	\$23.43	\$23.43
	- Employee Benefit Rate (as a percent of wages)	28.27%	28.27%	28.27%
	Annual Home Monitor Cost (wages + benefits)	\$62,511.61	\$62,511.61	\$62,511.61
- Home Monitor Caseload	15	12	10	
Annual Home Monitor Cost per Participant		\$4,167.44	\$5,209.30	\$6,251.16
Home Monitor Mileage	- Annual Home Monitor Miles	3,900	3,900	3,900
	- Annual Home Monitor Miles per Home	260	325	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625
Home Monitor Mileage Cost per Home		\$162.50	\$203.13	\$243.75
Home Payment	- Daily Payment to Home Provider per Participant	\$75.00	\$105.00	\$135.00
	Annual Payment per Participant	\$27,375.00	\$38,325.00	\$49,275.00
Admin. and Program Support	Annual Cost Before Program Support and Administration	\$32,787.43	\$44,819.92	\$56,852.40
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	12.0%	12.0%	12.0%
Annual Administration Cost per Participant		\$5,964.20	\$7,604.99	\$9,245.78
Total Cost per Participant per Year		\$49,701.63	\$63,374.91	\$77,048.18
Total Cost per Participant per Day		\$136.17	\$173.63	\$211.09
Rate per Day at 344 Days per Year		\$144.48	\$184.23	\$223.98

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Personal Assistance - Home

		1:1	1:2	1:3	
Unit of Service		15-Min	15-Min	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	1.33	1.33	1.33	
	- Missed Appointments	0.44	0.44	0.44	
	- Recordkeeping and Reporting	0.88	1.33	1.77	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	31.85	31.40	30.96	
	Productivity Factor	1.26	1.27	1.29	
	Staff Cost After Productivity Adj. per Billable Hour	\$25.39	\$25.59	\$25.99	
Mileage	- Number of Miles Traveled per Week	50	50	50	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$31.25	\$31.25	\$31.25	
	Mileage Cost per Billable Hour	\$0.98	\$1.00	\$1.01	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$26.37	\$26.59	\$27.00	
	- Daily Program Operations Costs	\$30.00	\$60.00	\$60.00	
	Program Operations Cost per Billable Hour	\$4.71	\$9.55	\$9.69	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour	\$4.24	\$4.93	\$5.00		
Cost per Billable Hour		\$35.32	\$41.07	\$41.69	
- Number of Individuals Served		1	2	3	
Rate per 15 Minutes per Participant		\$8.83	\$5.13	\$3.47	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Personal Assistance - Home, Self-Directed

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Recordkeeping and Reporting	-	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	35.38	
	Productivity Factor	1.13	
		Staff Cost After Productivity Adj. per Billable Hour	\$22.77
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$22.77	
	- Daily Program Operations Costs	\$0.00	
	Program Operations Cost per Billable Hour	\$0.00	
	- Administration Percent	0.0%	
	Administration Cost per Billable Hour	\$0.00	
	Cost per Billable Hour	\$22.77	
	Rate per 15-Minute Unit	\$5.69	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Personal Assistance-Community

		1:1	1:2	1:3	
Unit of Service		15-Min	15-Min	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	1.33	1.33	1.33	
	- Missed Appointments	0.44	0.44	0.44	
	- Recordkeeping and Reporting	0.88	1.33	1.77	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	31.85	31.40	30.96	
	Productivity Factor	1.26	1.27	1.29	
Staff Cost After Productivity Adj. per Billable Hour		\$25.39	\$25.59	\$25.99	
Mileage	- Number of Miles Traveled per Week	150	150	150	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$93.75	\$93.75	\$93.75	
	Mileage Cost per Billable Hour	\$2.94	\$2.99	\$3.03	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.33	\$28.58	\$29.02	
	- Daily Program Operations Costs	\$30.00	\$60.00	\$60.00	
	Program Operations Cost per Billable Hour	\$4.71	\$9.55	\$9.69	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$4.51	\$5.20	\$5.28	
Cost per Billable Hour		\$37.55	\$43.33	\$43.99	
- Number of Individuals Served		1	2	3	
Rate per 15 Minutes per Participant		\$9.39	\$5.42	\$3.67	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Personal Assistance-Community, Self-Directed

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Recordkeeping and Reporting	-	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	35.38	
	Productivity Factor	1.13	
	Staff Cost After Productivity Adj. per Billable Hour	\$22.77	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$1.77	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.54	
	- Daily Program Operations Costs	\$0.00	
	Program Operations Cost per Billable Hour	\$0.00	
	- Administration Percent	0.0%	
	Administration Cost per Billable Hour	\$0.00	
	Cost per Billable Hour	\$24.54	
	Rate per 15-Minute Unit	\$6.14	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Planned Respite)

		1:1	1:2	1:3	
Unit of Service		15-Min	15-Min	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	0.88	0.88	0.88	
	- Recordkeeping and Reporting	0.44	0.88	1.33	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.18	32.74	32.29	
	Productivity Factor	1.21	1.22	1.24	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.38	\$24.58	\$24.99	
Mileage	- Number of Miles Traveled per Week	75	75	75	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$46.88	\$46.88	\$46.88	
	Mileage Cost per Billable Hour	\$1.41	\$1.43	\$1.45	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.79	\$26.01	\$26.44	
	- Daily Program Operations Costs	\$30.00	\$60.00	\$60.00	
	Program Operations Cost per Billable Hour	\$4.52	\$9.16	\$9.29	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour	\$4.13	\$4.80	\$4.87		
Cost per Billable Hour		\$34.44	\$39.97	\$40.60	
- Number of Individuals Served	1	2	3		
Rate per 15 Minutes per Participant	\$8.61	\$5.00	\$3.38		

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Planned Respite), Self-Directed

	Unit of Service	15-Min
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Recordkeeping and Reporting	-
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$22.77
Mileage	- Number of Miles Traveled per Week	30
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$18.75
	Mileage Cost per Billable Hour	\$0.53
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.30
	- Daily Program Operations Costs	\$0.00
	Program Operations Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$23.30
	Rate per 15-Minute Unit	\$5.83

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Planned Respite), Daily

		1:1	1:2	1:3	
Unit of Service		Day	Day	Day	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	34.50	34.50	34.50	
	Productivity Factor	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.37	\$23.37	\$23.37	
	- Staff Hours per Day	16.00	16.00	16.00	
	Daily Staff Cost	\$373.92	\$373.92	\$373.92	
Mileage	- Number of Miles Traveled per Week	40	40	40	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$25.00	\$25.00	\$25.00	
	Mileage Cost per Day (based on two shifts per week)	\$12.50	\$12.50	\$12.50	
Admin. and Prog. Operations	Cost per Day, Before Program Operations and Administration	\$386.42	\$386.42	\$386.42	
	Program Operations Cost per Day	\$30.00	\$60.00	\$60.00	
	- Administration Percent	12.0%	12.0%	12.0%	
	Administration Cost per Day	\$56.78	\$60.88	\$60.88	
	Cost per Day	\$473.20	\$507.30	\$507.30	
	- Number of Individuals Served	1	2	3	
	Rate per Day per Participant	\$473.20	\$253.65	\$169.10	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Planned Respite), Daily, Self-Directed

	Unit of Service	Day
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$22.77
	- Staff Hours per Day	16.00
	Daily Staff Cost	\$364.32
Mileage	- Number of Miles Traveled per Week	40
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$25.00
	Mileage Cost per Day (based on two shifts per week)	\$12.50
Admin. and Prog. Operations	Cost per Day, Before Program Operations and Administration	\$376.82
	Program Operations Cost per Day	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Day	\$0.00
	Rate per Day per Participant	\$376.82

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Emergency Respite), Daily

		1:1	1:2	1:3	
Unit of Service		Day	Day	Day	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	34.31	34.31	34.31	
	Productivity Factor	1.17	1.17	1.17	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.58	\$23.58	\$23.58	
	- Staff Hours per Day	16.00	16.00	16.00	
	Daily Staff Cost	\$377.28	\$377.28	\$377.28	
Mileage	- Number of Miles Traveled per Week	40	40	40	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$25.00	\$25.00	\$25.00	
	Mileage Cost per Day (based on two shifts per week)	\$12.50	\$12.50	\$12.50	
Admin. and Prog. Operations	Cost per Day, Before Program Operations and Administration	\$389.78	\$389.78	\$389.78	
	Program Operations Cost per Day	\$36.00	\$72.00	\$72.00	
	- Administration Percent	12.0%	12.0%	12.0%	
	Administration Cost per Day	\$58.06	\$62.97	\$62.97	
Cost per Day	\$483.84	\$524.75	\$524.75		
- Number of Individuals Served	1	2	3		
Rate per Day per Participant	\$483.84	\$262.38	\$174.92		

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Breaks and Opportunities (Emergency Respite), Daily, Self-Directed

	Unit of Service	Day
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	35.19
	Productivity Factor	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$22.97
	- Staff Hours per Day	16.00
	Daily Staff Cost	\$367.52
Mileage	- Number of Miles Traveled per Week	40
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$25.00
	Mileage Cost per Day (based on two shifts per week)	\$12.50
Admin. and Prog. Operations	Cost per Day, Before Program Operations and Administration	\$380.02
	Program Operations Cost per Day	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Day	\$0.00
	Rate per Day per Participant	\$380.02

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Independent Living Skills Training

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	3.30	
	- Recordkeeping and Reporting	1.32	
	- Supervision and Other Employer Time	0.88	
	- Missed Appointments	0.44	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	29.25	
	Productivity Factor	1.37	
	Staff Cost After Productivity Adj. per Billable Hour	\$27.61	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	Mileage Cost per Billable Hour	\$2.67	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.28	
	- Daily Program Operations Costs	\$36.00	
	Program Operations Cost per Billable Hour	\$6.15	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$4.97	
	Cost per Billable Hour	\$41.40	
	Rate per 15 Minutes per Participant	\$10.35	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Independent Living Skills Training, Self-Directed

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Recordkeeping and Reporting	-	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	35.19	
	Productivity Factor	1.14	
	Staff Cost After Productivity Adj. per Billable Hour	\$22.97	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$22.97	
	- Daily Program Operations Costs	\$0.00	
	Program Operations Cost per Billable Hour	\$0.00	
	- Administration Percent	0.0%	
Administration Cost per Billable Hour	\$0.00		
	Cost per Billable Hour	\$22.97	
	Rate per 15 Minutes per Participant	\$5.74	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Remote Supports, Monitoring

	Unit of Service	Month
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$20.07
	- Employee Benefit Rate (as a percent of wages)	31.16%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.32
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	34.50
	Productivity Factor	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$30.53
Facility	- Square Feet of Office Space	\$15.00
	- Annual Cost per Square Foot	\$100.00
	Annual Facility Cost	\$1,500.00
	Facility Cost per Billable Hour	\$0.84
Admin. and Prog. Operations	Cost per Hour Before Program Support and Administration	\$31.37
	- Program Operations Cost per Month	\$60.00
	Program Support Cost per Billable Hour	\$8.70
	- Administration Percent	12.0%
	Administration Cost per Billable Hour	\$5.46
	Total Cost per Billable Hour	\$45.53
	- Number of Individuals	3
	Total Cost per Billable Hour per Participant	\$15.18
	Rate per 15 Minutes per Participant	\$3.80

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Community Integration Connections and Skills Training

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$16.27	\$16.27	\$16.27	
	- Employee Benefit Rate (as a percent of wages)	35.86%	35.86%	35.86%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.10	\$22.10	\$22.10	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	3.30	3.30	3.30	
	- Recordkeeping and Reporting	1.10	1.54	1.98	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Missed Appointments	0.44	0.44	0.44	
	- Individual Planning Meetings	0.88	0.88	0.88	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	28.59	28.15	27.71	
	Productivity Factor	1.40	1.42	1.44	
Staff Cost After Productivity Adj. per Billable Hour		\$30.94	\$31.38	\$31.82	
Mileage	- Number of Miles Traveled per Week	300	300	300	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$187.50	\$187.50	\$187.50	
	Mileage Cost per Billable Hour	\$6.56	\$6.66	\$6.77	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$37.50	\$38.04	\$38.59	
	- Program Support Funding per Day	\$36.00	\$72.00	\$72.00	
	Program Support Cost per Billable Hour	\$6.30	\$12.79	\$12.99	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$5.97	\$6.93	\$7.03	
Cost per Billable Hour		\$49.77	\$57.76	\$58.61	
- Number of Individuals Served		1	2	3	
Rate per 15 Minutes per Participant		\$12.44	\$7.22	\$4.88	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Community Integration Connections and Skills Training, Self-Directed

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$16.27	\$16.27	\$16.27	
	- Employee Benefit Rate (as a percent of wages)	35.86%	35.86%	35.86%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.10	\$22.10	\$22.10	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	35.19	35.19	35.19	
	Productivity Factor	1.14	1.14	1.14	
	Staff Cost After Productivity Adj. per Billable Hour	\$25.19	\$25.19	\$25.19	
Mileage	- Number of Miles Traveled per Week	100	100	100	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$62.50	\$62.50	
	Mileage Cost per Billable Hour	\$1.78	\$1.78	\$1.78	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$26.97	\$26.97	\$26.97	
	- Program Support Funding per Day	\$0.00	\$0.00	\$0.00	
	Program Support Cost per Billable Hour	\$0.00	\$0.00	\$0.00	
	- Administration Percent	0.0%	0.0%	0.0%	
Administration Cost per Billable Hour	\$0.00	\$0.00	\$0.00		
Cost per Billable Hour		\$26.97	\$26.97	\$26.97	
- Number of Individuals Served		1	2	3	
Rate per 15 Minutes per Participant		\$6.74	\$3.37	\$2.25	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Integrated Employment Path Services

		1:1	1:2	1:8	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$23.91	\$23.91	\$23.91	
	- Employee Benefit Rate (as a percent of wages)	27.92%	27.92%	27.92%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.59	\$30.59	\$30.59	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	1.76	1.76	1.76	
	- Recordkeeping and Reporting	0.66	0.66	0.88	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Missed Appointments	0.44	-	-	
	- Individual Planning Meetings	0.22	0.22	0.44	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	31.23	31.67	31.23	
	Productivity Factor	1.28	1.26	1.28	
Staff Cost After Productivity Adj. per Billable Hour	\$39.16	\$38.54	\$39.16		
Mileage	- Number of Miles Traveled per Week	300	300	300	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$187.50	\$187.50	\$187.50	
	Mileage Cost per Billable Hour	\$6.00	\$5.92	\$6.00	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$45.16	\$44.46	\$45.16	
	- Program Support Funding per Day	\$36.00	\$72.00	\$72.00	
	Program Support Cost per Billable Hour	\$5.76	\$11.37	\$11.53	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour	\$6.94	\$7.61	\$7.73		
Cost per Billable Hour	\$57.86	\$63.44	\$64.42		
- Number of Individuals Served	1	2	8		
Rate per 15 Minutes per Participant	\$14.47	\$7.93	\$2.01		

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Supported Employment Individual, Discovery

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85	
	- Employee Benefit Rate (as a percent of wages)	25.53%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Recordkeeping and Reporting	1.77	
	- Supervision and Other Employer Time	0.88	
	- Individual Planning Meetings	1.33	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	28.75	
	Productivity Factor	1.39	
	Staff Cost After Productivity Adj. per Billable Hour	\$48.59	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.17	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$50.76	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$5.22	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$7.63	
	Cost per Billable Hour	\$63.61	
	Hours to Complete Discovery Profile	34.00	
	Rate for Complete Discovery Profile	\$2,162.74	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Supported Employment Individual, Discovery Self-Directed

	Unit of Service	15-Min
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85
	- Employee Benefit Rate (as a percent of wages)	25.53%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
		Staff Cost After Productivity Adj. per Billable Hour
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$40.38
	- Daily Program Operations Costs	\$0.00
	Program Operations Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$40.38
	Hours to Complete Discovery Profile	34.00
	Rate for Complete Discovery Profile	\$1,372.92

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Supported Employment Individual, Development

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85	
	- Employee Benefit Rate (as a percent of wages)	25.53%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Networking/ General Development Activities	4.42	
	- Recordkeeping and Reporting	1.77	
	- Supervision and Other Employer Time	0.88	
	- Individual Planning Meetings	1.33	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	24.33	
	Productivity Factor	1.64	
	Staff Cost After Productivity Adj. per Billable Hour	\$57.33	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.57	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$59.90	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$6.17	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$9.01	
	Cost per Billable Hour	\$75.08	
	Hours to Complete Development, Job	40.00	
	Rate for Complete Development, Job	\$3,003.20	
	Hours to Complete Development, Plan	6.00	
	Rate for Complete Development, Plan	\$450.48	
	Hours to Complete Career Advancement, Job	18.75	
	Rate for Complete Career Advancement, Job	\$1,407.75	
	Hours to Complete Career Advancement, Plan	6.00	
	Rate for Complete Career Advancement, Plan	\$450.48	
	Hours to Complete Exploration	30.00	
	Rate for Complete Exploration	\$2,252.40	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Supported Employment Individual, Development, Self-Directed

	Unit of Service	15-Min
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85
	- Employee Benefit Rate (as a percent of wages)	25.53%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
		Staff Cost After Productivity Adj. per Billable Hour
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$40.38
	- Daily Program Operations Costs	\$0.00
	Program Operations Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$40.38
	Hours to Complete Development, Job	40.00
	Rate for Complete Development, Job	\$1,615.20
	Hours to Complete Development, Plan	6.00
	Rate for Complete Development, Plan	\$242.28
	Hours to Complete Career Advancement, Job	18.75
	Rate for Complete Career Advancement, Job	\$757.13
	Hours to Complete Career Advancement, Plan	6.00
	Rate for Complete Career Advancement, Plan	\$242.28
	Hours to Complete Exploration	30.00
	Rate for Complete Exploration	\$1,211.40

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Supported Employment Individual, Coaching

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$19.11	
	- Employee Benefit Rate (as a percent of wages)	32.17%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.26	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	3.54	
	- Supervision and Other Employer Time	0.88	
	- Missed Appointments	0.44	
	- Recordkeeping and Reporting	1.77	
	- Individual Planning Meetings	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	27.87	
	Productivity Factor	1.44	
	Staff Cost After Productivity Adj. per Billable Hour	\$36.37	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.36	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$39.73	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$5.38	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$6.15	
	Cost per Billable Hour	\$51.26	
	Rate per 15-Minute Unit	\$12.82	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Supported Employment Individual, Coaching, Self-Directed

	Unit of Service	15-Min
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$19.11
	- Employee Benefit Rate (as a percent of wages)	32.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.26
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Training	0.96
	- Paid Time Off	3.85
	"Billable" Hours	35.19
	Productivity Factor	1.14
		Staff Cost After Productivity Adj. per Billable Hour
Mileage	- Number of Miles Traveled per Week	75
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$46.88
	Mileage Cost per Billable Hour	\$1.33
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.13
	- Daily Program Operations Costs	\$0.00
	Program Operations Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$30.13
	Rate per 15-Minute Unit	\$7.53

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Job Coaching Rate Table, Agency Services

Base Hourly Rate	\$51.26
15-Min Rate	\$12.82

Months on job	% of hours	Tier A (ICAP 1-35)	% of hours	Tier B (ICAP 36-70)	% of hours	Tier C (ICAP 71-85)
1 - 6 months		\$12.82		\$12.82		\$12.82
7 - 12 months	90-100%	\$9.82	80-100%	\$9.82	60-100%	\$9.82
	80-89%	\$11.32	60-79%	\$11.32	40-59%	\$11.32
	< 80%	\$12.82	< 60%	\$12.82	< 40%	\$12.82
13 - 24 months	75-100%	\$9.82	60-100%	\$9.82	50-100%	\$9.82
	60-74%	\$11.32	40-59%	\$11.32	30-49%	\$11.32
	< 60%	\$12.82	< 40%	\$12.82	< 30%	\$12.82
25 + months	65-100%	\$9.82	50-100%	\$9.82	40-100%	\$9.82
	40-64%	\$11.32	30-49%	\$11.32	20-39%	\$11.32
	< 40%	\$12.82	< 30%	\$12.82	< 20%	\$12.82
Stabilization & Monitoring	~ 1/wk	\$230.67	~ 1/wk	\$230.67	~ 1/wk	\$230.67

Job Coaching Rate Table, Self-Directed Services

Base Hourly Rate	\$30.13
15-Min Rate	\$7.53

Months on job	% of hours	Tier A (ICAP 1-35)	% of hours	Tier B (ICAP 36-70)	% of hours	Tier C (ICAP 71-85)
1 - 6 months		\$7.53		\$7.53		\$7.53
7 - 12 months	90-100%	\$5.53	80-100%	\$5.53	60-100%	\$5.53
	80-89%	\$6.53	60-79%	\$6.53	40-59%	\$6.53
	< 80%	\$7.53	< 60%	\$7.53	< 40%	\$7.53
13 - 24 months	75-100%	\$5.53	60-100%	\$5.53	50-100%	\$5.53
	60-74%	\$6.53	40-59%	\$6.53	30-49%	\$6.53
	< 60%	\$7.53	< 40%	\$7.53	< 30%	\$7.53
25 + months	65-100%	\$5.53	50-100%	\$5.53	40-100%	\$5.53
	40-64%	\$6.53	30-49%	\$6.53	20-39%	\$6.53
	< 40%	\$7.53	< 30%	\$7.53	< 20%	\$7.53
Stabilization & Monitoring	~ 1/wk	\$135.59	~ 1/wk	\$135.59	~ 1/wk	\$135.59

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Supported Employment Small Group

		1:2	1:3	1:4	
Unit of Service		15-Min	15-Min	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$19.11	\$19.11	\$19.11	
	- Employee Benefit Rate (as a percent of wages)	32.17%	32.17%	32.17%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.26	\$25.26	\$25.26	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Individual Planning Meetings	0.22	0.22	0.44	
	- Recordkeeping and Reporting	0.66	0.88	0.88	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.62	33.40	33.18	
	Productivity Factor	1.19	1.20	1.21	
	Staffing Ratio				
	- Group Size (Participants per Direct Care Staff)	2.00	3.00	4.00	
	- Participant Attendance Rate	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Participants per Staff	1.70	2.55	3.40		
Staff Cost After Productivity Adj. per Billable Hour	\$17.68	\$11.89	\$8.99		
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	212.5	212.5	212.5	
	- Hours per Day of Participant Attendance	5.00	5.00	5.00	
	Hours per Year of Participant Attendance	1,063	1,063	1,063	
Mileage, In Program	- Number of Miles Traveled per Vehicle per Week	100	100	100	
	- Number of Participants per Vehicle	1.70	2.55	3.40	
	Allocated Miles per Participant per Week	58.8	39.2	29.4	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Participant (at 212.5 days of operation)	\$1,838.13	\$1,225.63	\$919.06	
Mileage Cost per Participant per Billable Hour	\$1.73	\$1.15	\$0.86		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$19.41	\$13.04	\$9.85	
	- Daily Program Operations Costs	\$60.00	\$60.00	\$60.00	
	Program Operations Cost per Billable Hour	\$8.30	\$5.54	\$4.15	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour	\$3.78	\$2.53	\$1.91		
Cost per Participant per Billable Hour	\$31.49	\$21.11	\$15.91		
Rate per Participant per 15 Minutes	\$7.87	\$5.28	\$3.98		

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Financial Literacy and Work Incentives Benefits Counseling

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.87	
	- Employee Benefit Rate (as a percent of wages)	28.69%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.43	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	1.77	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.85	
	Productivity Factor	1.26	
	Staff Cost After Productivity Adj. per Billable Hour	\$37.08	
Mileage	- Number of Miles Traveled per Week	60	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$37.50	
	Mileage Cost per Billable Hour	\$1.18	
Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$15.00	
	Annual Facility Cost	\$1,500.00	
	Facility Cost per Billable Hour	\$0.91	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$39.17	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$4.71	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$5.98	
	Cost per Billable Hour	\$49.86	
	Rate per 15 Minutes	\$12.47	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Peer Specialist Services

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	1.10	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	34.09	
	Productivity Factor	1.17	
	Staff Cost After Productivity Adj. per Billable Hour	\$23.58	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$2.75	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$26.33	
	- Daily Program Operations Costs	\$36.00	
	Program Operations Cost per Billable Hour	\$5.28	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$4.31	
	Cost per Billable Hour	\$35.92	
	Rate per 15 Minutes	\$8.98	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Family Empowerment and Systems Navigation Counseling

	Unit of Service	15-Min	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$16.27	
	- Employee Benefit Rate (as a percent of wages)	35.86%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.10	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.64	
	- Networking/ General Development Activities	4.40	
	- Recordkeeping and Reporting	1.76	
	- Supervision and Other Employer Time	0.88	
	- Individual Planning Meetings	1.32	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	24.19	
	Productivity Factor	1.65	
	Staff Cost After Productivity Adj. per Billable Hour	\$36.47	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.58	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$39.05	
	- Daily Program Operations Costs	\$36.00	
	Program Operations Cost per Billable Hour	\$7.44	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$6.34	
	Cost per Billable Hour	\$52.83	
	Rate per 15 Minutes	\$13.21	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Housing Counseling

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$26.57	
	- Employee Benefit Rate (as a percent of wages)	26.23%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.54	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	1.77	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.85	
	Productivity Factor	1.26	
	Staff Cost After Productivity Adj. per Billable Hour	\$42.26	
Mileage	- Number of Miles Traveled per Week	60	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$37.50	
	Mileage Cost per Billable Hour	\$1.18	
Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$15.00	
	Annual Facility Cost	\$1,500.00	
	Facility Cost per Billable Hour	\$0.91	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$44.35	
	- Program Support Funding per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.71	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$6.69	
	Cost per Billable Hour	\$55.75	
	Rate per 15 Minutes per Participant	\$13.94	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Housing Start-Up Assistance

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$16.27	
	- Employee Benefit Rate (as a percent of wages)	35.86%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.10	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	3.30	
	- Recordkeeping and Reporting	1.10	
	- Supervision and Other Employer Time	0.88	
	- Missed Appointments	0.44	
	- Individual Planning Meetings	0.88	
	- Training	0.96	
	- Paid Time Off	3.85	
	"Billable" Hours	28.59	
	Productivity Factor	1.40	
	Staff Cost After Productivity Adj. per Billable Hour	\$30.94	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.28	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$34.22	
	- Program Support Funding per Day	\$36.00	
	Program Support Cost per Billable Hour	\$6.30	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$5.53	
	Cost per Billable Hour	\$46.05	
	Rate per 15 Minutes per Participant	\$11.51	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Therapy Services

	Unit of Service	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$52.89	
	- Employee Benefit Rate (as a percent of wages)	18.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.76	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	4.42	
	- Recordkeeping and Reporting	1.77	
	- Supervision and Other Employer Time	0.88	
	- Missed Appointments	0.44	
	- Collateral contacts (not billable)	2.21	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	25.66	
	Productivity Factor	1.56	
	Staff Cost After Productivity Adj. per Billable Hour	\$97.91	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.65	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$101.56	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$5.85	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$14.65	
	Cost per Billable Hour	\$122.06	
	Rate per 15 Minutes	\$30.52	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Therapy Services, Clinic/Office

	Unit of Service	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$52.89	
	- Employee Benefit Rate (as a percent of wages)	18.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$62.76	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Recordkeeping and Reporting	2.21	
	- Supervision and Other Employer Time	0.88	
	- Missed Appointments	0.44	
	- Collateral contacts (not billable)	2.21	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	29.64	
	Productivity Factor	1.35	
	Staff Cost After Productivity Adj. per Billable Hour	\$84.73	
Office Space	- Square Feet of Office Space per Staff	100	
	- Annual Cost per Square Foot	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.97	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$85.70	
	- Daily Program Operations Costs	\$30.00	
	Program Operations Cost per Billable Hour	\$5.06	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$12.38	
	Cost per Billable Hour	\$103.14	
	Rate per 15 Minutes	\$25.79	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Skilled Nursing

		Skilled Nursing, RN	Skilled Nursing, LPN	
Unit of Service		15-Min	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.53	\$22.23	
	- Employee Benefit Rate (as a percent of wages)	23.08%	29.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.27	\$28.72	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time	4.42	4.42	
	- Recordkeeping and Reporting	1.77	1.77	
	- Supervision and Other Employer Time	0.88	1.77	
	- Missed Appointments	0.44	0.44	
	- Collateral contacts (not billable)	2.21	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	25.66	25.65	
Productivity Factor	1.56	1.56		
Staff Cost After Productivity Adj. per Billable Hour		\$64.38	\$44.80	
Supervision	- Supervisor (RN) Hourly Wage		\$33.53	
	- Supervisor Benefit Rate (as a percent of wages)		23.08%	
	Hourly Supervisor Cost		\$41.27	
	- Hours of Supervision		1.00	
Supervision Cost per Billable Hour			\$1.61	
Mileage	- Number of Miles Traveled per Week	150	150	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$93.75	\$93.75	
	Mileage Cost per Billable Hour	\$3.65	\$3.65	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$68.03	\$50.06	
	- Daily Program Operations Costs	\$30.00	\$30.00	
	Program Operations Cost per Billable Hour	\$5.85	\$5.85	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$10.07	\$7.62	
Cost per Billable Hour		\$83.95	\$63.53	
Rate per 15-Minute Unit		\$20.99	\$15.88	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Skilled Nursing, Clinic/Office

		Skilled Nursing, RN	Skilled Nursing, LPN	
Unit of Service		15-Min	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.53	\$22.23	
	- Employee Benefit Rate (as a percent of wages)	23.08%	29.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.27	\$28.72	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	2.21	2.21	
	- Supervision and Other Employer Time	0.88	1.77	
	- Missed Appointments	0.44	0.44	
	- Collateral contacts (not billable)	2.21	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	29.64	29.63	
	Productivity Factor	1.35	1.35	
Staff Cost After Productivity Adj. per Billable Hour		\$55.71	\$38.77	
Supervision	- Supervisor (RN) Hourly Wage		\$33.53	
	- Supervisor Benefit Rate (as a percent of wages)		23.08%	
	Hourly Supervisor Cost		\$41.27	
	- Hours of Supervision		1.00	
Supervision Cost per Billable Hour			\$1.39	
Office Space	- Square Feet of Office Space per Staff	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.97	\$0.97	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$56.68	\$41.13	
	- Daily Program Operations Costs	\$30.00	\$30.00	
	Program Operations Cost per Billable Hour	\$5.06	\$5.06	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$8.42	\$6.30	
Cost per Billable Hour		\$70.16	\$52.49	
Rate per 15-Minute Unit		\$17.54	\$13.12	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Skilled Nursing, Self-Directed

		Skilled Nursing, RN	Skilled Nursing, LPN	
Unit of Service		15-Min	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.53	\$22.23	
	- Employee Benefit Rate (as a percent of wages)	23.08%	29.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.27	\$28.72	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	35.38	35.38	
	Productivity Factor	1.13	1.13	
	Staff Cost After Productivity Adj. per Billable Hour		\$46.64	\$32.45
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.64	\$32.45	
	- Daily Program Operations Costs	\$0.00	\$0.00	
	Program Operations Cost per Billable Hour	\$0.00	\$0.00	
	- Administration Percent	0.0%	0.0%	
Administration Cost per Billable Hour		\$0.00	\$0.00	
Cost per Billable Hour		\$46.64	\$32.45	
Rate per 15-Minute Unit		\$11.66	\$8.11	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of Mental Health**

Positive Behavior Supports

		Master's	Bachelor's	
Unit of Service		15-Min	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$34.64	\$21.52	
	- Employee Benefit Rate (as a percent of wages)	22.69%	29.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.50	\$27.93	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time	4.42	4.42	
	- Recordkeeping and Reporting	1.77	1.77	
	- Supervision and Other Employer Time	0.88	1.77	
	- Missed Appointments	0.44	0.44	
	- Collateral contacts (not billable)	2.21	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	25.66	25.65	
	Productivity Factor	1.56	1.56	
Staff Cost After Productivity Adj. per Billable Hour		\$66.30	\$43.57	
Supervision	- Supervisor (Master's) Hourly Wage		\$34.64	
	- Supervisor Benefit Rate (as a percent of wages)		22.69%	
	Hourly Supervisor Cost		\$42.50	
	- Hours of Supervision		1.00	
Supervision Cost per Billable Hour			\$1.66	
Mileage	- Number of Miles Traveled per Week	150	150	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$93.75	\$93.75	
	Mileage Cost per Billable Hour	\$3.65	\$3.65	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$69.95	\$48.88	
	- Daily Program Operations Costs	\$30.00	\$30.00	
	Program Operations Cost per Billable Hour	\$5.85	\$5.85	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$10.34	\$7.46	
Cost per Billable Hour		\$86.14	\$62.19	
Rate per 15-Minute Unit		\$21.54	\$15.55	

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Positive Behavior Supports, Clinic/Office

		Master's	Bachelor's	
Unit of Service		15-Min	15-Min	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$34.64	\$21.52	
	- Employee Benefit Rate (as a percent of wages)	22.69%	29.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.50	\$27.93	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	2.21	2.21	
	- Supervision and Other Employer Time	0.88	1.77	
	- Missed Appointments	0.44	0.44	
	- Collateral contacts (not billable)	2.21	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	29.64	29.63	
	Productivity Factor	1.35	1.35	
	Staff Cost After Productivity Adj. per Billable Hour	\$57.38	\$37.71	
Supervision	- Supervisor (BCBA) Hourly Wage		\$60.34	
	- Supervisor Benefit Rate (as a percent of wages)		17.72%	
	Weekly Supervisor Cost		\$2,841.29	
	Number of Staff Supervised		10	
	Supervision Cost per Billable Hour		\$9.59	
Office Space	- Square Feet of Office Space per Staff	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.97	\$0.97	
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$58.35	\$48.27	
	- Daily Program Operations Costs	\$30.00	\$30.00	
	Program Operations Cost per Billable Hour	\$5.06	\$5.06	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$8.65	\$7.27	
	Cost per Billable Hour	\$72.06	\$60.60	
	Rate per 15-Minute Unit	\$18.02	\$15.15	

I/DD Waiver Rate Studies

Appendices to Proposed Rate Models

Community Waiver Program

- prepared for -

Alabama Department of Mental Health

- prepared by -

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October 31, 2022

I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Appendix A: Wage Assumptions
Data for Occupations with Duties Related to HCBS

BLS Code and Title	Education and Training Requirement (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2021)				
	Typical Education	Related Experience	Typical on-the-job training	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile
11-9151 Social and community svc. mgr.	Bachelor's	Under 5 yrs	None	\$17.74	\$22.61	\$29.37	\$37.86	\$48.16
19-3033 Clinical and counseling psychologist	Not pub.	Not pub.	Not pub.	\$16.38	\$19.36	\$30.06	\$52.36	\$80.41
19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$28.06	\$28.49	\$29.25	\$30.59	\$35.95
21-1012 Edu./ guidance/ career counselor	Master's	None	None	\$17.95	\$22.43	\$28.49	\$29.85	\$36.68
21-1013 Marriage and family therapist	Master's	None	Intern/resident	\$16.37	\$17.96	\$21.55	\$24.07	\$29.89
21-1015 Rehabilitation counselor	Master's	None	None	\$11.60	\$14.54	\$19.84	\$27.27	\$31.58
21-1018 Subs. use/ behav. disorder/ mntl. hlth coun.	Bachelor's	None	None	\$14.15	\$17.58	\$18.67	\$23.45	\$29.39
21-1021 Child, family, and school social worker	Bachelor's	None	None	\$16.30	\$17.82	\$20.33	\$25.31	\$30.06
21-1022 Healthcare social worker	Master's	None	Intern/resident	\$17.07	\$18.77	\$23.58	\$29.15	\$30.56
21-1023 Mental health/ sub. abuse social worker	Master's	None	Intern/resident	\$11.03	\$13.97	\$17.60	\$22.42	\$24.65
21-1091 Health education specialist	Bachelor's	None	None	\$17.83	\$19.36	\$24.39	\$30.17	\$38.35
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$8.70	\$11.14	\$14.12	\$17.60	\$18.89
21-1094 Community health worker	High school	None	Short-term OTJ	\$13.96	\$17.66	\$22.62	\$23.68	\$30.11
21-1099 Community/ social svc. spec., all other	Bachelor's	None	None	\$14.04	\$21.18	\$23.05	\$23.38	\$29.39
25-2051 Special ed. teacher, preschool	Bachelor's	None	None	\$30.00	\$32.64	\$37.53	\$37.53	\$37.53
25-2052 Special ed. teachers, kindergarten/ elem. 2/	Bachelor's	None	None	\$24.14	\$29.57	\$35.58	\$38.06	\$39.34
25-2057 Special ed. teacher, middle school 2/	Bachelor's	None	None	\$29.06	\$29.96	\$37.04	\$38.11	\$39.79
25-2058 Special ed. teacher, secondary school 2/	Bachelor's	None	None	\$29.57	\$29.94	\$37.53	\$37.78	\$38.53
25-9045 Teaching assts., except postsecondary 2/	Some college	None	None	\$10.88	\$11.43	\$14.04	\$14.69	\$18.03
27-3091 Interpreter/ translator	Bachelor's	None	None	\$11.46	\$17.97	\$22.40	\$24.78	\$30.06
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/resident	\$20.33	\$22.75	\$28.50	\$31.17	\$36.74
29-1122 Occupational therapist	Master's	None	None	\$23.85	\$30.93	\$40.08	\$47.96	\$57.58
29-1123 Physical therapist	Doctoral/prof	None	None	\$28.75	\$36.28	\$45.89	\$52.14	\$62.50
29-1125 Recreational therapist	Bachelor's	None	None	\$16.28	\$18.03	\$22.43	\$28.47	\$34.19
29-1127 Speech-language pathologist	Master's	None	Intern/resident	\$22.89	\$28.58	\$29.61	\$39.14	\$47.97
29-1141 Registered nurse	Bachelor's	None	None	\$22.78	\$23.27	\$29.09	\$35.71	\$37.82
29-1223 Psychiatrists	Doctoral/prof	None	Intern/resident	\$29.05	\$30.96	\$48.36	1/	1/
29-2053 Psychiatric technician	Postsec award	Under 5 yrs	Short-term OTJ	\$8.46	\$10.92	\$13.94	\$14.26	\$18.03
29-2061 Lic. practical/ lic. vocational nurse	Postsec award	None	None	\$14.13	\$17.68	\$19.29	\$22.60	\$23.82
31-1120 Home health and personal care aide	High school	None	Short-term OTJ	\$8.26	\$8.64	\$10.54	\$11.24	\$13.63
31-1131 Nursing assistant	Postsec award	None	None	\$10.69	\$11.13	\$11.68	\$14.23	\$14.55
31-1133 Psychiatric aide	High school	None	Short-term OTJ	\$8.58	\$10.71	\$11.60	\$14.00	\$15.51
31-2011 Occupational therapy assistant	Associate's	None	None	\$23.50	\$28.35	\$30.05	\$36.19	\$38.01
31-2022 Physical therapist aide	High school	None	Short-term OTJ	\$8.58	\$10.54	\$11.19	\$13.54	\$15.10
31-9092 Medical assistant	Postsec award	None	None	\$11.28	\$13.74	\$14.38	\$17.48	\$18.11
39-1022 First-line supervisor of pers. svc. workers	Not pub.	Not pub.	Not pub.	\$11.24	\$14.28	\$18.05	\$23.10	\$29.42
39-9032 Recreation worker	High school	None	Short-term OTJ	\$8.46	\$9.05	\$11.34	\$14.47	\$18.77
39-9041 Residential adviser	High school	None	Short-term OTJ	\$8.61	\$9.51	\$11.49	\$14.37	\$17.48
43-5031 Public safety telecommunicator	High school	None	Mod-term OTJ	\$11.59	\$14.10	\$17.41	\$18.30	\$22.85
53-3051 School bus driver	Not pub.	Not pub.	Not pub.	\$8.22	\$8.32	\$8.59	\$8.93	\$10.48

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
 prepared for Alabama Department of
 Mental Health
 Appendix A: Wage Assumptions
 BLS Wage Adjustment Assumptions - Wage Inflation**

Adjustment of Wage Inflation

# of Months from May 2021 to May 2022	12
Annual Inflation Amount for May 2021 to May 2022 ¹	7.9%
# of Months from May 2022 to April 2024	23
Annual Inflation Amount for May 2022 to April 2024 ²	3.5%
Total Inflation Factor	15.25%

¹ Annual growth rate for net earnings in Alabama for 2020 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

² Compound annual growth rate for net earnings in Alabama for 2011 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
BLS Wage Data With Inflation Adjustments**

BLS Code and Title		Bureau of Labor Statistics Wages (May 2021 After Adjustment)				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community svc. mgr.	\$20.45	\$26.06	\$33.85	\$43.63	\$55.50
19-3033	Clinical and counseling psychologist	\$18.88	\$22.31	\$34.64	\$60.34	\$92.67
19-3034	School psychologist	\$32.34	\$32.83	\$33.71	\$35.25	\$41.43
21-1012	Edu./ guidance/ career counselor	\$20.69	\$25.85	\$32.83	\$34.40	\$42.27
21-1013	Marriage and family therapist	\$18.87	\$20.70	\$24.84	\$27.74	\$34.45
21-1015	Rehabilitation counselor	\$13.37	\$16.76	\$22.87	\$31.43	\$36.40
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.	\$16.31	\$20.26	\$21.52	\$27.03	\$33.87
21-1021	Child, family, and school social worker	\$18.79	\$20.54	\$23.43	\$29.17	\$34.64
21-1022	Healthcare social worker	\$19.67	\$21.63	\$27.18	\$33.60	\$35.22
21-1023	Mental health/ sub. abuse social worker	\$12.71	\$16.10	\$20.28	\$25.84	\$28.41
21-1091	Health education specialist	\$20.55	\$22.31	\$28.11	\$34.77	\$44.20
21-1093	Social and human service assistant	\$10.03	\$12.84	\$16.27	\$20.28	\$21.77
21-1094	Community health worker	\$16.09	\$20.35	\$26.07	\$27.29	\$34.70
21-1099	Community/ social svc. spec., all other	\$16.18	\$24.41	\$26.57	\$26.95	\$33.87
25-2051	Special ed. teacher, preschool	\$34.58	\$37.62	\$43.25	\$43.25	\$43.25
25-2052	Special ed. teachers, kindergarten/ elem. 2/	\$27.82	\$34.08	\$41.01	\$43.86	\$45.34
25-2057	Special ed. teacher, middle school 2/	\$33.49	\$34.53	\$42.69	\$43.92	\$45.86
25-2058	Special ed. teacher, secondary school 2/	\$34.08	\$34.51	\$43.25	\$43.54	\$44.41
25-9045	Teaching assts., except postsecondary 2/	\$12.54	\$13.17	\$16.18	\$16.93	\$20.78
27-3091	Interpreter/ translator	\$13.21	\$20.71	\$25.82	\$28.56	\$34.64
29-1031	Dietitians and nutritionists	\$23.43	\$26.22	\$32.85	\$35.92	\$42.34
29-1122	Occupational therapist	\$27.49	\$35.65	\$46.19	\$55.27	\$66.36
29-1123	Physical therapist	\$33.13	\$41.81	\$52.89	\$60.09	\$72.03
29-1125	Recreational therapist	\$18.76	\$20.78	\$25.85	\$32.81	\$39.40
29-1127	Speech-language pathologist	\$26.38	\$32.94	\$34.13	\$45.11	\$55.29
29-1141	Registered nurse	\$26.25	\$26.82	\$33.53	\$41.16	\$43.59
29-1223	Psychiatrists	\$33.48	\$35.68	\$55.73	1/	1/
29-2053	Psychiatric technician	\$9.75	\$12.59	\$16.07	\$16.43	\$20.78
29-2061	Lic. practical/ lic. vocational nurse	\$16.28	\$20.38	\$22.23	\$26.05	\$27.45
31-1120	Home health and personal care aide	\$9.52	\$9.96	\$12.15	\$12.95	\$15.71
31-1131	Nursing assistant	\$12.32	\$12.83	\$13.46	\$16.40	\$16.77
31-1133	Psychiatric aide	\$9.89	\$12.34	\$13.37	\$16.14	\$17.88
31-2011	Occupational therapy assistant	\$27.08	\$32.67	\$34.63	\$41.71	\$43.81
31-2022	Physical therapist aide	\$9.89	\$12.15	\$12.90	\$15.60	\$17.40
31-9092	Medical assistant	\$13.00	\$15.84	\$16.57	\$20.15	\$20.87
39-1022	First-line supervisor of pers. svc. workers	\$12.95	\$16.46	\$20.80	\$26.62	\$33.91
39-9032	Recreation worker	\$9.75	\$10.43	\$13.07	\$16.68	\$21.63
39-9041	Residential adviser	\$9.92	\$10.96	\$13.24	\$16.56	\$20.15
43-5031	Public safety telecommunicator	\$13.36	\$16.25	\$20.07	\$21.09	\$26.33
53-3051	School bus driver	\$9.47	\$9.59	\$9.90	\$10.29	\$12.08

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

BLS Code and Title		Support Coordination	Community-Based Residential Services	Adult Family Home, Recruiter	Adult Family Home, Monitor	Personal Assistance - Home	Personal Assistance-Community	Breaks and Opportunities (Respite)	Independent Living Skills Training	Remote Supports
11-9151	Social and community svc. mgr.									
19-3033	Clinical and counseling psychologist									
19-3034	School psychologist									
21-1012	Edu./ guidance/ career counselor									
21-1013	Marriage and family therapist									
21-1015	Rehabilitation counselor									
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.									
21-1021	Child, family, and school social worker	100%		100%	100%					
21-1022	Healthcare social worker									
21-1023	Mental health/ sub. abuse social worker									
21-1091	Health education specialist									
21-1093	Social and human service assistant									
21-1094	Community health worker									
21-1099	Community/ social svc. spec., all other									
25-2051	Special ed. teacher, preschool									
25-2052	Special ed. teachers, kindergarten/ elem.									
25-2057	Special ed. teacher, middle school									
25-2058	Special ed. teacher, secondary school									
25-9045	Teaching assts., except postsecondary									
27-3091	Interpreter/ translator									
29-1031	Dietitians and nutritionists									
29-1122	Occupational therapist									
29-1123	Physical therapist									
29-1125	Recreational therapist									
29-1127	Speech-language pathologist									
29-1141	Registered nurse									
29-1223	Psychiatrists									
29-2053	Psychiatric technician									
29-2061	Lic. practical/ lic. vocational nurse									
31-1120	Home health and personal care aide		55%			55%	55%	55%	55%	
31-1131	Nursing assistant		15%			15%	15%	15%	15%	
31-1133	Psychiatric aide		15%			15%	15%	15%	15%	
31-2011	Occupational therapy assistant									
31-2021	Physical therapist assistant									
31-9092	Medical assistant									
39-1022	First-line supervisor of pers. svc. workers									
39-9032	Recreation worker		15%			15%	15%	15%	15%	
39-9041	Residential adviser									
43-5031	Public safety telecommunicator									100%
53-3051	School bus driver									
		100%	100%	100%	100%	100%	100%	100%	100%	100%

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

BLS Code and Title	Community Integration Connections and Skills Training	Integrated Employment Path Services	Supported Employment Individual, Assessment/Discovery	Supported Employment Individual, Development	Supported Employment Individual, Coaching	Supported Employment Small Group	Financial Literacy and Work Incentives Benefits Counseling	Peer Specialist Services	Family Empowerment and Systems Navigation Counseling
11-9151 Social and community svc. mgr.									
19-3033 Clinical and counseling psychologist									
19-3034 School psychologist									
21-1012 Edu./ guidance/ career counselor		33%	50%	50%					
21-1013 Marriage and family therapist									
21-1015 Rehabilitation counselor		33%	50%	50%	20%	20%	100%		
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.									
21-1021 Child, family, and school social worker									
21-1022 Healthcare social worker									
21-1023 Mental health/ sub. abuse social worker									
21-1091 Health education specialist									
21-1093 Social and human service assistant	100%	34%			20%	20%			100%
21-1094 Community health worker									
21-1099 Community/ social svc. spec., all other									
25-2051 Special ed. teacher, preschool									
25-2052 Special ed. teachers, kindergarten/ elem.									
25-2057 Special ed. teacher, middle school									
25-2058 Special ed. teacher, secondary school									
25-9045 Teaching assts., except postsecondary									
27-3091 Interpreter/ translator									
29-1031 Dietitians and nutritionists									
29-1122 Occupational therapist									
29-1123 Physical therapist									
29-1125 Recreational therapist									
29-1127 Speech-language pathologist									
29-1141 Registered nurse									
29-1223 Psychiatrists									
29-2053 Psychiatric technician									
29-2061 Lic. practical/ lic. vocational nurse									
31-1120 Home health and personal care aide					30%	30%		55%	
31-1131 Nursing assistant					15%	15%		15%	
31-1133 Psychiatric aide					15%	15%		15%	
31-2011 Occupational therapy assistant									
31-2021 Physical therapist assistant									
31-9092 Medical assistant									
39-1022 First-line supervisor of pers. svc. workers									
39-9032 Recreation worker								15%	
39-9041 Residential adviser									
43-5031 Public safety telecommunicator									
53-3051 School bus driver									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Housing Counseling	Housing Start-Up Assistance	Therapy (OT, PT, SLP)	Skilled Nursing, RN	Skilled Nursing, LPN	Positive Behavior Support, Master's	Positive Behavior Support, Bachelor's
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BLS Code and Title

11-9151 Social and community svc. mgr.						
19-3033 Clinical and counseling psychologist					100%	
19-3034 School psychologist						
21-1012 Edu./ guidance/ career counselor						
21-1013 Marriage and family therapist						
21-1015 Rehabilitation counselor						
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.						100%
21-1021 Child, family, and school social worker						
21-1022 Healthcare social worker						
21-1023 Mental health/ sub. abuse social worker						
21-1091 Health education specialist						
21-1093 Social and human service assistant		100%				
21-1094 Community health worker						
21-1099 Community/ social svc. spec., all other	100%					
25-2051 Special ed. teacher, preschool						
25-2052 Special ed. teachers, kindergarten/ elem.						
25-2057 Special ed. teacher, middle school						
25-2058 Special ed. teacher, secondary school						
25-9045 Teaching assts., except postsecondary						
27-3091 Interpreter/ translator						
29-1031 Dietitians and nutritionists						
29-1122 Occupational therapist						
29-1123 Physical therapist		100%				
29-1125 Recreational therapist						
29-1127 Speech-language pathologist						
29-1141 Registered nurse				100%		
29-1223 Psychiatrists						
29-2053 Psychiatric technician						
29-2061 Lic. practical/ lic. vocational nurse					100%	
31-1120 Home health and personal care aide						
31-1131 Nursing assistant						
31-1133 Psychiatric aide						
31-2011 Occupational therapy assistant						
31-2021 Physical therapist assistant						
31-9092 Medical assistant						
39-1022 First-line supervisor of pers. svc. workers						
39-9032 Recreation worker						
39-9041 Residential adviser						
43-5031 Public safety telecommunicator						
53-3051 School bus driver						
	100%	100%	100%	100%	100%	100%

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Support Coordination	Community-Based Residential Services	Adult Family Home, Recruiter	Adult Family Home, Monitor	Personal Assistance - Home	Personal Assistance-Community	Breaks and Opportunities (Respite)	Independent Living Skills Training	Remote Supports
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Based on Statewide BLS

10th Percentile	\$18.79	\$10.03	\$18.79	\$18.79	\$10.03	\$10.03	\$10.03	\$10.03	\$13.36
25th Percentile	\$20.54	\$10.82	\$20.54	\$20.54	\$10.82	\$10.82	\$10.82	\$10.82	\$16.25
50th Percentile (Median)	\$23.43	\$12.67	\$23.43	\$23.43	\$12.67	\$12.67	\$12.67	\$12.67	\$20.07
75th Percentile	\$29.17	\$14.51	\$29.17	\$29.17	\$14.51	\$14.51	\$14.51	\$14.51	\$21.09
90th Percentile	\$34.64	\$17.08	\$34.64	\$34.64	\$17.08	\$17.08	\$17.08	\$17.08	\$26.33

1/ Rate model assumptions for most direct support workers have been set at the 75th percentile wage. For workers with specialized skills and/or licensure wages have been set at the 50th percentile.

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Community Integration Connections and Skills Training	Integrated Employment Path Services	Supported Employment Individual, Assessment/Discovery	Supported Employment Individual, Development	Supported Employment Individual, Coaching	Supported Employment Small Group	Financial Literacy and Work Incentives Benefits Counseling	Peer Specialist Services	Family Empowerment and Systems Navigation Counseling
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Based on Statewide BLS

10th Percentile	\$10.03	\$14.65	\$17.03	\$17.03	\$10.87	\$10.87	\$13.37	\$10.03	\$10.03
25th Percentile	\$12.84	\$18.43	\$21.31	\$21.31	\$12.68	\$12.68	\$16.76	\$10.82	\$12.84
50th Percentile (Median)	\$16.27	\$23.91	\$27.85	\$27.85	\$15.50	\$15.50	\$22.87	\$12.67	\$16.27
75th Percentile	\$20.28	\$28.62	\$32.92	\$32.92	\$19.11	\$19.11	\$31.43	\$14.51	\$20.28
90th Percentile	\$21.77	\$33.36	\$39.34	\$39.34	\$21.54	\$21.54	\$36.40	\$17.08	\$21.77

1/ Rate model assumptions for most direct support workers have been set at the 75th percentile wage. For workers with specialized skills and/or licensure wages have been set at the 50th percentile.

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Housing Counseling	Housing Start-Up Assistance	Therapy (OT, PT, SLP)	Skilled Nursing, RN	Skilled Nursing, LPN	Positive Behavior Support, Master's	Positive Behavior Support, Bachelor's
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Based on Statewide BLS

10th Percentile	\$16.18	\$10.03	\$33.13	\$26.25	\$16.28	\$18.88	\$16.31
25th Percentile	\$24.41	\$12.84	\$41.81	\$26.82	\$20.38	\$22.31	\$20.26
50th Percentile (Median)	\$26.57	\$16.27	\$52.89	\$33.53	\$22.23	\$34.64	\$21.52
75th Percentile	\$26.95	\$20.28	\$60.09	\$41.16	\$26.05	\$60.34	\$27.03
90th Percentile	\$33.87	\$21.77	\$72.03	\$43.59	\$27.45	\$92.67	\$33.87

1/ Rate model assumptions for most direct support workers have been set at the 75th percentile wage. For workers with specialized skills and/or licensure wages have been set at the 50th percentile.

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Appendix B: Benefits Assumptions

Benefits Assumptions for Full-Time Employees to Establish Benefit Rates (Excluding Workers' Compensation)

% of Employees with Access		% of Employees with Access Who Participate ('Take-Up Rate')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)		
BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models, Case Mgmt	Rate Models, All Other

Payroll Taxes

Social Security ²	-	100%	-	100%	-	6.20%	-	6.20%	6.20%
Medicare ³	-	100%	-	100%	-	1.45%	-	1.45%	1.45%
Federal UI ⁴	-	100%	-	100%	-	0.60%	-	0.60%	0.60%
State UI ⁵	-	100%	-	100%	-	2.70%	-	2.70%	2.70%
Workers' Compensation ⁶	-	100%	-	100%	-	3.38%	-	3.38%	3.38%

Paid Time Off⁷

Holidays	87%	100%	100%	100%	7.0	10.0	6.1	10.0	10.0
Vacation Leave	83%	100%	100%	100%	15.0	15.0	12.5	15.0	15.0
Sick Leave	67%		100%		7.0		4.7		
Total	-	-	-	-	29.0		23.3	25.0	25.0

Health Insurance⁸

Employee Only				40.0%		\$450.00			
Employee + One				10.9%		\$825.00			
Family				22.5%		\$1,150.00			
All Coverages	68%	100%	50%	73.4%	\$433.75		\$147.50	\$528.68	\$528.68

Other Benefits⁹

Other Benefits, General	-	100%	-	100%	-	\$150.00	-	\$150.00	\$150.00
Other Benefits, A.R.S								11.44%	

¹BLS' March 2021 Employee Benefits in the United States (<https://www.bls.gov/ncs/ebs/benefits/2021/employee-benefits-in-the-united-states-march-2021.pdf>); data reported is for private employers in the East South Central region unless otherwise noted

²Applies to the first \$147,00 in earnings

³There is an additional 0.90% tax on earnings over \$200,000

⁴Applies to first \$7,000 in wages

⁵The rate models use the new employer tax rate in 2022; applies to first \$8,000 in wages

⁶Based on the average reported for class 8835 (home/ public healthcare) in Rhode Island (see <http://classcodes.net/workers-compensation-rates-by-state/>).

⁷BLS data for vacation and sick leave is based on national data (means) for private employers' employees with 1-5 years of experience (mean for those with 6-10 experience is 17 days of vacation and 7 days of sick leave); it is assumed that all staff with access to paid time off 'participate'

⁸Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2021 (most recent available at time of publication; https://meps.ahrq.gov/data_files/publications/cb24/cb24.shtml#section3), which reports average monthly employer contributions in Alabama of \$434 for an employee-only plan, \$786 for employee-plus-one plans, and \$1,108 for family plans. Percent of employees receiving each coverage type assumes all staff are full-time and eligible for health insurance (see Tables II.B.3.b.(1).(a), II.C.4, II.D.4, and II.E.4).

⁹BLS 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 Based on Benefits Assumptions**

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO
\$12.00	\$24,960	54.31%	44.69%
\$13.00	\$27,040	51.72%	42.10%
\$14.00	\$29,120	49.50%	39.88%
\$15.00	\$31,200	47.58%	37.96%
\$16.00	\$33,280	45.89%	36.28%
\$17.00	\$35,360	44.41%	34.79%
\$18.00	\$37,440	43.09%	33.47%
\$19.00	\$39,520	41.91%	32.29%
\$20.00	\$41,600	40.84%	31.23%
\$21.00	\$43,680	39.88%	30.27%
\$22.00	\$45,760	39.01%	29.39%
\$23.00	\$47,840	38.21%	28.59%
\$24.00	\$49,920	37.48%	27.86%
\$25.00	\$52,000	36.80%	27.19%
\$26.00	\$54,080	36.18%	26.57%
\$27.00	\$56,160	35.61%	25.99%
\$28.00	\$58,240	35.07%	25.46%
\$29.00	\$60,320	34.57%	24.96%
\$30.00	\$62,400	34.11%	24.49%
\$31.00	\$64,480	33.68%	24.06%
\$32.00	\$66,560	33.27%	23.65%
\$33.00	\$68,640	32.89%	23.27%
\$34.00	\$70,720	32.53%	22.91%
\$35.00	\$72,800	32.19%	22.57%
\$36.00	\$74,880	31.87%	22.25%
\$37.00	\$76,960	31.56%	21.95%
\$38.00	\$79,040	31.28%	21.66%
\$39.00	\$81,120	31.00%	21.39%
\$40.00	\$83,200	30.74%	21.13%
\$41.00	\$85,280	30.50%	20.88%
\$42.00	\$87,360	30.26%	20.65%
\$43.00	\$89,440	30.04%	20.42%
\$44.00	\$91,520	29.83%	20.21%
\$45.00	\$93,600	29.62%	20.01%
\$46.00	\$95,680	29.43%	19.81%
\$47.00	\$97,760	29.24%	19.62%
\$48.00	\$99,840	29.06%	19.45%
\$49.00	\$101,920	28.89%	19.27%
\$50.00	\$104,000	28.72%	19.11%
\$55.00	\$114,400	27.99%	18.37%
\$60.00	\$124,800	27.38%	17.76%
\$65.00	\$135,200	26.86%	17.24%
\$70.00	\$145,600	26.42%	16.80%
\$75.00	\$156,000	25.67%	16.06%
\$80.00	\$166,400	24.97%	15.36%
\$85.00	\$176,800	24.35%	14.74%
\$90.00	\$187,200	23.80%	14.19%
\$95.00	\$197,600	23.31%	13.69%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

²Benefit rates in rate models exclude paid time off, which is accounted for as a productivity assumption

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Appendix C: Productivity Assumptions

Community-Based Residential Services	Personal Assistance - Home, 1:1	Personal Assistance - Home, 1:2	Personal Assistance - Home, 1:3	Personal Assistance - Home, Self-Directed	Personal Assistance-Community, 1:1	Personal Assistance-Community, 1:2	Personal Assistance-Community, 1:3	Personal Assistance-Community, Self-Directed
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Base Model Assumptions for 'Typical' Week

Direct services	39.00	35.50	34.75	34.25	40.00	35.50	34.75	34.25	40.00
Travel Time		1.50	1.50	1.50		1.50	1.50	1.50	
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting		1.00	1.50	2.00		1.00	1.50	2.00	
Supervision and Other Employer Time	1.00	1.00	1.00	1.00		1.00	1.00	1.00	
Missed Appointments		0.50	0.50	0.50		0.50	0.50	0.50	
Collateral Contacts (not billable)									
Individual Planning Meetings		0.50	0.75	0.75		0.50	0.75	0.75	
Total	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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	34.50	31.41	30.74	30.30	35.38	31.41	30.74	30.30	35.38
Travel Time	-	1.33	1.33	1.33	-	1.33	1.33	1.33	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.88	1.33	1.77	-	0.88	1.33	1.77	-
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	-	0.88	0.88	0.88	-
Missed Appointments	-	0.44	0.44	0.44	-	0.44	0.44	0.44	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	0.44	0.66	0.66	-	0.44	0.66	0.66	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	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

Breaks and Opportunities (Planned Respite), 1:1	Breaks and Opportunities (Planned Respite), 1:2	Breaks and Opportunities (Planned Respite), 1:3	Breaks and Opportunities (Planned Respite), Self-Directed	Breaks and Opportunities (Planned Respite) - Daily, 1:1	Breaks and Opportunities (Planned Respite) - Daily, 1:2	Breaks and Opportunities (Planned Respite) - Daily, 1:3	Breaks and Opportunities (Planned Respite) - Daily, Self-Directed	Breaks and Opportunities (Emergency Respite) - Daily, 1:1
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Base Model Assumptions for 'Typical' Week

Direct services	37.50	37.00	36.50	40.00	39.00	39.00	39.00	40.00	39.00
Travel Time	1.00	1.00	1.00						
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	0.50	1.00	1.50						
Supervision and Other Employer Time	1.00	1.00	1.00		1.00	1.00	1.00		1.00
Missed Appointments									
Collateral Contacts (not billable)									
Individual Planning Meetings									
Total	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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	33.18	32.74	32.29	35.38	34.50	34.50	34.50	35.38	34.31
Travel Time	0.88	0.88	0.88	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.44	0.88	1.33	-	-	-	-	-	-
Supervision and Other Employer Time	0.88	0.88	0.88	-	0.88	0.88	0.88	-	0.88
Missed Appointments	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	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

Breaks and Opportunities (Emergency Respite) - Daily, 1:2	Breaks and Opportunities (Emergency Respite) - Daily, 1:3	Breaks and Opportunities (Emergency Respite) - Daily, Self-Directed	Independent Living Skills Training, 1:1	Independent Living Skills Training, Self-Directed	Remote Supports	Community Integration Connections and Skills Training; 1:1	Community Integration Connections and Skills Training; 1:2	Community Integration Connections and Skills Training; 1:3
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Base Model Assumptions for 'Typical' Week

Direct services	39.00	39.00	40.00	32.25	40.00	39.00	32.50	32.00	31.50
Travel Time				3.75			3.75	3.75	3.75
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting				1.50			1.25	1.75	2.25
Supervision and Other Employer Time	1.00	1.00		1.00		1.00	1.00	1.00	1.00
Missed Appointments				0.50			0.50	0.50	0.50
Collateral Contacts (not billable)									
Individual Planning Meetings				1.00			1.00	1.00	1.00
Total	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	50.00	50.00	50.00	50.00	50.00	40.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	34.31	34.31	35.19	28.37	35.19	34.50	28.59	28.15	27.71
Travel Time	-	-	-	3.30	-	-	3.30	3.30	3.30
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	1.32	-	-	1.10	1.54	1.98
Supervision and Other Employer Time	0.88	0.88	-	0.88	-	0.88	0.88	0.88	0.88
Missed Appointments	-	-	-	0.44	-	-	0.44	0.44	0.44
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	-	-	0.88	-	-	0.88	0.88	0.88
Training	0.96	0.96	0.96	0.96	0.96	0.77	0.96	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	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

Community Integration Connections and Skills Training; 1:1; Self-Directed	Community Integration Connections and Skills Training; 1:2; Self-Directed	Community Integration Connections and Skills Training; 1:3; Self-Directed	Integrated Employment Path Services, 1:1	Integrated Employment Path Services, 1:2	Integrated Employment Path Services, 1:8	Supported Employment Individual, Assessment/Discovery	Supported Employment Individual, Assessment/Discovery, Self- Directed	Supported Employment Individual, Development
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Base Model Assumptions for 'Typical' Week

Direct services	40.00	40.00	40.00	35.50	36.00	35.50	32.50	40.00	27.50
Travel Time				2.00	2.00	2.00	3.00		3.00
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									5.00
Recordkeeping and Reporting				0.75	0.75	1.00	2.00		2.00
Supervision and Other Employer Time				1.00	1.00	1.00	1.00		1.00
Missed Appointments				0.50					
Collateral Contacts (not billable)									
Individual Planning Meetings				0.25	0.25	0.50	1.50		1.50
Total	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	50.00	50.00	50.00	50.00	50.00	50.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.19	35.19	35.19	31.23	31.67	31.23	28.75	35.38	24.33
Travel Time	-	-	-	1.76	1.76	1.76	2.65	-	2.65
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	4.42
Recordkeeping and Reporting	-	-	-	0.66	0.66	0.88	1.77	-	1.77
Supervision and Other Employer Time	-	-	-	0.88	0.88	0.88	0.88	-	0.88
Missed Appointments	-	-	-	0.44	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	-	-	0.22	0.22	0.44	1.33	-	1.33
Training	0.96	0.96	0.96	0.96	0.96	0.96	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
prepared for Alabama Department of
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Appendix C: Productivity Assumptions

Supported Employment Individual, Development, Self-Directed	Supported Employment Individual, Coaching	Supported Employment Individual, Coaching, Self-Directed	Supported Employment Small Group, 1:2	Supported Employment Small Group, 1:3	Supported Employment Small Group, 1:4	Financial Literacy and Work Incentives Benefits Counseling	Peer Specialist Services	Family Empowerment and Systems Navigation Counseling
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Base Model Assumptions for 'Typical' Week

Direct services	40.00	31.50	40.00	38.00	37.75	37.50	36.00	38.75	27.50
Travel Time		4.00					2.00		3.00
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									5.00
Recordkeeping and Reporting		2.00		0.75	1.00	1.00	1.00		2.00
Supervision and Other Employer Time		1.00		1.00	1.00	1.00	1.00	1.25	1.00
Missed Appointments		0.50							
Collateral Contacts (not billable)									
Individual Planning Meetings		1.00		0.25	0.25	0.50			1.50
Total	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	40.00	40.00	50.00	40.00	40.00	40.00	40.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.38	27.87	35.19	33.62	33.40	33.18	31.85	34.09	24.19
Travel Time	-	3.54	-	-	-	-	1.77	-	2.64
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	4.40
Recordkeeping and Reporting	-	1.77	-	0.66	0.88	0.88	0.88	-	1.76
Supervision and Other Employer Time	-	0.88	-	0.88	0.88	0.88	0.88	1.10	0.88
Missed Appointments	-	0.44	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	0.88	-	0.22	0.22	0.44	-	-	1.32
Training	0.77	0.77	0.96	0.77	0.77	0.77	0.77	0.96	0.96
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Appendix C: Productivity Assumptions

Housing Counseling	Housing Start-Up Assistance	Therapy (OT, PT, SLP)	Therapy (OT, PT, SLP), Clinic/Office	Skilled Nursing, RN	Skilled Nursing, LPN	Skilled Nursing, RN, Clinic/Office	Skilled Nursing, LPN, Clinic/Office	Skilled Nursing, RN, Self-Directed
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Base Model Assumptions for 'Typical' Week

Direct services	36.00	32.50	29.00	33.50	29.00	29.00	33.50	33.50	40.00
Travel Time	2.00	3.75	5.00		5.00	5.00			
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	1.00	1.25	2.00	2.50	2.00	2.00	2.50	2.50	
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	2.00	1.00	2.00	
Missed Appointments		0.50	0.50	0.50	0.50	0.50	0.50	0.50	
Collateral Contacts (not billable)			2.50	2.50	2.50	1.50	2.50	1.50	
Individual Planning Meetings		1.00							
Total	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	40.00	50.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	31.85	28.59	25.66	29.64	25.66	25.65	29.64	29.63	35.38
Travel Time	1.77	3.30	4.42	-	4.42	4.42	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.88	1.10	1.77	2.21	1.77	1.77	2.21	2.21	-
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	1.77	0.88	1.77	-
Missed Appointments	-	0.44	0.44	0.44	0.44	0.44	0.44	0.44	-
Collateral contacts (not billable)	-	-	2.21	2.21	2.21	1.33	2.21	1.33	-
Individual Planning Meetings	-	0.88	-	-	-	-	-	-	-
Training	0.77	0.96	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Appendix C: Productivity Assumptions

Skilled Nursing, LPN, Self-Directed	Positive Behavior Support, Master's	Positive Behavior Support, Bachelor's	Positive Behavior Support, Master's, Clinic/Office	Positive Behavior Support, Bachelor's, Clinic/Office
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Base Model Assumptions for 'Typical' Week

Direct services	40.00	29.00	29.00	33.50	33.50
Travel Time		5.00	5.00		
Program Set-Up/ Clean-Up					
Networking/ General Development Activities					
Recordkeeping and Reporting		2.00	2.00	2.50	2.50
Supervision and Other Employer Time		1.00	2.00	1.00	2.00
Missed Appointments		0.50	0.50	0.50	0.50
Collateral Contacts (not billable)		2.50	1.50	2.50	1.50
Individual Planning Meetings					
Total	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.38	25.66	25.65	29.64	32.06
Travel Time	-	4.42	4.42	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	-	1.77	1.77	2.21	2.21
Supervision and Other Employer Time	-	0.88	1.77	0.88	1.77
Missed Appointments	-	0.44	0.44	0.44	0.44
Collateral contacts (not billable)	-	2.21	1.33	2.21	1.33
Individual Planning Meetings	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00

**I/DD Waiver Rate Studies - CWP Proposed Rate Models
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Appendix D: Group Home Staffing Assumptions

Low	Mid	High
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3 or Fewer Bed Homes

	Low	Mid	High
<i>Base Staff Hours</i>			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(25.0)	(25.0)	(25.0)
Allowance for Absences	5.0	5.0	5.0
Total Occupied Hours for Residence per Week	148.0	148.0	148.0
Daytime Hours	92.0	92.0	92.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	2.0
Total Base Staff Hours	148.0	240.0	296.0
<i>'Floating' Staff Hours ¹</i>			
Floating FTE per Week	0.50	0.00	0.00
Total Floating Staff Hours	20.0	0.0	0.0
Total Hours per Home per Week	168.0	240.0	296.0
Hours per Resident per Week (based on 3 residents)	56.0	80.0	98.7

4 Bed Homes

	Low	Mid	High
<i>Base Staff Hours</i>			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(25.0)	(25.0)	(25.0)
Allowance for Absences	5.0	5.0	5.0
Total Occupied Hours for Residence per Week	148.0	148.0	148.0
Daytime Hours	92.0	92.0	92.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	2.0
Total Base Staff Hours	148.0	240.0	296.0
<i>'Floating' Staff Hours ¹</i>			
Floating FTE per Week	1.50	1.00	1.00
Total Floating Staff Hours	60.0	40.0	40.0
Total Hours per Home per Week	208.0	280.0	336.0
Hours per Resident per Week (based on 4 residents)	52.0	70.0	84.0

¹Floating' FTE hours are intended to provide additional staffing during peak times, to accommodate participants who participate in activities outside of the home less frequently than assumed, to deliver one-to-one support, etc.