

Home and Community Based Services Rate Study

Final Recommended Rate Models

- prepared for -

Utah Department of Health and Human Services
Division of Services for People with Disabilities

- prepared by -

Burns & Associates
A Division of Health Management Associates

December 1, 2025

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Table of Contents

Comparison of Current and Recommended Rates.....	3
Recommended Rate Models	
Support Coordination	
Support Coordination (SCE).....	7
Residential and In-home Supports	
Residential Habilitation (RHS).....	8
Host Home Supports (HHS) / Professional Parent Supports (PPS).....	12
Supported Living (SLH / SLN).....	14
Attendant Care (ACA) / Personal Assistance (PAC).....	16
Companion (COM).....	17
Homemaker (HSQ) / Chore (CHA).....	18
Respite	
In-Home Respite (RP2 / RP3).....	19
Respite Facility (RP4 / RP5).....	20
Medical Respite Facility.....	21
Respite Camp (RPS).....	22
Day Support	
Day Support (DSG / DSP), Center.....	24
Day Support (DSG / DSP), Community	25
Day Support, Individual (DSI) / Integrated Community Learning (ICL).....	26
Employment Preparation Services (EPR).....	28
Employment Supports	
Individual Supported Employment (SEI / SEE / ISE / PSB / JDS).....	29
Group Supported Employment (SED).....	30
Other Services	
Motor Transportation (MTP).....	31
Personal Budget Assistance (PBA).....	32
Consumer Preparation Services (CPS) / Family Training and Preparation (TFA).....	33
Family and Individual Training and Preparation (TFB).....	34
Medication Monitoring (PM1 / PM2).....	35
Behavior Consultation (BC1 / BC2 / BC3).....	36
Self-Directed Rates.....	37

Appendices

- Appendix A: Wage Assumptions
- Appendix B: Benefits Assumptions
- Appendix C: Productivity Assumptions

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Comparison of Current and Final Recommended Rates

Svc. Code	Service	Unit	Current Rate	Recommended Rate	Notes	
SCE	Support Coordination	Month	\$245.01	\$304.25		
	Level 1, 3 Bed Home	Day	varies	\$348.20		
	Level 2, 3 Bed Home	Day	varies	\$416.92		
	Level 3, 3 Bed Home	Day	varies	\$485.63		
	Level 4, 3 Bed Home	Day	varies	\$554.35		
	Level 5, 3 Bed Home	Day	varies	\$623.07		
	Level 6, 3 Bed Home	Day	varies	\$691.78		
	Level 1, 4 Bed Home	Day	varies	\$269.59		
	Level 2, 4 Bed Home	Day	varies	\$327.58		
	Level 3, 4 Bed Home	Day	varies	\$391.99		
	Level 4, 4 Bed Home	Day	varies	\$456.41		
	Level 5, 4 Bed Home	Day	varies	\$520.84		
RHS	Residential Habilitation Supports	Level 6, 4 Bed Home	Day	varies	\$585.25	Rates assume a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days)
	Level 1, 5 Bed Home	Day	varies	\$222.43		
	Level 2, 5 Bed Home	Day	varies	\$273.96		
	Level 3, 5 Bed Home	Day	varies	\$335.81		
	Level 4, 5 Bed Home	Day	varies	\$397.65		
	Level 5, 5 Bed Home	Day	varies	\$459.50		
	Level 6, 5 Bed Home	Day	varies	\$521.33		
	Level 1, 6+ Bed Home	Day	varies	\$191.08		
	Level 2, 6+ Bed Home	Day	varies	\$238.32		
	Level 3, 6+ Bed Home	Day	varies	\$298.45		
	Level 4, 6+ Bed Home	Day	varies	\$358.58		
	Level 5, 6+ Bed Home	Day	varies	\$418.70		
	Level 6, 6+ Bed Home	Day	varies	\$478.83		
ELS	Extended Community Living Supports	15 Min.	\$6.25	-	Service would be eliminated and replaced with an exceptions process	
HHS	Host Home Supports, Standard	Day	varies	\$245.57	Rates assume a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days)	
PPS	Professional Parent Supports, Standard	Day	varies		Rates assume a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days)	
HHS	Host Home Supports, Exception	Day	varies	\$293.79	Rates assume a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days)	
PPS	Professional Parent Supports, Exception	Day	varies		Rates assume a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days)	
	Host Home / Prof. Parent, Additional Supports	15 Min.	-	\$10.15	New service for agency staff working in a host home	
		1:1	15 Min.	\$9.16 / \$8.27	\$11.88	
SLH /	Supported Living /		1:2	15 Min.	\$6.73	
SLN	Supported Living, Natural Supports		1:3	15 Min.	\$4.92	
			2:1	15 Min.	\$20.79	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Comparison of Current and Final Recommended Rates

Svc. Code	Service	Unit	Current Rate	Recommended Rate	Notes
CMP / CMS	Caregiver Compensation - Agency	15 Min.	\$6.85	\$8.10	Benchmarked to SAS Caregiver Comp with admin fee for agency
ACA	Attendant Care	15 Min.	\$9.67	\$11.37	
PAC	Personal Assistance	15 Min.	\$5.73		Propose to eliminate daily rate
		Day	\$183.10	-	
COM	Companion Services	15 Min.	\$6.30	\$10.56	
		Day	\$151.04	-	Propose to eliminate daily rate
CHA	Chore Services - Provider	15 Min.	\$6.65	\$9.46	
HSQ	Homemaker Services Provider	15 Min.	\$6.65		
RP2	Basic Respite (Home-Based)	15 Min.	\$4.58	\$9.75	
RP3	Intensive Respite (Home-Based)	15 Min.	\$5.72		Rates for home-based respite (individual's home or caregiver's home)
	Basic Respite (Home-Based) 1:2	15 Min.		\$5.24	
RP2	Basic Respite (Home-Based)	Day	\$110.42	\$270.13	Daily rate set at 110 percent of Host Home rate
RP3	Intensive Respite (Home-Based)	Day	\$137.06		
RP4	Basic Respite w/ Room/Board (Facility-Based)	15 Min.		\$4.35	
RP5	Intensive Respite w/ Room/Board (Facility-Based)	15 Min.			Rates for facility-based respite
RP4	Basic Respite w/ Room/Board (Facility-Based)	Day	\$123.94	\$246.67	
RP5	Intensive Respite w/ Room/Board (Facility-Based)	Day	\$150.58		
	Medical Respite (Facility-Based)	15 Min.		\$5.61	
		Day		\$289.38	Rates for medical respite facilities
RPS	Respite Care Provided At A Camp Setting	15 Min.		\$5.62	
		Day	varies	\$268.91	
	Respite Camp, Enhanced	15 Min.		\$7.08	
		Day		\$340.00	Benchmarked to other states' rates
		Day	varies		
		Center, Lvl 1 (1:6)	15 Min.	\$2.94	
		Center, Lvl 2 (1:5)	15 Min.	\$3.27	
		Center, Lvl 3 (1:4)	15 Min.	\$3.77	
		Center, Lvl 4 (1:3)	15 Min.	\$4.60	
DSG / DSP	Day Support Group	Center, Lvl 5 (1:2)	15 Min.	\$6.32	Propose to transition all billing to 15-minute units based on service setting and staffing ratio
		Comm, Lvl 1 (1:6)	15 Min.	\$3.62	
		Comm, Lvl 2 (1:5)	15 Min.	\$3.99	
		Comm, Lvl 3 (1:4)	15 Min.	\$4.54	
		Comm, Lvl 4 (1:3)	15 Min.	\$5.46	
		Comm, Lvl 5 (1:2)	15 Min.	\$7.37	
DSI	Day Support Individual	15 Min.	\$13.53	\$12.89	
		Day	\$325.14	-	
ICL	Integrated Community Learning	1:1	15 Min.	\$12.89	Propose to transition all billing to 15-minute units
		1:2	15 Min.	\$7.27	
		1:3	15 Min.	\$5.30	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Comparison of Current and Final Recommended Rates

Svc. Code	Service	Unit	Current Rate	Recommended Rate	Notes	
		Day	varies			
EPR	Employment Preparation Services	Level 1 (1:6)	15 Min.	\$2.92	Propose to transition all billing to 15-minute units	
		Level 2 (1:5)	15 Min.	\$3.25		
		Level 3 (1:4)	15 Min.	\$3.73		
		Level 4 (1:3)	15 Min.	\$4.56		
		Level 5 (1:2)	15 Min.	\$6.26		
ISE	Individual Supp. Employ.	Job Coaching	15 Min.	\$13.55	Propose to split Supported Employment (SEI) services into Job Coaching and Job Development	
SEI	Supported Employment		15 Min.	\$13.53		
PSB	Pre-Employ. Skill Building		15 Min.	\$14.87	Propose to split Supported Employment (SEI) services into Job Coaching and Job Development	
JDS	Job Development Supports	Job Development	15 Min.	\$14.87		
SEI	Supported Employment		15 Min.	\$13.53		
SEE	Self-Employment		15 Min.	\$13.53		
		Day	\$55.67			
SED	Group Supported Employment	Level 1 (1:6)	15 Min.	\$3.48	Propose to transition all billing to 15-minute units	
		Level 2 (1:5)	15 Min.	\$3.90		
		Level 3 (1:4)	15 Min.	\$4.54		
		Level 4 (1:3)	15 Min.	\$5.61		
		Level 5 (1:2)	15 Min.	\$7.81		
MTP	Day Training Transportation Services	Under 10 Miles	Trip	\$10.40	Propose to transition billing to a trip rate with a limit of 2 trips per day.	
		10 to 25 Miles	Trip	\$10.40		\$14.88
		25 to 40 Miles	Trip	\$10.40		\$24.41
		40 to 55 Miles	Trip	\$10.40		\$33.94
		More than 55 Miles	Trip	\$10.40		\$43.48
PBA	Personal Budget Assistant		Session	\$18.30	Propose to transition all billing to 15-minute units	
			15 Min.	\$9.16		\$10.98
SSM	Massage Therapy	In Office			\$25.00	Benchmarked to commercial and other states' rates
		In Home	15 Min.	\$15.29	\$32.50	
FMS	Financial Management Service		Month	\$100.00	\$130.00	Benchmarked to other states' rates
CPS	Consumer Preparation Services		15 Min.	\$6.16	\$12.60	
TFA	Family Training and Preparation		15 Min.	\$6.09		
TFB	Family and Individual Training and Preparation		15 Min.	\$8.67	\$15.99	
PM1	Professional Medication Monitoring, LPN		15 Min.	\$8.32	\$17.97	
PM2	Professional Medication Monitoring, RN		15 Min.	\$12.03	\$23.15	
BC1	Behavior Consultant Service I		15 Min.	\$8.67	\$19.30	
BC2	Behavior Consultant Service II		15 Min.	\$14.83	\$20.73	
BC3	Behavior Consultant Service III		15 Min.	\$22.68	\$24.02	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Comparison of Current and Final Recommended Rates

Svc. Code	Service	Unit	Current Rate	Recommended Rate	Notes
Self-Administered Services					
SL1	Supported Living	15 Min.	\$6.23		
CM	Caregiver Compensation (CM2 / CM3)	15 Min.	\$6.23		
AC1	Attendant Care	15 Min.	\$5.85	\$7.23	
AC	Attendant Care (AC2 / AC3 / AC4)	15 Min.	\$6.57		
PA	Personal Assistance (PA1 / PA2 / PA3)	15 Min.	\$4.73		
SL1	Supported Living - SAS	overtime	15 Min. \$9.35		
AC1	Attendant Care	overtime	15 Min. \$8.78	\$10.85	
AC	Attendant Care (AC2 / AC3 / AC4)	overtime	15 Min. \$9.86		
PA	Personal Assistance (PA1 / PA2 / PA3)	overtime	15 Min. \$7.10		
CO1	Companion	15 Min.	\$5.19	\$6.80	
CO1	Companion	overtime	15 Min. \$7.79	\$10.20	
CH1	Chore	15 Min.	\$5.50	\$6.99	
HS1	Homemaker	15 Min.	\$5.50		
CH1	Chore	overtime	15 Min. \$8.25	\$10.49	
HS1	Homemaker	overtime	15 Min. \$8.25		
RL1	Respite	15 Min.	\$4.69	\$7.23	
RP1	Respite	15 Min.	\$4.41		
RL1	Respite	overtime	15 Min. \$7.04	\$10.85	
RP1	Respite	overtime	15 Min. \$6.62		
IS1	Individual Supported Employment	15 Min.	\$11.29	\$8.48	
IS1	Individual Supported Employment	overtime	15 Min. \$16.93	\$12.72	
TF1	Family Training and Preparation	15 Min.	\$5.04	\$7.96	
TF1	Family Training and Preparation	overtime	15 Min. \$7.56	\$11.94	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Support Coordination (SCE)

	Unit of Service	Month
Case-load	Caseload per Support Coordinator	34
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	100.0%
	- % of Non-Overtime Service Hours Worked by FT Staff	100.0%
	- Direct Staff Hourly Wage	\$35.64
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	21.7%
	Staff Cost per Month (wages + benefits)	\$7,518.14
	Monthly Staff Cost per Member	\$221.12
Mileage	- Number of Miles Traveled per Month	940
	- Amount per Mile	\$0.700
	Mileage Cost per Month	\$658.00
	Monthly Mileage Cost per Member	\$19.35
Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot Amount per Mile	\$20.00
	Annual Office Space Cost	\$2,000.00
	Office Space Cost per Month	\$166.67
	Monthly Office Space Cost per Member	\$4.90
Administration and Program Support	Hourly Cost Before Administration and Program Support	\$245.37
	- Program Support Funding per Day	\$25.00
	Program Support Cost per Month	\$760.42
	Monthly Program Support Cost per Member	\$22.37
	- Administration Percent	12.0%
	Monthly Administration Cost per Member	\$36.51
	Rate per Month	\$304.25

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Residential Habilitation (RHS) - 3-Person Homes

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
Range of Hours		168 - 200	200 - 240	240 - 280	280 - 320	320 - 360	360 - 400	
Unit of Service		Day	Day	Day	Day	Day	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	88.9%	
	<i>Regular Time</i>							
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Overtime</i>							
	- Direct Staff Hourly Wage (time-and-a-half)	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	
	- Employee Benefit Rate (FICA, Workers' Comp.)	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	4.4%	4.4%	4.4%	4.4%	4.4%	4.4%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	
	<i>Productivity Adjustments</i>							
	Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.20	0.20	0.20	0.20	0.20	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	
	- Training	0.77	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	31.05	31.05	31.05	31.05	31.05	31.05	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Hour	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	
	<i>Staffing</i>							
	- Estimated Average Hours per Home per Week	180.0	220.0	260.0	300.0	340.0	380.0	
	- Allocated Staff Hours per Participant per Week	60.0	73.3	86.7	100.0	113.3	126.7	
	Weekly Staff Cost per Participant	\$1,795.20	\$2,194.13	\$2,593.07	\$2,992.00	\$3,390.93	\$3,789.87	
	Mileage	- Number of Miles Traveled per Week	220	220	220	220	220	220
		- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700
		Weekly Mileage Cost per Home	\$154.00	\$154.00	\$154.00	\$154.00	\$154.00	\$154.00
Weekly Mileage Cost per Participant		\$51.33	\$51.33	\$51.33	\$51.33	\$51.33	\$51.33	
Admin. and Program Support	Weekly Cost Before Administration and Program Support	\$1,846.53	\$2,245.46	\$2,644.40	\$3,043.33	\$3,442.26	\$3,841.20	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Weekly Program Support Cost per Participant	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Participant per Week	\$275.66	\$330.06	\$384.46	\$438.86	\$493.26	\$547.66		
Total Cost per Participant per Week	\$2,297.19	\$2,750.52	\$3,203.86	\$3,657.19	\$4,110.52	\$4,563.86		
Rate per Day	\$328.17	\$392.93	\$457.69	\$522.46	\$587.22	\$651.98		
Rate per Day at 344 days per Year	\$348.20	\$416.92	\$485.63	\$554.35	\$623.07	\$691.78		

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Residential Habilitation (RHS) - 4-Person Homes

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
Range of Hours		168 - 200	200 - 250	250 - 300	300 - 350	350 - 400	400 - 450	
Unit of Service		Day	Day	Day	Day	Day	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	88.9%	
	<i>Regular Time</i>							
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Overtime</i>							
	- Direct Staff Hourly Wage (time-and-a-half)	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	
	- Employee Benefit Rate (FICA, Workers' Comp.)	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	4.4%	4.4%	4.4%	4.4%	4.4%	4.4%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	
	<i>Productivity Adjustments</i>							
	Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.20	0.20	0.20	0.20	0.20	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	
	- Training	0.77	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	31.05	31.05	31.05	31.05	31.05	31.05	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Hour	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	
	<i>Staffing</i>							
	- Estimated Average Hours per Home per Week	180.0	225.0	275.0	325.0	375.0	425.0	
	- Allocated Staff Hours per Participant per Week	45.0	56.3	68.8	81.3	93.8	106.3	
	Weekly Staff Cost per Participant	\$1,346.40	\$1,683.00	\$2,057.00	\$2,431.00	\$2,805.00	\$3,179.00	
	Mileage	- Number of Miles Traveled per Week	250	250	250	250	250	250
- Amount per Mile		\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
Weekly Mileage Cost per Home		\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
Weekly Mileage Cost per Participant		\$43.75	\$43.75	\$43.75	\$43.75	\$43.75	\$43.75	
Admin. and Program Support	Weekly Cost Before Administration and Program Support	\$1,390.15	\$1,726.75	\$2,100.75	\$2,474.75	\$2,848.75	\$3,222.75	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Weekly Program Support Cost per Participant	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Participant per Week	\$213.43	\$259.33	\$310.33	\$361.33	\$412.33	\$463.33		
Total Cost per Participant per Week	\$1,778.58	\$2,161.08	\$2,586.08	\$3,011.08	\$3,436.08	\$3,861.08		
Rate per Day	\$254.08	\$308.73	\$369.44	\$430.15	\$490.87	\$551.58		
Rate per Day at 344 days per Year	\$269.59	\$327.58	\$391.99	\$456.41	\$520.84	\$585.25		

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Residential Habilitation (RHS) - 5-Person Homes

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
Range of Hours		168 - 200	200 - 260	260 - 320	320 - 380	380 - 440	440 - 500	
Unit of Service		Day	Day	Day	Day	Day	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	88.9%	
	<i>Regular Time</i>							
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Overtime</i>							
	- Direct Staff Hourly Wage (time-and-a-half)	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	
	- Employee Benefit Rate (FICA, Workers' Comp.)	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	4.4%	4.4%	4.4%	4.4%	4.4%	4.4%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	
	<i>Productivity Adjustments</i>							
	Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.20	0.20	0.20	0.20	0.20	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	
	- Training	0.77	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	31.05	31.05	31.05	31.05	31.05	31.05	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Hour	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	
	<i>Staffing</i>							
	- Estimated Average Hours per Home per Week	180.0	230.0	290.0	350.0	410.0	470.0	
	- Allocated Staff Hours per Participant per Week	36.0	46.0	58.0	70.0	82.0	94.0	
	Weekly Staff Cost per Participant	\$1,077.12	\$1,376.32	\$1,735.36	\$2,094.40	\$2,453.44	\$2,812.48	
	Mileage	- Number of Miles Traveled per Week	280	280	280	280	280	280
- Amount per Mile		\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
Weekly Mileage Cost per Home		\$196.00	\$196.00	\$196.00	\$196.00	\$196.00	\$196.00	
Weekly Mileage Cost per Participant		\$39.20	\$39.20	\$39.20	\$39.20	\$39.20	\$39.20	
Admin. and Program Support	Weekly Cost Before Administration and Program Support	\$1,116.32	\$1,415.52	\$1,774.56	\$2,133.60	\$2,492.64	\$2,851.68	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Weekly Program Support Cost per Participant	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Participant per Week	\$176.09	\$216.89	\$265.85	\$314.81	\$363.77	\$412.73		
Total Cost per Participant per Week	\$1,467.41	\$1,807.41	\$2,215.41	\$2,623.41	\$3,031.41	\$3,439.41		
Rate per Day	\$209.63	\$258.20	\$316.49	\$374.77	\$433.06	\$491.34		
Rate per Day at 344 days per Year	\$222.43	\$273.96	\$335.81	\$397.65	\$459.50	\$521.33		

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Residential Habilitation (RHS) - 6+ Person Homes

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	
Range of Hours for 6-Person Home		168 - 200	200 - 270	270 - 340	340 - 410	410 - 480	480 - 550	
7+ Person Home additional hours per person		30	40	50	60	75	85	
Unit of Service		Day	Day	Day	Day	Day	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	88.9%	
	<i>Regular Time</i>							
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Overtime</i>							
	- Direct Staff Hourly Wage (time-and-a-half)	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	\$29.30	
	- Employee Benefit Rate (FICA, Workers' Comp.)	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76	
	- Overtime Rate (percent of work hours paid at time-and-a-half)	4.4%	4.4%	4.4%	4.4%	4.4%	4.4%	
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	\$25.79	
	<i>Productivity Adjustments</i>							
	Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.20	0.20	0.20	0.20	0.20	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	
	- Training	0.77	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	31.05	31.05	31.05	31.05	31.05	31.05	
	Productivity Factor	1.16	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Hour	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	\$29.92	
	<i>Staffing</i>							
	- Estimated Average Hours per Home per Week	180.0	235.0	305.0	375.0	445.0	515.0	
	- Allocated Staff Hours per Participant per Week	30.0	39.2	50.8	62.5	74.2	85.8	
	Weekly Staff Cost per Participant	\$897.60	\$1,171.87	\$1,520.93	\$1,870.00	\$2,219.07	\$2,568.13	
	Mileage	- Number of Miles Traveled per Week	315	315	315	315	315	315
- Amount per Mile		\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
Weekly Mileage Cost per Home		\$220.50	\$220.50	\$220.50	\$220.50	\$220.50	\$220.50	
Weekly Mileage Cost per Participant		\$36.75	\$36.75	\$36.75	\$36.75	\$36.75	\$36.75	
Admin. and Program Support	Weekly Cost Before Administration and Program Support	\$934.35	\$1,208.62	\$1,557.68	\$1,906.75	\$2,255.82	\$2,604.88	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Weekly Program Support Cost per Participant	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Participant per Week	\$151.28	\$188.68	\$236.27	\$283.88	\$331.48	\$379.07		
Total Cost per Participant per Week		\$1,260.63	\$1,572.30	\$1,968.95	\$2,365.63	\$2,762.30	\$3,158.95	
Rate per Day		\$180.09	\$224.61	\$281.28	\$337.95	\$394.61	\$451.28	
Rate per Day at 344 days per Year		\$191.08	\$238.32	\$298.45	\$358.58	\$418.70	\$478.83	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Host Home Supports (HHS) / Professional Parent Supports (PPS)

		Standard	Exception	
Unit of Service		Day	Day	
Recruitment	- Home Recruitments per Full-Time Recruiter per Year	38	38	
	<i>Recruiter Wages and Benefits</i>			
	- Recruiter Hourly Wage	\$33.33	\$33.33	
	- Employee Benefit Rate (as a percent of wages)	22.7%	22.7%	
	Annual Recruiter Cost (wages + benefits)	\$85,063.49	\$85,063.49	
	Recruiter Wage and Benefit Cost per Home Recruitment	\$2,238.51	\$2,238.51	
	<i>Recruiter Mileage</i>			
	- Number of Miles Traveled per Year	7,500	7,500	
	- Amount per Mile	\$0.700	\$0.700	
	Annual Recruiter Mileage Cost	\$5,250.00	\$5,250.00	
	Recruiter Mileage Cost per Home Recruitment	\$138.16	\$138.16	
	- Number of Years Under Supervision	5.0	5.0	
	Amortized Annual Home Recruitment Cost per Member	\$475.33	\$475.33	
Home Supervision	- Supervisor Caseload	14.25	14.25	
	<i>Supervisor Wages and Benefits</i>			
	- Home Supervisor Hourly Wage	\$33.33	\$33.33	
	- Benefit Rate (as a percent of wages)	22.7%	22.7%	
	Annual Staff Cost (wages and benefits)	\$85,063.49	\$85,063.49	
	<i>Supervisor Mileage</i>			
	- Number of Miles Traveled per Year	7,500	7,500	
	- Amount per Mile	\$0.700	\$0.700	
Annual Supervisor Mileage Cost	\$5,250.00	\$5,250.00		
Annual Supervision Staff Cost per Member	\$6,337.79	\$6,337.79		
Home Payment	- Daily Payment to Host Home Provider per Member	\$160.00	\$200.00	
	Annual Payment per Member	\$58,400.00	\$73,000.00	
Admin. and Program Support	Annual Cost Before Admin. and Program Support	\$65,213.12	\$79,813.12	
	- Program Support Cost per Member per Day	\$25.00	\$25.00	
	Annual Program Support Cost per Member	\$9,125.00	\$9,125.00	
	- Administration Percent	12.0%	12.0%	
Annual Administrative Cost per Member	\$10,137.02	\$12,127.93		
Total Annual Cost per Member		\$84,475.14	\$101,066.05	
Cost per Member per Day		\$231.44	\$276.89	
Rate per Member per Day at 344 Days per Plan Year		\$245.57	\$293.79	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Host Home / Professional Parent, Additional Supports

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Travel Time Between Individuals	1.61	
	- Recordkeeping	0.40	
	- Employer Time	0.90	
	- Training	0.77	
	- Paid Time Off	3.08	
	"Billable" Hours	29.24	
	Productivity Factor	1.23	
	Staff Cost After Productivity Adj. per Billable Hour	\$31.38	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$52.50	
	Mileage Cost per Billable Hour	\$1.80	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$33.18	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.56	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$4.87	
	Total Cost per Billable Hour	\$40.61	
	Rate per 15 Minutes	\$10.15	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Supported Living (SLH / SLN)

		1:1	2:1	
Unit of Service		15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits - Primary Staff	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Person Centered Support Plan Meetings	0.28	0.28	
	- Travel Time Between Individuals	1.61	1.61	
	- Recordkeeping	0.80	0.80	
	- Employer Time	0.90	0.90	
	- Time Lost Due to Missed Appointments	0.40	0.40	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	28.16	28.16	
Productivity Factor	1.28	1.28		
Primary Staff Cost After Productivity Adj. per Billable Hour		\$32.65	\$32.65	
Direct Service Staff Wages and Benefits - Second Staff	- Percent of Direct Service Staff Working Full-Time		80.0%	
	- Percent of Direct Care Hours by Worked by Full-Time Staff		88.9%	
	- Direct Staff Hourly Wage		\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)		30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours		36.00	
	- Travel Time Between Individuals		1.61	
	- Employer Time		0.90	
	- Time Lost Due to Missed Appointments		0.40	
	- Training		0.77	
- Paid Time Off		3.08		
"Billable" Hours		29.24		
Productivity Factor		1.23		
Additional Staff Cost After Productivity Adj. per Billable Hour			\$31.38	
Mileage	- Number of Miles Traveled per Week	190	190	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$133.00	\$133.00	
	Mileage Cost per Billable Hour	\$4.72	\$4.72	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$37.37	\$68.75	
	- Program Support Funding per Day	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.44	\$4.44	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$5.70	\$9.98	
Total Cost per Billable Hour		\$47.51	\$83.17	
Rate per 15 Minutes		\$11.88	\$20.79	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Supported Living (SLH / SLN), Shared

		1:2	1:3	
Unit of Service		15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Person Centered Support Plan Meetings	0.60	0.60	
	- Travel Time Between Individuals	1.61	1.61	
	- Recordkeeping	1.21	1.21	
	- Employer Time	0.90	0.90	
	- Time Lost Due to Missed Appointments	0.40	0.40	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
"Billable" Hours	27.43	27.43		
Productivity Factor	1.31	1.31		
Primary Staff Cost After Productivity Adj. per Billable Hour		\$33.42	\$33.42	
Mileage	- Number of Miles Traveled per Week	190	190	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$133.00	\$133.00	
	Mileage Cost per Billable Hour	\$4.85	\$4.85	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$38.27	\$38.27	
	- Program Support Funding per Day	\$50.00	\$75.00	
	Program Support Cost per Billable Hour	\$9.11	\$13.67	
	- Administration Percent	12.0%	12.0%	
Administration Cost per Billable Hour		\$6.46	\$7.08	
Total Cost per Billable Hour		\$53.84	\$59.02	
- Number of Individuals Served		2	3	
Rate per 15 Minutes		\$6.73	\$4.92	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Attendant Care (ACA) / Personal Assistance (PAC)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Person Centered Support Plan Meetings	0.28	
	- Travel Time Between Individuals	1.61	
	- Recordkeeping	0.80	
	- Employer Time	0.90	
	- Time Lost Due to Missed Appointments	0.40	
	- Training	0.77	
	- Paid Time Off	3.08	
	"Billable" Hours	28.16	
Productivity Factor	1.28		
	Staff Cost After Productivity Adj. per Billable Hour	\$32.65	
Mileage	- Number of Miles Traveled per Week	190	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$133.00	
	Mileage Cost per Billable Hour	\$4.72	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$37.37	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.66	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$5.46	
	Total Cost per Billable Hour	\$45.49	
	Rate per 15 Minutes	\$11.37	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Companion (COM)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$18.12	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	32.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.97	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Travel Time Between Individuals	1.61	
	- Recordkeeping	0.40	
	- Employer Time	0.90	
	- Time Lost Due to Missed Appointments	0.40	
	- Training	0.77	
	- Paid Time Off	3.08	
	"Billable" Hours	28.84	
Productivity Factor	1.25		
	Staff Cost After Productivity Adj. per Billable Hour	\$29.96	
Mileage	- Number of Miles Traveled per Week	190	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$133.00	
	Mileage Cost per Billable Hour	\$4.61	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$34.57	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.60	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$5.07	
	Total Cost per Billable Hour	\$42.24	
	Rate per 15 Minutes	\$10.56	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Homemaker (HSQ) / Chore (CHA)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$18.75	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	31.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.66	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Travel Time Between Individuals	1.63	
	- Employer Time	0.46	
	- Training	0.31	
	- Paid Time Off	3.08	
	"Billable" Hours	30.52	
	Productivity Factor	1.18	
	Staff Cost After Productivity Adj. per Billable Hour	\$29.10	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$52.50	
	Mileage Cost per Billable Hour	\$1.72	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$30.82	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.46	
	- Administration Percent	12.0%	
Administration Cost per Billable Hour	\$4.54		
	Total Cost per Billable Hour	\$37.82	
	Rate per 15 Minutes	\$9.46	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

In-Home Respite (RP2 / RP3)

		1:1	1:2	
Unit of Service		15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Travel Time Between Individuals	1.01	1.01	
	- Recordkeeping	0.40	0.60	
	- Employer Time	0.90	0.90	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	29.84	29.64	
	Productivity Factor	1.21	1.21	
Staff Cost After Productivity Adj. per Billable Hour		\$30.87	\$30.87	
Mileage	- Number of Miles Traveled per Week	40	40	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$28.00	\$28.00	
	Mileage Cost per Billable Hour	\$0.94	\$0.94	
Admin. and Program Support	Hourly/Daily Cost Before Administration and Program Support	\$31.81	\$31.81	
	- Program Support Funding per Day	\$15.00	\$30.00	
	Program Support Cost per Billable Hour	\$2.51	\$5.06	
	- Administration Percent	12.0%	12.0%	
Administration Cost per Billable Hour/Day		\$4.68	\$5.03	
Total Cost per Billable Hour		\$39.00	\$41.90	
- Number of Individuals Served			2	
Rate per 15 Minutes/Day		\$9.75	\$5.24	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Respite Facility (RP4 / RP5)

		Hourly	Daily	
Unit of Service		15 Minutes	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Travel Time Between Individuals	-	-	
	- Recordkeeping	-	-	
	- Employer Time	0.90	0.90	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	31.25	31.25	
	Productivity Factor	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$29.34	\$29.34	
	<i>Staffing Ratio</i>			
	- Group Size (Members per Staff)	3.0	3.0	
	- Member Attendance Rate	85%	85%	
	Adjusted Weighted Average of Number of Members per Staff	2.55	2.55	
	Staff Cost per Member per Billable Hour	\$11.51	\$11.51	
Daily Hours	- Number of Support Hours per Day		16.00	
	Staff Cost After Productivity Adj. per Day		\$184.16	
Program Space	- Square Feet of Program Space per Member	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	
	Annual Facility Cost per Member	\$2,000.00	\$2,000.00	
	- Number of Support Hours per Day	8.00		
Program Space Cost per Member per Billable Hour/Day	\$0.68	\$5.48		
Food	- Number of Meals per Day	1	3	
	- Cost per Meal	\$4.43	\$3.74	
	Daily Meal Cost	\$4.43	\$11.22	
	- Number of Snacks per Day	1	1	
	- Cost per Meal	\$1.21	\$1.21	
	Daily Meal Cost	\$1.21	\$1.21	
- Number of Support Hours per Day	8.00			
Food Cost per Billable Hour/Day	\$0.71	\$12.43		
Admin. and Program Support	Hourly/Daily Cost Before Administration and Program Support	\$12.90	\$202.07	
	- Program Support Funding per Day	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.40		
	- Administration Percent	12.0%	12.0%	
Administration Cost per Billable Hour/Day	\$2.09	\$29.60		
Total Cost per Billable Hour		\$17.39		
Rate per 15 Minutes/Day		\$4.35	\$246.67	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Medical Respite Facility

		Hourly	Daily	
Unit of Service		15 Minutes	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$20.82	\$20.82	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.2%	29.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.90	\$26.90	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Travel Time Between Individuals	-	-	
	- Recordkeeping	-	-	
	- Employer Time	0.90	0.90	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	31.25	31.25	
	Productivity Factor	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$30.94	\$30.94	
	<i>Staffing Ratio</i>			
	- Group Size (Members per Staff)	3.0	3.0	
- Member Attendance Rate	85%	85%		
Adjusted Weighted Average of Number of Members per Staff	2.55	2.55		
Staff Cost per Member per Billable Hour	\$12.13	\$12.13		
Daily Hours	- Number of Support Hours per Day		16.00	
	Staff Cost After Productivity Adj. per Day		\$194.08	
Nursing Oversight	- Percent of Direct Service Staff Working Full-Time	100.0%	100.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	100.0%	100.0%	
	- Registered Nurse Hourly Wage	\$44.48	\$44.48	
	- Employee Benefit Rate	19.1%	19.1%	
	Daily Registered Nurse Cost (wages + benefits)	\$423.81	\$423.81	
- Number of Members per Nurse	24	24		
Registered Nurse Cost per Member per Billable Hour/Day	\$2.21	\$17.66		
Program Space	- Square Feet of Program Space per Member	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	
	Annual Facility Cost per Member	\$2,000.00	\$2,000.00	
	- Number of Support Hours per Day	8.00		
Program Space Cost per Member per Billable Hour/Day	\$0.68	\$5.48		
Food	- Number of Meals per Day	1	3	
	- Cost per Meal	\$4.43	\$3.74	
	Daily Meal Cost	\$4.43	\$11.22	
	- Number of Snacks per Day	1	1	
	- Cost per Meal	\$1.21	\$1.21	
	Daily Meal Cost	\$1.21	\$1.21	
- Number of Support Hours per Day	8.00			
Food Cost per Billable Hour/Day	\$0.71	\$12.43		
Admin. and Program Supp.	Hourly/Daily Cost Before Administration and Program Support	\$15.73	\$229.65	
	- Program Support Funding per Day	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.00		
	- Administration Percent	12.0%	12.0%	
Administration Cost per Billable Hour/Day	\$2.69	\$34.73		
Total Cost per Billable Hour		\$22.42		
Rate per 15 Minutes/Day		\$5.61	\$289.38	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Respite Camp (RPS)

		Hourly	Daily	
Unit of Service		15 Minutes	Day	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Employer Time	0.90	0.90	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	31.25	31.25	
	Productivity Factor	1.15	1.15	
	Staff Cost After Productivity Adj. per Billable Hour	\$29.34	\$29.34	
	<i>Staffing Ratio</i>			
	- Group Size (Members per Staff)	3.0	3.0	
	- Member Attendance Rate	100%	100%	
Adjusted Weighted Average of Number of Members per Staff	3.00	3.00		
Staff Cost per Member per Billable Hour	\$9.78	\$9.78		
Daily Hours	- Number of Support Hours per Day		16.00	
	Staff Cost After Productivity Adj. per Day		\$156.48	
Recreational Therapist	- Percent of Recreational Therapist <i>Staff</i> Working Full-Time	100.0%	100.0%	
	- % of Non-Overtime Rec. Therapist <i>Hours</i> Worked by FT Staff	100.0%	100.0%	
	- Recreational Therapist Hourly Wage	\$27.83	\$27.83	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	25.5%	25.5%	
	Daily Recreational Therapist Cost (wages + benefits)	\$279.41	\$279.41	
	- Number of Members per Recreational Therapist	30	30	
	Rec. Therapist Cost per Member per Billable Hour/Day	\$1.16	\$9.31	
Nursing Oversight	- Percent of Registered Nurse <i>Staff</i> Working Full-Time	100.0%	100.0%	
	- % of Non-Overtime Reg. Nurse <i>Hours</i> Worked by FT Staff	100.0%	100.0%	
	- Registered Nurse Hourly Wage	\$44.48	\$44.48	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	19.1%	19.1%	
	Daily Registered Nurse Cost (wages + benefits)	\$423.81	\$423.81	
	- Number of Members per Nurse	48	48	
	Registered Nurse Cost per Member per Billable Hour/Day	\$1.10	\$8.83	
Kitchen Staff	- Percent of Kitchen <i>Staff</i> Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Kitchen <i>Hours</i> Worked by FT Staff	88.9%	88.9%	
	- Kitchen Staff Hourly Wage	\$18.88	\$18.88	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	31.3%	31.3%	
	Daily Kitchen Staff Cost (wages + benefits, weighted by FT/PT)	\$198.32	\$198.32	
	- Number of Members per Kitchen Staff	16	16	
	Kitchen Staff Cost per Member per Billable Hour/Day	\$1.55	\$12.40	
Maintenance Staff	- Percent of Maintenance <i>Staff</i> Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Maintenance <i>Hours</i> Worked by FT Staff	88.9%	88.9%	
	- Maintenance Staff Hourly Wage	\$16.43	\$16.43	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	34.7%	34.7%	
	Daily Maintenance Staff Cost (wages + benefits, weighted by FT/PT)	\$177.05	\$177.05	
	- Number of Members per Kitchen Staff	32	32	
	Maintenance Staff Cost per Member per Billable Hour/Day	\$0.69	\$5.53	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Respite Camp (RPS)

		Hourly	Daily
Unit of Service		15 Minutes	Day
Program Space	- Square Feet of Program Space per Member	100	100
	- Annual Cost per Square Foot	\$20.00	\$20.00
	Annual Facility Cost per Member	\$2,000.00	\$2,000.00
	- Number of Support Hours per Day	8.00	
	Program Space Cost per Member per Billable Hour/Day	\$0.68	\$5.48
Food	- Number of Meals per Day	1	3
	- Cost per Meal	\$4.43	\$3.74
	Daily Meal Cost	\$4.43	\$11.22
	- Number of Snacks per Day	1	1
	- Cost per Meal	\$1.21	\$1.21
	Daily Meal Cost	\$1.21	\$1.21
	- Number of Support Hours per Day	8.00	
Food Cost per Billable Hour/Day	\$0.71	\$12.43	
Admin. and Program Support	Hourly/Daily Cost Before Administration and Program Support	\$15.67	\$210.46
	- Program Support Funding per Day	\$25.00	\$25.00
	Program Support Cost per Billable Hour	\$4.00	
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour/Day	\$2.68	\$32.11
	- Accreditation Fee (percentage of revenue)	0.5%	0.5%
Accreditation Cost per Billable Hour/Day	\$0.11	\$1.34	
Total Cost per Billable Hour		\$22.46	
Rate per 15 Minutes/Day		\$5.62	\$268.91

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Day Support (DSG / DSP), Center

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	
Range of Hours		1:6	1:5	1:4	1:3	1:2	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>						
	Total Hours	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.16	0.12	0.08	0.08	
	- Recordkeeping	1.01	0.80	0.60	0.40	0.40	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	
	- Program Preparation/Set-Up/Clean-Up	1.01	1.01	1.01	1.01	1.01	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	29.03	29.28	29.52	29.76	29.76	
	Productivity Factor	1.24	1.23	1.22	1.21	1.21	
	Hourly Staff Cost per Billable Hour	\$31.63	\$31.38	\$31.12	\$30.87	\$30.87	
	<i>Staffing Ratio</i>						
	- Group Size (Members per Staff)	6.00	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	85%	
	Adjusted Weighted Average of Number of Members per Staff	5.10	4.25	3.40	2.55	1.70	
Staff Cost per Member per Billable Hour		\$6.20	\$7.38	\$9.15	\$12.11	\$18.16	
Attendance	- Days per Year of Program Operations	250	250	250	250	250	
	- Days per Year of Member Attendance (Based on Attendance Rat	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Member Attendance	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Member Attendance	1,275.0	1,275.0	1,275.0	1,275.0	1,275.0	
Facility	- Square Feet of Service Space per Member	100	100	100	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	Annual Facility Cost per Member	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	
	Facility Cost per Member per Billable Hour	\$1.57	\$1.57	\$1.57	\$1.57	\$1.57	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$7.77	\$8.95	\$10.72	\$13.68	\$19.73	
	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Program Support Cost per Billable Hour	\$2.58	\$2.56	\$2.54	\$2.52	\$2.52	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour	\$1.41	\$1.57	\$1.81	\$2.21	\$3.03	
Total Cost per Billable Hour		\$11.76	\$13.08	\$15.07	\$18.41	\$25.28	
Rate per 15 Minutes		\$2.94	\$3.27	\$3.77	\$4.60	\$6.32	

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Day Support (DSG / DSP), Community

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	
Range of Hours		1:6	1:5	1:4	1:3	1:2	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>						
	Total Hours	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.16	0.12	0.08	0.08	
	- Recordkeeping	1.01	0.80	0.60	0.40	0.40	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	
	- Program Preparation/Set-Up/Clean-Up	1.01	1.01	1.01	1.01	1.01	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	29.03	29.28	29.52	29.76	29.76	
	Productivity Factor	1.24	1.23	1.22	1.21	1.21	
	Hourly Staff Cost per Billable Hour	\$31.63	\$31.38	\$31.12	\$30.87	\$30.87	
	<i>Staffing Ratio</i>						
	- Group Size (Members per Staff)	6.00	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	85%	
	Adjusted Weighted Average of Number of Members per Staff	5.10	4.25	3.40	2.55	1.70	
Staff Cost per Member per Billable Hour		\$6.20	\$7.38	\$9.15	\$12.11	\$18.16	
Attendance	- Days per Year of Program Operations	250	250	250	250	250	
	- Days per Year of Member Attendance (Based on Attendance Rate)	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Member Attendance	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Member Attendance	1,275.0	1,275.0	1,275.0	1,275.0	1,275.0	
Mileage	- Number of Miles Traveled per Vehicle per Week	125	125	125	125	125	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
	- Number of Members per Vehicle	5.10	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	24.5	29.4	36.8	49.0	73.5	
	Annual Mileage Cost per Member (at 250 days of operation)	\$857.50	\$1,029.00	\$1,288.00	\$1,715.00	\$2,572.50	
Mileage Cost per Member per Billable Hour		\$0.67	\$0.81	\$1.01	\$1.35	\$2.02	
Facility	- Square Feet of Service Space per Member	100	100	100	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	
	Annual Facility Cost per Member	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	
	Facility Cost per Member per Billable Hour		\$1.57	\$1.57	\$1.57	\$1.57	\$1.57
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$8.44	\$9.76	\$11.73	\$15.03	\$21.75	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Program Support Cost per Billable Hour		\$4.31	\$4.27	\$4.23	\$4.20	\$4.20
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour		\$1.74	\$1.91	\$2.18	\$2.62	\$3.54
Total Cost per Billable Hour		\$14.49	\$15.94	\$18.14	\$21.85	\$29.49	
Rate per 15 Minutes		\$3.62	\$3.99	\$4.54	\$5.46	\$7.37	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Day Support, Individual (DSI) / Integrated Community Learning (ICL)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Person Centered Support Plan Meetings	0.40	
	- Travel Time Between Individuals	2.62	
	- Recordkeeping	1.01	
	- Employer Time	0.90	
	- Time Lost Due to Missed Appointments	0.40	
	- Training	0.77	
	- Paid Time Off	3.08	
"Billable" Hours	26.82		
Productivity Factor	1.34		
	Staff Cost After Productivity Adj. per Billable Hour	\$34.18	
Mileage	- Number of Miles Traveled per Week	250	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$175.00	
	Mileage Cost per Billable Hour	\$6.52	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$40.70	
	- Program Support Funding per Day	\$25.00	
	Program Support Cost per Billable Hour	\$4.66	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$6.19	
	Total Cost per Billable Hour	\$51.55	
	Rate per 15 Minutes	\$12.89	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Integrated Community Learning (ICL), Shared

		1:2	1:3	
Unit of Service		15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Person Centered Support Plan Meetings	0.60	0.60	
	- Travel Time Between Individuals	2.62	2.62	
	- Recordkeeping	1.41	1.41	
	- Employer Time	0.90	0.90	
	- Time Lost Due to Missed Appointments	0.40	0.40	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	26.22	26.22	
Productivity Factor	1.37	1.37		
Primary Staff Cost After Productivity Adj. per Billable Hour		\$34.95	\$34.95	
Mileage	- Number of Miles Traveled per Week	250	250	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$175.00	\$175.00	
	Mileage Cost per Billable Hour	\$6.67	\$6.67	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$41.62	\$41.62	
	- Program Support Funding per Day	\$50.00	\$75.00	
	Program Support Cost per Billable Hour	\$9.53	\$14.30	
	- Administration Percent	12.0%	12.0%	
Administration Cost per Billable Hour		\$6.98	\$7.63	
Total Cost per Billable Hour		\$58.13	\$63.55	
- Number of Individuals Served		2	3	
Rate per 15 Minutes		\$7.27	\$5.30	

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Employment Preparation Services (EPR)

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	
Range of Hours		1:6	1:5	1:4	1:3	1:2	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51	
	<i>Productivity Adjustments</i>						
	Total Hours	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.16	0.12	0.08	0.08	
	- Recordkeeping	1.01	0.80	0.60	0.40	0.40	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	30.04	30.29	30.53	30.77	30.77	
	Productivity Factor	1.20	1.19	1.18	1.17	1.17	
	Hourly Staff Cost per Billable Hour	\$30.61	\$30.36	\$30.10	\$29.85	\$29.85	
	<i>Staffing Ratio</i>						
	- Group Size (Members per Staff)	6.00	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	85%	
	Adjusted Weighted Average of Number of Members per Staff	5.10	4.25	3.40	2.55	1.70	
	Staff Cost per Member per Billable Hour		\$6.00	\$7.14	\$8.85	\$11.71	\$17.56
Attendance	- Days per Year of Program Operations	250	250	250	250	250	
	- Days per Year of Member Attendance (Based on Attendance Rat	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Member Attendance	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Member Attendance	1,275.0	1,275.0	1,275.0	1,275.0	1,275.0	
Mileage	- Number of Miles Traveled per Vehicle per Week	25	25	25	25	25	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
	- Number of Members per Vehicle	5.10	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	4.9	5.9	7.4	9.8	14.7	
	Annual Mileage Cost per Member (at 250 days of operation)	\$171.50	\$206.50	\$259.00	\$343.00	\$514.50	
Mileage Cost per Member per Billable Hour		\$0.13	\$0.16	\$0.20	\$0.27	\$0.40	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$6.13	\$7.30	\$9.05	\$11.98	\$17.96	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.16	\$4.13	\$4.09	\$4.06	\$4.06	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$1.40	\$1.56	\$1.79	\$2.19	\$3.00	
Total Cost per Billable Hour		\$11.69	\$12.99	\$14.93	\$18.23	\$25.02	
Rate per 15 Minutes		\$2.92	\$3.25	\$3.73	\$4.56	\$6.26	

Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities

Individual Supported Employment

		Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self- Employment (SEE)	
Unit of Service		15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$23.58	\$29.52	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	26.8%	23.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.90	\$36.34	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Person Centered Support Plan Meetings	0.28	0.28	
	- Conducting Employer Market Research	-	0.80	
	- Collateral Contacts / On Behalf Of Supports	1.01	2.01	
	- Travel Time Between Individuals	2.62	2.01	
	- Recordkeeping	0.80	0.80	
	- Employer Time	0.90	0.90	
	- Training	0.77	0.77	
	- Paid Time Off	3.08	3.08	
	"Billable" Hours	26.54	25.35	
Productivity Factor	1.36	1.42		
Primary Staff Cost After Productivity Adj. per Billable Hour		\$40.66	\$51.60	
Mileage	- Number of Miles Traveled per Week	190	125	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$133.00	\$87.50	
	Mileage Cost per Billable Hour	\$5.01	\$3.45	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$45.67	\$55.05	
	- Program Support Funding per Day	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.71	\$4.93	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$6.87	\$8.18	
Total Cost per Billable Hour		\$57.25	\$68.16	
Rate per 15 Minutes		\$14.31	\$17.04	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Group Supported Employment (SED)

Home Level		Level 1	Level 2	Level 3	Level 4	Level 5	
Range of Hours		1:6	1:5	1:4	1:3	1:2	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%	
	- Direct Staff Hourly Wage	\$23.58	\$23.58	\$23.58	\$23.58	\$23.58	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	26.8%	26.8%	26.8%	26.8%	26.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.90	\$29.90	\$29.90	\$29.90	\$29.90	
	<i>Productivity Adjustments</i>						
	Total Hours	36.00	36.00	36.00	36.00	36.00	
	- Person Centered Support Plan Meetings	0.20	0.16	0.12	0.08	0.08	
	- Recordkeeping	1.01	0.80	0.60	0.40	0.40	
	- Employer Time	0.90	0.90	0.90	0.90	0.90	
	- Program Preparation/Set-Up/Clean-Up	1.01	1.01	1.01	1.01	1.01	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08	
	"Billable" Hours	29.03	29.28	29.52	29.76	29.76	
	Productivity Factor	1.24	1.23	1.22	1.21	1.21	
	Hourly Staff Cost per Billable Hour	\$37.08	\$36.78	\$36.48	\$36.18	\$36.18	
	<i>Staffing Ratio</i>						
	- Group Size (Members per Staff)	6.00	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	85%	
	Adjusted Weighted Average of Number of Members per Staff	5.10	4.25	3.40	2.55	1.70	
Staff Cost per Member per Billable Hour		\$7.27	\$8.65	\$10.73	\$14.19	\$21.28	
Attendance	- Days per Year of Program Operations	250	250	250	250	250	
	- Days per Year of Member Attendance (Based on Attendance Rat	212.5	212.5	212.5	212.5	212.5	
	- Hours per Day of Member Attendance	6.00	6.00	6.00	6.00	6.00	
	Hours per Year of Member Attendance	1,275.0	1,275.0	1,275.0	1,275.0	1,275.0	
Mileage	- Number of Miles Traveled per Vehicle per Week	125	125	125	125	125	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700	
	- Number of Members per Vehicle	5.10	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	24.5	29.4	36.8	49.0	73.5	
	Annual Mileage Cost per Member (at 250 days of operation)	\$857.50	\$1,029.00	\$1,288.00	\$1,715.00	\$2,572.50	
	Mileage Cost per Member per Billable Hour	\$0.67	\$0.81	\$1.01	\$1.35	\$2.02	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$7.94	\$9.46	\$11.74	\$15.54	\$23.30	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.31	\$4.27	\$4.23	\$4.20	\$4.20	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour	\$1.67	\$1.87	\$2.18	\$2.69	\$3.75	
Total Cost per Billable Hour		\$13.92	\$15.60	\$18.15	\$22.43	\$31.25	
Rate per 15 Minutes		\$3.48	\$3.90	\$4.54	\$5.61	\$7.81	

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Motor Transportation (MTP)

		Under 10 Miles	10 to 25 Miles	25 to 40 Miles	40 to 55 Miles	More than 55 Miles
Unit of Service		One-Way Trip	One-Way Trip	One-Way Trip	One-Way Trip	One-Way Trip
No. of Members	Number of Members Transported	3	3	3	3	3
	<i>Productivity Adjustments</i>					
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	80.0%	80.0%	80.0%	80.0%
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	88.9%	88.9%	88.9%	88.9%
	- Direct Staff Hourly Wage	\$19.53	\$19.53	\$19.53	\$19.53	\$19.53
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	30.6%	30.6%	30.6%	30.6%	30.6%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.51	\$25.51	\$25.51	\$25.51	\$25.51
	Total Hours	36.00	36.00	36.00	36.00	36.00
	- Person Centered Support Plan Meetings	-	-	-	-	-
	- Travel Time Between Individuals	-	-	-	-	-
	- Recordkeeping	-	-	-	-	-
	- Employer Time	0.90	0.90	0.90	0.90	0.90
	- Time Lost Due to Missed Appointments	-	-	-	-	-
	- Training	0.77	0.77	0.77	0.77	0.77
	- Paid Time Off	3.08	3.08	3.08	3.08	3.08
	"Billable" Hours	31.25	31.25	31.25	31.25	31.25
	Productivity Factor	1.15	1.15	1.15	1.15	1.15
	Hourly Staff Cost per Billable Hour	\$29.34	\$29.34	\$29.34	\$29.34	\$29.34
	- Hours per Trip	0.20	0.63	1.13	1.63	2.13
Daily Staff Cost	\$5.87	\$18.48	\$33.15	\$47.82	\$62.49	
Staff Cost per Member per Trip	\$1.96	\$6.16	\$11.05	\$15.94	\$20.83	
Mileage	- Number of Miles per Trip	6.0	19.0	34.0	49.0	64.0
	- Amount per Mile	\$0.700	\$0.700	\$0.700	\$0.700	\$0.700
	Daily Mileage Cost	\$4.20	\$13.30	\$23.80	\$34.30	\$44.80
	Mileage Cost per Member per Trip	\$1.40	\$4.43	\$7.93	\$11.43	\$14.93
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$3.36	\$10.59	\$18.98	\$27.37	\$35.76
	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	Program Support Cost per Member per Trip (assume 2 trips)	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	12.0%
	Administration Cost per Member per Trip	\$0.80	\$1.79	\$2.93	\$4.07	\$5.22
Rate per Trip		\$6.66	\$14.88	\$24.41	\$33.94	\$43.48

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Personal Budget Assistance (PBA)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$26.07	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	25.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.59	
	<i>Productivity Assumptions</i>		
	Total Hours	36.00	
	- Employer Time	0.92	
	- Training	0.31	
	- Paid Time Off	3.08	
	"Billable" Hours	31.69	
	Productivity Adjustment	1.14	
	Staff Cost After Productivity Adj. per Billable Hour	\$37.15	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$37.15	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.37	
	- Administration Percent	10.0%	
	Administrative Cost per Billable Hour	\$4.39	
	Total Cost per Billable Hour	\$43.91	
	Rate per 15 Minutes	\$10.98	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Consumer Preparation Services (CPS) / Family Training and Preparation
(TFA)**

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$21.90	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	28.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.08	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Travel Time Between Individuals	3.62	
	- Recordkeeping	0.80	
	- Employer Time	0.90	
	- Time Lost Due to Missed Appointments	0.40	
	- Training	0.77	
	- Paid Time Off	3.08	
	"Billable" Hours	26.43	
Productivity Factor	1.36		
Staff Cost After Productivity Adj. per Billable Hour		\$38.19	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$87.50	
	Mileage Cost per Billable Hour	\$3.31	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$41.50	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.84	
	- Administration Percent	12.0%	
Administration Cost per Billable Hour		\$6.05	
Total Cost per Billable Hour		\$50.39	
Rate per 15 Minutes		\$12.60	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Family and Individual Training and Preparation (TFB)

	Unit of Service	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	80.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	88.9%	
	- Direct Staff Hourly Wage	\$30.02	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	22.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.86	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Travel Time Between Individuals	3.62	
	- Recordkeeping	0.80	
	- Employer Time	0.90	
	- Time Lost Due to Missed Appointments	0.40	
	- Training	0.77	
	- Paid Time Off	3.08	
	"Billable" Hours	26.43	
Productivity Factor	1.36		
	Staff Cost After Productivity Adj. per Billable Hour	\$50.13	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.700	
	Weekly Mileage Cost	\$87.50	
	Mileage Cost per Billable Hour	\$3.31	
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$53.44	
	- Program Support Funding per Day	\$15.00	
	Program Support Cost per Billable Hour	\$2.84	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$7.67	
	Total Cost per Billable Hour	\$63.95	
	Rate per 15 Minutes	\$15.99	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Medication Monitoring

		Licensed Practical Nurse (PM1)	Registered Nurse (PM2)	
	Unit of Service	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	100.0%	100.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	100.0%	100.0%	
	- Direct Staff Hourly Wage	\$33.37	\$44.48	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	22.6%	19.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.91	\$52.98	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Person Centered Support Plan Meetings	0.66	0.44	
	- Travel Time Between Individuals	1.11	2.21	
	- Recordkeeping	0.88	1.77	
	- Employer Time	0.88	0.88	
	- Time Lost Due to Missed Appointments	0.44	0.44	
	- Collateral Contacts / On Behalf Of Supports	1.33	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	30.08	28.31	
	Productivity Factor	1.33	1.41	
Staff Cost After Productivity Adj. per Billable Hour	\$54.41	\$74.70		
Mileage	- Number of Miles Traveled per Week	40	40	
	- Amount per Mile	\$0.700	\$0.700	
	Weekly Mileage Cost	\$28.00	\$28.00	
	Mileage Cost per Billable Hour	\$0.93	\$0.99	
Office Space	- Square Feet of Office Space	100	100	
	- Annual Cost per Square Foot Amount per Mile	\$20.00	\$20.00	
	Annual Office Space Cost	\$2,000.00	\$2,000.00	
	Office Space Cost per Billable Hour	\$1.28	\$1.36	
Clinical Supervision	- Hours of Supervision per Week	1.00		
	- Hourly Cost of Supervision (based on Level III)	\$74.70		
	Weekly Supervision Cost	\$74.70		
	Supervision Cost per Billable Hour	\$2.48		
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$59.10	\$77.05	
	- Program Support Funding per Day	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.16	\$4.42	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$8.63	\$11.11	
Total Cost per Billable Hour		\$71.89	\$92.58	
Rate per 15 Minutes		\$17.97	\$23.15	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Behavior Consultation

		Level I (BC1)	Level II (BC2)	Level III (BC3)	
Unit of Service		15 Minutes	15 Minutes	15 Minutes	
Direct Service Staff Wages and Benefits	- Percent of Direct Service Staff Working Full-Time	100.0%	100.0%	100.0%	
	- % of Non-Overtime Service Hours Worked by FT Staff	100.0%	100.0%	100.0%	
	- Direct Staff Hourly Wage	\$35.64	\$39.12	\$48.12	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	21.7%	20.5%	18.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$43.37	\$47.14	\$56.93	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Person Centered Support Plan Meetings	0.66	0.66	0.66	
	- Travel Time Between Individuals	1.11	1.11	1.11	
	- Recordkeeping	0.88	0.88	1.77	
	- Employer Time	0.88	0.88	0.88	
	- Time Lost Due to Missed Appointments	0.44	0.44	0.44	
	- Collateral Contacts / On Behalf Of Supports	1.33	1.33	1.33	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	30.08	30.08	29.19	
Productivity Factor	1.33	1.33	1.37		
Staff Cost After Productivity Adj. per Billable Hour		\$57.68	\$62.70	\$77.99	
Mileage	- Number of Miles Traveled per Week	40	40	40	
	- Amount per Mile	\$0.700	\$0.700	\$0.700	
	Weekly Mileage Cost	\$28.00	\$28.00	\$28.00	
	Mileage Cost per Billable Hour	\$0.93	\$0.93	\$0.96	
Office Space	- Square Feet of Office Space	100	100	100	
	- Annual Cost per Square Foot Amount per Mile	\$20.00	\$20.00	\$20.00	
	Annual Office Space Cost	\$2,000.00	\$2,000.00	\$2,000.00	
	Office Space Cost per Billable Hour	\$1.28	\$1.28	\$1.32	
Clinical Supervision	- Hours of Supervision per Week	1.50	1.50		
	- Hourly Cost of Supervision (based on Level III)	\$77.99	\$77.99		
	Weekly Supervision Cost	\$116.99	\$116.99		
	Supervision Cost per Billable Hour	\$3.89	\$3.89		
Admin. and Program Support	Hourly Cost Before Administration and Program Support	\$63.78	\$68.80	\$80.27	
	- Program Support Funding per Day	\$25.00	\$25.00	\$25.00	
	Program Support Cost per Billable Hour	\$4.16	\$4.16	\$4.28	
	- Administration Percent	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour	\$9.26	\$9.95	\$11.53	
Total Cost per Billable Hour		\$77.20	\$82.91	\$96.08	
Rate per 15 Minutes		\$19.30	\$20.73	\$24.02	

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Self-Directed Rates

Service	Agency Wage Assumption	Agency Health Insurance and Other Benefit Assumption	Agency Paid Time Off Cost Assumption	Total	Total with Payroll Taxes	Rate per 15 Minutes	Overtime Rate
Supported Living (SL1)	\$19.53	\$4.28	\$1.67	\$25.47	\$28.93	\$7.23	\$10.85
Caregiver Compensation (CM2 / CM3)	\$19.53	\$4.28	\$1.67	\$25.47	\$28.93	\$7.23	
Attendant Care (AC1 / AC2 / AC3 / AC4)	\$19.53	\$4.28	\$1.67	\$25.47	\$28.93	\$7.23	\$10.85
Personal Assistance (PA1 / PA2 / PA3)	\$19.53	\$4.28	\$1.67	\$25.47	\$28.93	\$7.23	\$10.85
Companion (CO1)	\$18.12	\$4.28	\$1.55	\$23.94	\$27.19	\$6.80	\$10.20
Chore (CH1)	\$18.75	\$4.28	\$1.60	\$24.63	\$27.97	\$6.99	\$10.49
Homemaker (HS1)	\$18.75	\$4.28	\$1.60	\$24.63	\$27.97	\$6.99	\$10.49
Respite (RL1 / RP1)	\$19.53	\$4.28	\$1.67	\$25.47	\$28.93	\$7.23	\$10.85
Individual Supported Employment (IS1)	\$23.58	\$4.28	\$2.02	\$29.87	\$33.92	\$8.48	\$12.72
Family Training and Preparation (TF1)	\$21.90	\$4.28	\$1.87	\$28.05	\$31.85	\$7.96	\$11.94

Home and Community Based Services Rate Study

Appendices to Final Rate Models

- prepared for -

Utah Department of Health and Human Services
Division of Services for People with Disabilities

- prepared by -

Burns & Associates
A Division of Health Management Associates

December 1, 2025

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Data for Job Classifications with Duties Related to HCBS Job Requirements**

BLS Code and Title	Education and Training Requirements (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2024)				
	Typical Education	Related Experience	Typical on-the- job training	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service mgr.	Bachelor's	Under 5 yrs.	None	\$23.54	\$29.25	\$37.31	\$48.18	\$57.72
19-3033 Clinical and counseling psychologist	Doctoral/ prof.	None	Intern/ resident	\$17.72	\$32.73	\$42.79	\$58.65	\$67.98
21-1012 Educational/ voc./ career counselor	Master's	None	None	\$18.75	\$23.75	\$30.05	\$39.80	\$48.53
21-1015 Rehabilitation counselor	Master's	None	None	\$18.32	\$18.99	\$22.45	\$32.67	\$41.27
21-1018 Substance/ behav./ mental hlth. counselor	Bachelor's	None	None	\$16.62	\$20.30	\$31.69	\$45.50	\$53.59
21-1021 Child/ family/ school social worker	Bachelor's	None	None	\$18.23	\$20.59	\$23.59	\$31.13	\$41.79
21-1022 Healthcare social worker	Master's	None	Intern/ resident	\$19.58	\$27.85	\$34.79	\$43.12	\$52.46
21-1091 Health education specialist	Bachelor's	None	None	\$19.82	\$24.28	\$29.64	\$40.73	\$53.08
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$16.17	\$17.39	\$19.47	\$22.46	\$26.21
21-1094 Community health worker	High school	None	Short-term OTJ	\$19.00	\$22.52	\$26.69	\$30.53	\$34.65
25-2051 Special education teacher, preschool ¹	Bachelor's	None	None	\$17.76	\$27.93	\$35.03	\$41.62	\$56.19
25-2052 Special ed. teacher, kinder. & elem. ¹	Bachelor's	None	None	\$18.63	\$28.14	\$36.83	\$46.59	\$49.99
25-2057 Special ed. teacher, middle school ¹	Bachelor's	None	None	\$24.64	\$34.12	\$46.03	\$50.28	\$61.81
25-2058 Special ed. teacher, secondary school ¹	Bachelor's	None	None	\$19.61	\$29.13	\$37.55	\$45.83	\$50.88
25-3099 Teachers and instructors, all other ¹	Bachelor's	None	None	\$24.39	\$30.12	\$33.76	\$33.76	\$48.36
25-9045 Teacher assistant ¹	Some college	None	None	\$14.01	\$17.56	\$21.51	\$23.26	\$27.48
29-1122 Occupational therapist	Master's	None	None	\$30.87	\$39.64	\$44.86	\$48.82	\$57.43
29-1123 Physical therapist	Doctoral/ prof.	None	None	\$25.71	\$37.93	\$46.91	\$53.99	\$63.93
29-1125 Physical therapist	Bachelor's	None	None	\$19.89	\$21.33	\$24.75	\$32.91	\$39.01
29-1127 Speech-language pathologist	Master's	None	Intern/ resident	\$24.41	\$30.27	\$41.02	\$49.28	\$56.01
29-1141 Registered nurse	Bachelor's	None	None	\$32.68	\$37.04	\$39.55	\$48.81	\$51.42
29-1171 Nurse practitioner	Master's	None	None	\$45.95	\$53.70	\$60.43	\$72.60	\$83.10
29-1223 Psychiatrist ²	Doctoral/ prof.	None	Intern/ resident	\$99.25	<i>No wage data</i>			
29-2053 Psychiatric technician	Postsec. award	Under 5 yrs.	Short-term OTJ	\$16.59	\$18.31	\$18.91	\$21.01	\$22.80
29-2061 Licensed practical/ vocational nurse	Postsec. award	None	None	\$20.06	\$24.96	\$29.67	\$35.37	\$38.15
31-1120 Home health and personal care aide	High school	None	Short-term OTJ	\$14.78	\$16.08	\$17.29	\$18.66	\$22.04
31-1131 Nursing assistant	Postsec. award	None	None	\$15.82	\$17.41	\$18.51	\$19.94	\$22.11
31-1133 Psychiatric aide	High school	None	Short-term OTJ	\$14.87	\$17.01	\$17.02	\$17.83	\$19.12
31-2011 Occupational therapist assistant	Associate's	None	None	\$14.76	\$23.13	\$29.46	\$33.56	\$39.44
31-2021 Physical therapist assistant	Associate's	None	None	\$13.42	\$26.40	\$29.38	\$34.62	\$39.24
31-9011 Massage therapist	Postsec. award	None	None	\$14.61	\$25.06	\$29.33	\$36.41	\$50.00
31-9092 Medical assistant	Postsec. award	None	None	\$16.82	\$17.75	\$20.69	\$22.55	\$24.49
35-2012 Cook, institution and cafeteria	None	None	Short-term OTJ	\$14.04	\$16.85	\$18.15	\$20.83	\$22.79
35-2021 Food preparation worker	None	None	Short-term OTJ	\$12.40	\$14.31	\$15.43	\$17.86	\$20.27
37-2011 Janitor/ cleaner	None	None	Short-term OTJ	\$10.90	\$13.32	\$14.61	\$17.85	\$22.40
37-2012 Maid and housekeeping cleaner	None	None	Short-term OTJ	\$13.22	\$14.37	\$16.67	\$18.41	\$22.03
39-1022 First-line super. of pers. svc. worker	High school	Under 5 yrs.	None	\$13.87	\$16.80	\$20.99	\$28.98	\$34.85
39-9032 Recreation worker	High school	None	Short-term OTJ	\$10.33	\$12.30	\$14.93	\$17.49	\$22.58
39-9041 Residential adviser	High school	None	Short-term OTJ	\$13.64	\$16.53	\$19.00	\$22.08	\$29.91
43-3031 Bookkeeping/ accounting/ auditing clerk	Some college	None	Moderate-term OTJ	\$16.45	\$19.02	\$23.18	\$28.10	\$33.17
53-3053 Shuttle driver/ chauffeur	None	None	Short-term OTJ	\$14.60	\$16.67	\$18.47	\$23.30	\$27.96

¹The BLS does not publish hourly wages for teacher positions so the figures are calculated based on BLS' annual wages, assuming a 200-day (1,600-hour) work year.

²The BLS does not publish wages that exceed \$115 per hour (\$239,200 per year).

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
BLS Wage Adjustment Assumptions - Wage Inflation**

Weighted Annual Average¹	7.30%
BLS Dataset Month	May-24
Midpoint of Initial Year of Implementation	Jan-26
Number of Months Between BLS Dataset and Implementation Midpoint	20
Total Inflation Factor	12.46%

¹ Compound annual growth rate for Net Earnings in Utah for 2014 - 2024; Source Bureau of Economic Analysis
<https://apps.bea.gov/regional/bearfacts/action.cfm>

Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities

Appendix A: Wage Assumptions
BLS Wage Data Adjusted for Inflation

BLS Code and Title	Estimated January 2026 Wages (Based on May 2024 BLS Data After Adjustment)				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service mgr.	\$26.47	\$32.89	\$41.96	\$54.18	\$64.91
19-3033 Clinical and counseling psychologist	\$19.93	\$36.81	\$48.12	\$65.96	\$76.45
21-1012 Educational/ voc./ career counselor	\$21.09	\$26.71	\$33.79	\$44.76	\$54.58
21-1015 Rehabilitation counselor	\$20.60	\$21.36	\$25.25	\$36.74	\$46.41
21-1018 Substance/ behav./ mental hlth. counselor	\$18.69	\$22.83	\$35.64	\$51.17	\$60.27
21-1021 Child/ family/ school social worker	\$20.50	\$23.16	\$26.53	\$35.01	\$47.00
21-1022 Healthcare social worker	\$22.02	\$31.32	\$39.12	\$48.49	\$59.00
21-1091 Health education specialist	\$22.29	\$27.31	\$33.33	\$45.81	\$59.69
21-1093 Social and human service assistant	\$18.18	\$19.56	\$21.90	\$25.26	\$29.48
21-1094 Community health worker	\$21.37	\$25.33	\$30.02	\$34.33	\$38.97
25-2051 Special education teacher, preschool ¹	\$19.97	\$31.41	\$39.39	\$46.81	\$63.19
25-2052 Special ed. teacher, kinder. & elem. ¹	\$20.95	\$31.65	\$41.42	\$52.40	\$56.22
25-2057 Special ed. teacher, middle school ¹	\$27.71	\$38.37	\$51.77	\$56.55	\$69.51
25-2058 Special ed. teacher, secondary school ¹	\$22.05	\$32.76	\$42.23	\$51.54	\$57.22
25-3099 Teachers and instructors, all other ¹	\$27.43	\$33.87	\$37.97	\$37.97	\$54.39
25-9045 Teacher assistant ¹	\$15.76	\$19.75	\$24.19	\$26.16	\$30.90
29-1122 Occupational therapist	\$34.72	\$44.58	\$50.45	\$54.90	\$64.59
29-1123 Physical therapist	\$28.91	\$42.66	\$52.76	\$60.72	\$71.90
29-1125 Recreational therapist	\$22.37	\$23.99	\$27.83	\$37.01	\$43.87
29-1127 Speech-language pathologist	\$27.45	\$34.04	\$46.13	\$55.42	\$62.99
29-1141 Registered nurse	\$36.75	\$41.66	\$44.48	\$54.89	\$57.83
29-1171 Nurse practitioner	\$51.68	\$60.39	\$67.96	\$81.65	\$93.45
29-1223 Psychiatrist ²	\$111.62	<i>No wage data</i>			
29-2053 Psychiatric technician	\$18.66	\$20.59	\$21.27	\$23.63	\$25.64
29-2061 Licensed practical/ vocational nurse	\$22.56	\$28.07	\$33.37	\$39.78	\$42.90
31-1120 Home health and personal care aide	\$16.62	\$18.08	\$19.44	\$20.99	\$24.79
31-1131 Nursing assistant	\$17.79	\$19.58	\$20.82	\$22.42	\$24.86
31-1133 Psychiatric aide	\$16.72	\$19.13	\$19.14	\$20.05	\$21.50
31-2011 Occupational therapist assistant	\$16.60	\$26.01	\$33.13	\$37.74	\$44.35
31-2021 Physical therapist assistant	\$15.09	\$29.69	\$33.04	\$38.93	\$44.13
31-9011 Massage therapist	\$16.43	\$28.18	\$32.98	\$40.95	\$56.23
31-9092 Medical assistant	\$18.92	\$19.96	\$23.27	\$25.36	\$27.54
35-2012 Cook, institution and cafeteria	\$15.79	\$18.95	\$20.41	\$23.43	\$25.63
35-2021 Food preparation worker	\$13.95	\$16.09	\$17.35	\$20.09	\$22.80
37-2011 Janitor/ cleaner	\$12.26	\$14.98	\$16.43	\$20.07	\$25.19
37-2012 Maid and housekeeping cleaner	\$14.87	\$16.16	\$18.75	\$20.70	\$24.78
39-1022 First-line super. of pers. svc. worker	\$15.60	\$18.89	\$23.61	\$32.59	\$39.19
39-9032 Recreation worker	\$11.62	\$13.83	\$16.79	\$19.67	\$25.39
39-9041 Residential adviser	\$15.34	\$18.59	\$21.37	\$24.83	\$33.64
43-3031 Bookkeeping/ accounting/ auditing clerk	\$18.50	\$21.39	\$26.07	\$31.60	\$37.30
53-3053 Shuttle driver/ chauffeur	\$16.42	\$18.75	\$20.77	\$26.20	\$31.44

¹BLS does not publish hourly wages for teacher positions so the figures are calculated based on BLS' annual wages, assuming a 200-day (1,600-hour) work year.

²The BLS does not publish wages that exceed \$115 per hour (\$239,200 per year).

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Support Coordination (SCE)	Residential Habilitation (RHS)	Host Home Supports (HHS) / Professional Parent Supports (PPS) - Recruiter and Trainer	Host Home / Professional Parent, Additional Supports	Supported Living (SLH / SLN)	Attendant Care (ACA) / Personal Assistance (PAC)	Companion Services (COM)	Homemaker (HSQ) / Chore (CHA)	Respite (RP2 / RP3)
----------------------------	--------------------------------	---	--	------------------------------	--	--------------------------	-------------------------------	---------------------

BLS Code and Title

11-9151	Social and community service mgr.							
19-3033	Clinical and counseling psychologist							
21-1012	Educational/ voc./ career counselor							
21-1015	Rehabilitation counselor							
21-1018	Substance/ behav./ mental hlth. counselor	100%						
21-1021	Child/ family/ school social worker							
21-1022	Healthcare social worker							
21-1091	Health education specialist		100%					
21-1093	Social and human service assistant	10%		10%	10%			10%
21-1094	Community health worker							
25-2051	Special education teacher, preschool							
25-2052	Special ed. teacher, kinder. & elem.							
25-2057	Special ed. teacher, middle school							
25-2058	Special ed. teacher, secondary school							
25-3099	Teachers and instructors, all other							
25-9045	Teacher assistant							
29-1122	Occupational therapist							
29-1123	Physical therapist							
29-1125	Recreational therapist							
29-1127	Speech-language pathologist							
29-1141	Registered nurse							
29-1171	Nurse practitioner							
29-1223	Psychiatrist							
29-2053	Psychiatric technician							
29-2061	Licensed practical/ vocational nurse							
31-1120	Home health and personal care aide	60%		60%	60%	50%		60%
31-1131	Nursing assistant	10%		10%	10%			10%
31-1133	Psychiatric aide	10%		10%	10%			10%
31-2011	Occupational therapist assistant							
31-2021	Physical therapist assistant							
31-9011	Massage therapist							
31-9092	Medical assistant							
35-2012	Cook, institution and cafeteria							
35-2021	Food preparation worker							
37-2011	Janitor/ cleaner							
37-2012	Maid and housekeeping cleaner						100%	
39-1022	First-line super. of pers. svc. worker							
39-9032	Recreation worker	10%		10%	10%	50%		10%
39-9041	Residential adviser							
43-3031	Bookkeeping/ accounting/ auditing clerk							
53-3053	Shuttle driver/ chauffeur							
		100%	100%	100%	100%	100%	100%	100%

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Respite Facility (RP4 / RP5)	Medical Respite Facility	Medical Respite Facility-Registered Nurse	Respite Camp (RPS)	Respite Camp (RPS)-Recreational Therapist	Respite Camp (RPS)-Registered Nurse	Respite Camp (RPS)-Kitchen Staff	Respite Camp (RPS)-Maintenance Staff	Day Support (DSG / DSP)
------------------------------	--------------------------	---	--------------------	---	-------------------------------------	----------------------------------	--------------------------------------	-------------------------

BLS Code and Title

11-9151	Social and community service mgr.							
19-3033	Clinical and counseling psychologist							
21-1012	Educational/ voc./ career counselor							
21-1015	Rehabilitation counselor							
21-1018	Substance/ behav./ mental hlth. counselor							
21-1021	Child/ family/ school social worker							
21-1022	Healthcare social worker							
21-1091	Health education specialist							
21-1093	Social and human service assistant	10%			10%			10%
21-1094	Community health worker							
25-2051	Special education teacher, preschool							
25-2052	Special ed. teacher, kinder. & elem.							
25-2057	Special ed. teacher, middle school							
25-2058	Special ed. teacher, secondary school							
25-3099	Teachers and instructors, all other							
25-9045	Teacher assistant							
29-1122	Occupational therapist							
29-1123	Physical therapist							
29-1125	Recreational therapist				100%			
29-1127	Speech-language pathologist							
29-1141	Registered nurse		100%		100%			
29-1171	Nurse practitioner							
29-1223	Psychiatrist							
29-2053	Psychiatric technician							
29-2061	Licensed practical/ vocational nurse							
31-1120	Home health and personal care aide	60%			60%			60%
31-1131	Nursing assistant	10%	100%		10%			10%
31-1133	Psychiatric aide	10%			10%			10%
31-2011	Occupational therapist assistant							
31-2021	Physical therapist assistant							
31-9011	Massage therapist							
31-9092	Medical assistant							
35-2012	Cook, institution and cafeteria					50%		
35-2021	Food preparation worker					50%		
37-2011	Janitor/ cleaner						100%	
37-2012	Maid and housekeeping cleaner							
39-1022	First-line super. of pers. svc. worker							
39-9032	Recreation worker	10%			10%			10%
39-9041	Residential adviser							
43-3031	Bookkeeping/ accounting/ auditing clerk							
53-3053	Shuttle driver/ chauffeur							
		100%	100%	100%	100%	100%	100%	100%

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Day Support, Individual (DSI) / Integrated Community Learning (ICL)	Employment Preparation Services (EPR)	Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self- Employment (SEE)	Group Supported Employment (SED)	Motor Transportation (MTP)	Personal Budget Assistance (PBA)	Consumer Preparation Services (CPS) / Family Training and Preparation (TFA)	Family and Individual Training and Preparation (TFB)
---	--	--------------------------	---	----------------------------------	----------------------------	----------------------------------	---	---

BLS Code and Title

11-9151	Social and community service mgr.							
19-3033	Clinical and counseling psychologist							
21-1012	Educational/ voc./ career counselor			50%				
21-1015	Rehabilitation counselor		50%	50%	50%			
21-1018	Substance/ behav./ mental hlth. counselor							
21-1021	Child/ family/ school social worker							
21-1022	Healthcare social worker							
21-1091	Health education specialist							
21-1093	Social and human service assistant	10%	10%	50%	50%	10%	100%	
21-1094	Community health worker							100%
25-2051	Special education teacher, preschool							
25-2052	Special ed. teacher, kinder. & elem.							
25-2057	Special ed. teacher, middle school							
25-2058	Special ed. teacher, secondary school							
25-3099	Teachers and instructors, all other							
25-9045	Teacher assistant							
29-1122	Occupational therapist							
29-1123	Physical therapist							
29-1125	Recreational therapist							
29-1127	Speech-language pathologist							
29-1141	Registered nurse							
29-1171	Nurse practitioner							
29-1223	Psychiatrist							
29-2053	Psychiatric technician							
29-2061	Licensed practical/ vocational nurse							
31-1120	Home health and personal care aide	60%	60%			60%		
31-1131	Nursing assistant	10%	10%			10%		
31-1133	Psychiatric aide	10%	10%			10%		
31-2011	Occupational therapist assistant							
31-2021	Physical therapist assistant							
31-9011	Massage therapist							
31-9092	Medical assistant							
35-2012	Cook, institution and cafeteria							
35-2021	Food preparation worker							
37-2011	Janitor/ cleaner							
37-2012	Maid and housekeeping cleaner							
39-1022	First-line super. of pers. svc. worker							
39-9032	Recreation worker	10%	10%			10%		
39-9041	Residential adviser							
43-3031	Bookkeeping/ accounting/ auditing clerk						100%	
53-3053	Shuttle driver/ chauffeur							
		100%	100%	100%	100%	100%	100%	100%

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
--	--	--------------------------------------	--	---

BLS Code and Title

BLS Code and Title	Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
11-9151 Social and community service mgr.					
19-3033 Clinical and counseling psychologist					100%
21-1012 Educational/ voc./ career counselor					
21-1015 Rehabilitation counselor					
21-1018 Substance/ behav./ mental hlth. counselor			100%		
21-1021 Child/ family/ school social worker					
21-1022 Healthcare social worker				100%	
21-1091 Health education specialist					
21-1093 Social and human service assistant					
21-1094 Community health worker					
25-2051 Special education teacher, preschool					
25-2052 Special ed. teacher, kinder. & elem.					
25-2057 Special ed. teacher, middle school					
25-2058 Special ed. teacher, secondary school					
25-3099 Teachers and instructors, all other					
25-9045 Teacher assistant					
29-1122 Occupational therapist					
29-1123 Physical therapist					
29-1125 Recreational therapist					
29-1127 Speech-language pathologist					
29-1141 Registered nurse		100%			
29-1171 Nurse practitioner					
29-1223 Psychiatrist					
29-2053 Psychiatric technician					
29-2061 Licensed practical/ vocational nurse	100%				
31-1120 Home health and personal care aide					
31-1131 Nursing assistant					
31-1133 Psychiatric aide					
31-2011 Occupational therapist assistant					
31-2021 Physical therapist assistant					
31-9011 Massage therapist					
31-9092 Medical assistant					
35-2012 Cook, institution and cafeteria					
35-2021 Food preparation worker					
37-2011 Janitor/ cleaner					
37-2012 Maid and housekeeping cleaner					
39-1022 First-line super. of pers. svc. worker					
39-9032 Recreation worker					
39-9041 Residential adviser					
43-3031 Bookkeeping/ accounting/ auditing clerk					
53-3053 Shuttle driver/ chauffeur					
	100%	100%	100%	100%	100%

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using BLS Wages and Job Requirement Assumptions)¹**

Support Coordination (SCE)	Residential Habilitation (RHS)	Host Home Supports (HHS) / Professional Parent Supports (PPS) - Recruiter and Trainer	Host Home / Professional Parent, Additional Supports	Supported Living (SLH / SLN)	Attendant Care (ACA) / Personal Assistance (PAC)	Companion (COM)	Homemaker (HSQ) / Chore (CHA)	Respite (RP2 / RP3)	Respite Facility (RP4 / RP5)	Medical Respite Facility	Medical Respite Facility-Registered Nurse
----------------------------	--------------------------------	---	--	------------------------------	--	-----------------	-------------------------------	---------------------	------------------------------	--------------------------	---

10th Percentile	\$18.69	\$16.40	\$22.29	\$16.40	\$16.40	\$16.40	\$14.12	\$14.87	\$16.40	\$16.40	\$17.79	\$36.75
25th Percentile	\$22.83	\$18.06	\$27.31	\$18.06	\$18.06	\$18.06	\$15.96	\$16.16	\$18.06	\$18.06	\$19.58	\$41.66
50th Percentile (Median)	\$35.64	\$19.53	\$33.33	\$19.53	\$19.53	\$19.53	\$18.12	\$18.75	\$19.53	\$19.53	\$20.82	\$44.48
75th Percentile	\$51.17	\$21.33	\$45.81	\$21.33	\$21.33	\$21.33	\$20.33	\$20.70	\$21.33	\$21.33	\$22.42	\$54.89
90th Percentile	\$60.27	\$25.00	\$59.69	\$25.00	\$25.00	\$25.00	\$25.09	\$24.78	\$25.00	\$25.00	\$24.86	\$57.83

¹Wage assumptions in the rate models are set at the statewide median values

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using BLS Wages and Job Requirement Assumptions)¹**

Respite Camp (RPS)	Respite Camp (RPS)-Recreational Therapist	Respite Camp (RPS)-Registered Nurse	Respite Camp (RPS)-Kitchen Staff	Respite Camp (RPS)-Maintenance Staff	Day Support (DSG / DSP)	Day Support, Individual (DSI) / Integrated Community Learning (ICL)	Employment Preparation Services (EPR)	Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self-Employment (SEE)	Group Supported Employment (SED)	Motor Transportation (MTP)
--------------------	---	-------------------------------------	----------------------------------	--------------------------------------	-------------------------	---	---------------------------------------	--------------------------	--	----------------------------------	----------------------------

10th Percentile	\$16.40	\$22.37	\$36.75	\$14.87	\$12.26	\$16.40	\$16.40	\$16.40	\$19.39	\$20.85	\$19.39	\$16.40
25th Percentile	\$18.06	\$23.99	\$41.66	\$17.52	\$14.98	\$18.06	\$18.06	\$18.06	\$20.46	\$24.04	\$20.46	\$18.06
50th Percentile (Median)	\$19.53	\$27.83	\$44.48	\$18.88	\$16.43	\$19.53	\$19.53	\$19.53	\$23.58	\$29.52	\$23.58	\$19.53
75th Percentile	\$21.33	\$37.01	\$54.89	\$21.76	\$20.07	\$21.33	\$21.33	\$21.33	\$31.00	\$40.75	\$31.00	\$21.33
90th Percentile	\$25.00	\$43.87	\$57.83	\$24.22	\$25.19	\$25.00	\$25.00	\$25.00	\$37.95	\$50.50	\$37.95	\$25.00

¹Wage assumptions in the rate models are set at the statewide median values

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

**Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using BLS Wages and Job Requirement Assumptions)¹**

Personal Budget Assistance (PBA)	Consumer Preparation Services (CPS) / Family Training and Preparation (TFA)	Family and Individual Training and Preparation (TFB)	Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
----------------------------------	---	--	---	---	--------------------------------------	---------------------------------------	--

10th Percentile	\$18.50	\$18.18	\$21.37	\$22.56	\$36.75	\$18.69	\$22.02	\$19.93
25th Percentile	\$21.39	\$19.56	\$25.33	\$28.07	\$41.66	\$22.83	\$31.32	\$36.81
50th Percentile (Median)	\$26.07	\$21.90	\$30.02	\$33.37	\$44.48	\$35.64	\$39.12	\$48.12
75th Percentile	\$31.60	\$25.26	\$34.33	\$39.78	\$54.89	\$51.17	\$48.49	\$65.96
90th Percentile	\$37.30	\$29.48	\$38.97	\$42.90	\$57.83	\$60.27	\$59.00	\$76.45

¹Wage assumptions in the rate models are set at the statewide median values

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Appendix B: Benefits Assumptions
Assumptions for Individual Benefits to Establish Benefit Rates

% of Employees with Access			% of Employees Who Participate (Take-Up Rate ¹)			Benefit Level for Participating Employees			Effective Benefit Level for All Employees		
BLS Data ¹	Rate Models - Part-Time Staff	Rate Models - Full-Time Staff	BLS Data ¹	Rate Models - Part-Time Staff	Rate Models - Full-Time Staff	BLS Data ¹	Rate Models - Part-Time Staff	Rate Models - Full-Time Staff	BLS Data ¹	Rate Models - Part-Time Staff	Rate Models - Full-Time Staff

Mandatory Benefits

FICA ²	-	100%	100%	-	100%	100%	-	7.65%	7.65%	-	7.65%	7.65%
Federal UI ³	-	100%	100%	-	100%	100%	-	0.60%	0.60%	-	0.60%	0.60%
State UI ⁴	-	100%	100%	-	100%	100%	-	0.20%	0.20%	-	0.20%	0.20%
Workers' Comp.	-	100%	100%	-	100%	100%	-	0.70%	0.70%	-	0.70%	0.70%

Paid Time Off

							<i>Days per year⁵</i>			<i>Days per year⁵</i>		
Holidays	78%	100%	100%	78%	100%	100%	7.0	0.0	10.0	5.5	0.0	10.0
Vacation/ Sick	75%	100%	100%	75%	100%	100%	12.0	0.0	15.0	9.0	0.0	15.0
Total	-	-	-	-	-	-	19.0	0.0	25.0	14.5	0.0	25.0

Health Insurance⁶

							<i>Employer contribution/ month</i>					
Employee Only						35.6%	\$522		\$600			
Employee + One						13.8%	\$1,004		\$1,150			
Family						24.5%	\$1,306		\$1,500			
All Coverages	72%	0%	100%	52%	0%	73.9%				\$0.00		\$739.80

Other Benefits⁷

							<i>Employer contribution/ month</i>					
	-	100%	100%	-	100%	100%	-	\$75.00	\$75.00	-	\$75.00	\$75.00

¹BLS' 2024 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2024.htm>); data reported is for private employers in the Mountain region

²Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴The rate model uses the rate assigned to new employers; the tax applies to first \$48,900 in wages in 2025

⁵BLS data for vacation and sick leave that is part of a consolidated leave plan is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 16 days of PTO)

⁶Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2023 (most recent available at time of publication), which reports average monthly employer contributions in Utah of \$522 for an employee-only plan, \$1,004 for employee-plus-one plans, and \$1,306 for family plans. According to the Kaiser Family Fund, the average monthly premium for benchmark plans offered through the State health insurance exchange for a 40-year-old is \$547 in 2024 (<https://www.kff.org/health-reform/state-indicator/marketplace-average-benchmark-premiums/>)

⁷BLS provides information for a variety of other benefits that cannot be combined

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

Hourly Wage	Full-Time Annual Salary	Part-Time Annual Salary (20 Hours)	Effective Benefit Rate - Model Assumptions ^{1,2}			
			w/ Paid Time Off		w/o Paid Time Off	
			Full-Time	Part-Time	Full-Time	Part-Time
\$15.00	\$31,200	\$15,600	49.6%	14.6%	40.0%	14.6%
\$16.00	\$33,280	\$16,640	47.6%	14.2%	38.1%	14.2%
\$17.00	\$35,360	\$17,680	45.9%	13.9%	36.3%	13.9%
\$18.00	\$37,440	\$18,720	44.4%	13.6%	34.8%	13.6%
\$19.00	\$39,520	\$19,760	43.0%	13.3%	33.4%	13.3%
\$20.00	\$41,600	\$20,800	41.7%	13.1%	32.2%	13.1%
\$21.00	\$43,680	\$21,840	40.6%	12.9%	31.0%	12.9%
\$22.00	\$45,760	\$22,880	39.6%	12.7%	30.0%	12.7%
\$23.00	\$47,840	\$23,920	38.7%	12.5%	29.1%	12.5%
\$24.00	\$49,920	\$24,960	37.8%	12.3%	28.2%	12.3%
\$25.00	\$52,000	\$26,000	37.0%	12.2%	27.4%	12.2%
\$26.00	\$54,080	\$27,040	36.3%	12.0%	26.7%	12.0%
\$27.00	\$56,160	\$28,080	35.6%	11.9%	26.0%	11.9%
\$28.00	\$58,240	\$29,120	35.0%	11.8%	25.4%	11.8%
\$29.00	\$60,320	\$30,160	34.4%	11.7%	24.8%	11.7%
\$30.00	\$62,400	\$31,200	33.8%	11.6%	24.2%	11.6%
\$31.00	\$64,480	\$32,240	33.3%	11.5%	23.7%	11.5%
\$32.00	\$66,560	\$33,280	32.8%	11.4%	23.2%	11.4%
\$33.00	\$68,640	\$34,320	32.4%	11.3%	22.8%	11.3%
\$34.00	\$70,720	\$35,360	32.0%	11.2%	22.4%	11.2%
\$35.00	\$72,800	\$36,400	31.6%	11.1%	22.0%	11.1%
\$36.00	\$74,880	\$37,440	31.2%	11.1%	21.6%	11.1%
\$37.00	\$76,960	\$38,480	30.8%	11.0%	21.2%	11.0%
\$38.00	\$79,040	\$39,520	30.5%	10.9%	20.9%	10.9%
\$39.00	\$81,120	\$40,560	30.2%	10.9%	20.6%	10.9%
\$40.00	\$83,200	\$41,600	29.9%	10.8%	20.3%	10.8%
\$41.00	\$85,280	\$42,640	29.6%	10.8%	20.0%	10.8%
\$42.00	\$87,360	\$43,680	29.3%	10.7%	19.7%	10.7%
\$43.00	\$89,440	\$44,720	29.0%	10.7%	19.4%	10.7%
\$44.00	\$91,520	\$45,760	28.8%	10.6%	19.2%	10.6%
\$45.00	\$93,600	\$46,800	28.5%	10.6%	18.9%	10.6%
\$46.00	\$95,680	\$47,840	28.3%	10.5%	18.7%	10.5%
\$47.00	\$97,760	\$48,880	28.1%	10.5%	18.5%	10.5%
\$48.00	\$99,840	\$49,920	27.9%	10.4%	18.3%	10.4%
\$49.00	\$101,920	\$50,960	27.7%	10.4%	18.1%	10.4%
\$50.00	\$104,000	\$52,000	27.5%	10.3%	17.9%	10.3%
\$51.00	\$106,080	\$53,040	27.3%	10.3%	17.7%	10.3%
\$52.00	\$108,160	\$54,080	27.1%	10.3%	17.5%	10.3%
\$53.00	\$110,240	\$55,120	26.9%	10.2%	17.3%	10.2%
\$54.00	\$112,320	\$56,160	26.8%	10.2%	17.2%	10.2%
\$55.00	\$114,400	\$57,200	26.6%	10.2%	17.0%	10.2%
\$56.00	\$116,480	\$58,240	26.5%	10.1%	16.9%	10.1%
\$57.00	\$118,560	\$59,280	26.3%	10.1%	16.7%	10.1%
\$58.00	\$120,640	\$60,320	26.2%	10.1%	16.6%	10.1%
\$59.00	\$122,720	\$61,360	26.0%	10.0%	16.4%	10.0%
\$60.00	\$124,800	\$62,400	25.9%	10.0%	16.3%	10.0%

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 in productivity assumptions

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Residential Habilitation (RHS)	Host Home / Professional Parent, Additional Supports	Supported Living (SLH / SLN)	Supported Living (SLH / SLN), Second Staff	Supported Living (SLH / SLN), Shared	Attendant Care (ACA) / Personal Assistance (PAC)	Companion (COM)	Homemaker (HSQ) / Chore (CHA)	Respite (RP2 / RP3), 1:1	Respite (RP2 / RP3), 1:2	Respite Facility (RP4 / RP5), Hourly	Respite Facility (RP4 / RP5), Daily	Medical Respite Facility, Hourly
--------------------------------	--	------------------------------	--	--------------------------------------	--	-----------------	-------------------------------	--------------------------	--------------------------	--------------------------------------	-------------------------------------	----------------------------------

Full-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.25	-	0.35	-	0.75	0.35	-	-	-	-	-	-	-
Travel Time Between Individuals	-	2.00	2.00	2.00	2.00	2.00	2.00	2.00	1.25	1.25	-	-	-
Time Lost Due to Missed Appointments	-	-	0.50	0.50	0.50	0.50	0.50	-	-	-	-	-	-
Recordkeeping	-	0.50	1.00	-	1.50	1.00	0.50	-	0.50	0.75	-	-	-
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Direct Services	40.75	36.50	35.15	36.50	34.25	35.15	36.00	37.50	37.25	37.00	39.00	39.00	39.00
Total Hours	42.00	40.00	40.00	40.00	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	16.00	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	200.00	200.00	200.00	200.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.22	-	0.31	-	0.66	0.31	-	-	-	-	-	-	-
Travel Time Between Individuals	-	1.77	1.77	1.77	1.77	1.77	1.77	1.79	1.11	1.11	-	-	-
Time Lost Due to Missed Appointments	-	-	0.44	0.44	0.44	0.44	0.44	-	-	-	-	-	-
Recordkeeping	-	0.44	0.88	-	1.33	0.88	0.44	-	0.44	0.66	-	-	-
Employer Time	0.89	0.88	0.88	0.88	0.88	0.88	0.88	0.45	0.88	0.88	0.88	0.88	0.88
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	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	3.85	3.85	3.85	3.85
Direct Services	34.27	32.29	31.10	32.29	30.30	31.10	31.85	33.60	32.95	32.73	34.50	34.50	34.50
Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Residential Habilitation (RHS)	Host Home / Professional Parent, Additional Supports	Supported Living (SLH / SLN)	Supported Living (SLH / SLN), Second Staff	Supported Living (SLH / SLN), Shared	Attendant Care (ACA) / Personal Assistance (PAC)	Companion (COM)	Homemaker (HSQ) / Chore (CHA)	Respite (RP2 / RP3), 1:1	Respite (RP2 / RP3), 1:2	Respite Facility (RP4 / RP5), Hourly	Respite Facility (RP4 / RP5), Daily	Medical Respite Facility, Hourly
--------------------------------	--	------------------------------	--	--------------------------------------	--	-----------------	-------------------------------	--------------------------	--------------------------	--------------------------------------	-------------------------------------	----------------------------------

Part-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.13	-	0.18	-	0.38	0.18	-	-	-	-	-	-	-
Travel Time Between Individuals	-	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.63	0.63	-	-	-
Time Lost Due to Missed Appointments	-	-	0.25	0.25	0.25	0.25	0.25	-	-	-	-	-	-
Recordkeeping	-	0.25	0.50	-	0.75	0.50	0.25	-	0.25	0.38	-	-	-
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Direct Services	18.87	17.75	17.07	17.75	16.62	17.07	17.50	18.50	18.12	17.99	19.00	19.00	19.00
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	40.00	16.00	40.00	40.00	40.00	40.00	40.00
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.13	-	0.17	-	0.37	0.17	-	-	-	-	-	-	-
Travel Time Between Individuals	-	0.96	0.96	0.96	0.96	0.96	0.96	0.98	0.61	0.61	-	-	-
Time Lost Due to Missed Appointments	-	-	0.24	0.24	0.24	0.24	0.24	-	-	-	-	-	-
Recordkeeping	-	0.24	0.48	-	0.72	0.48	0.24	-	0.24	0.37	-	-	-
Employer Time	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.49	0.96	0.96	0.96	0.96	0.96
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	0.77	0.77	0.77	0.77	0.77
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Direct Services	18.14	17.07	16.42	17.07	15.98	16.42	16.83	18.22	17.42	17.29	18.27	18.27	18.27
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Residential Habilitation (RHS)	Host Home / Professional Parent, Additional Supports	Supported Living (SLH / SLN)	Supported Living (SLH / SLN), Second Staff	Supported Living (SLH / SLN), Shared	Attendant Care (ACA) / Personal Assistance (PAC)	Companion (COM)	Homemaker (HSQ) / Chore (CHA)	Respite (RP2 / RP3), 1:1	Respite (RP2 / RP3), 1:2	Respite Facility (RP4 / RP5), Hourly	Respite Facility (RP4 / RP5), Daily	Medical Respite Facility, Hourly
--------------------------------	--	------------------------------	--	--------------------------------------	--	-----------------	-------------------------------	--------------------------	--------------------------	--------------------------------------	-------------------------------------	----------------------------------

Average Across All Staff

Assumed Full-Time Workforce	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
Assumed Part-Time Workforce	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.20	-	0.28	-	0.60	0.28	-	-	-	-	-	-	-
Travel Time Between Individuals	-	1.61	1.61	1.61	1.61	1.61	1.61	1.63	1.01	1.01	-	-	-
Time Lost Due to Missed Appointments	-	-	0.40	0.40	0.40	0.40	0.40	-	-	-	-	-	-
Recordkeeping	-	0.40	0.80	-	1.21	0.80	0.40	-	0.40	0.60	-	-	-
Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.46	0.90	0.90	0.90	0.90	0.90
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	0.77	0.77	0.77	0.77	0.77
Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08
Direct Services	31.05	29.24	28.16	29.24	27.43	28.16	28.84	30.52	29.84	29.64	31.25	31.25	31.25
Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Medical Respite Facility, Daily	Respite Camp (RPS), Hourly	Respite Camp (RPS), Daily	Day Support (DSG / DSP), Level 1	Day Support (DSG / DSP), Level 2	Day Support (DSG / DSP), Level 3	Day Support (DSG / DSP), Level 4	Day Support (DSG / DSP), Level 5	Day Support, Individual (DSI) / Integrated Community Learning (ICL)	Integrated Community Learning (ICL), Shared	Employment Preparation Services (EPR), Level 1	Employment Preparation Services (EPR), Level 2	Employment Preparation Services (EPR), Level 3
---------------------------------	----------------------------	---------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	---	---	--	--	--

Full-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	-	-	-	0.25	0.20	0.15	0.10	0.10	0.50	0.75	0.25	0.20	0.15
Travel Time Between Individuals	-	-	-	-	-	-	-	-	3.25	3.25	-	-	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	0.50	0.50	-	-	-
Recordkeeping	-	-	-	1.25	1.00	0.75	0.50	0.50	1.25	1.75	1.25	1.00	0.75
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	1.25	1.25	1.25	1.25	1.25	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Direct Services	39.00	39.00	39.00	36.25	36.55	36.85	37.15	37.15	33.50	32.75	37.50	37.80	38.10
Total Hours	40.00	40.00	40.00	40.00	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	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	200.00	200.00	200.00	200.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	-	-	-	0.22	0.18	0.13	0.09	0.09	0.44	0.66	0.22	0.18	0.13
Travel Time Between Individuals	-	-	-	-	-	-	-	-	2.88	2.88	-	-	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	0.44	0.44	-	-	-
Recordkeeping	-	-	-	1.11	0.88	0.66	0.44	0.44	1.11	1.55	1.11	0.88	0.66
Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Program Preparation/Set-Up/Clean-Up	-	-	-	1.11	1.11	1.11	1.11	1.11	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	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	3.85	3.85	3.85	3.85
Direct Services	34.50	34.50	34.50	32.06	32.33	32.60	32.86	32.86	29.63	28.97	33.17	33.44	33.71
Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Home and Community Based Services Rate Study
Final Recommended Rate Models
 prepared for Division of Services for People with Disabilities

Appendix C: Productivity Assumptions

Medical Respite Facility, Daily	Respite Camp (RPS), Hourly	Respite Camp (RPS), Daily	Day Support (DSG / DSP), Level 1	Day Support (DSG / DSP), Level 2	Day Support (DSG / DSP), Level 3	Day Support (DSG / DSP), Level 4	Day Support (DSG / DSP), Level 5	Day Support, Individual (DSI) / Integrated Community Learning (ICL)	Integrated Community Learning (ICL), Shared	Employment Preparation Services (EPR), Level 1	Employment Preparation Services (EPR), Level 2	Employment Preparation Services (EPR), Level 3
---------------------------------	----------------------------	---------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	---	---	--	--	--

Part-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	-	-	-	0.13	0.10	0.08	0.05	0.05	0.25	0.38	0.13	0.10	0.08
Travel Time Between Individuals	-	-	-	-	-	-	-	-	1.63	1.63	-	-	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	0.25	0.25	-	-	-
Recordkeeping	-	-	-	0.63	0.50	0.38	0.25	0.25	0.63	0.88	0.63	0.50	0.38
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	0.63	0.63	0.63	0.63	0.63	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Direct Services	19.00	19.00	19.00	17.61	17.77	17.91	18.07	18.07	16.24	15.86	18.24	18.40	18.54
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

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	40.00	40.00	40.00	40.00
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	-	-	-	0.13	0.10	0.08	0.05	0.05	0.24	0.37	0.13	0.10	0.08
Travel Time Between Individuals	-	-	-	-	-	-	-	-	1.57	1.57	-	-	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	0.24	0.24	-	-	-
Recordkeeping	-	-	-	0.61	0.48	0.37	0.24	0.24	0.61	0.85	0.61	0.48	0.37
Employer Time	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96
Program Preparation/Set-Up/Clean-Up	-	-	-	0.61	0.61	0.61	0.61	0.61	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Direct Services	18.27	18.27	18.27	16.92	17.08	17.21	17.37	17.37	15.61	15.24	17.53	17.69	17.82
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Medical Respite Facility, Daily	Respite Camp (RPS), Hourly	Respite Camp (RPS), Daily	Day Support (DSG / DSP), Level 1	Day Support (DSG / DSP), Level 2	Day Support (DSG / DSP), Level 3	Day Support (DSG / DSP), Level 4	Day Support (DSG / DSP), Level 5	Day Support, Individual (DSI) / Integrated Community Learning (ICL)	Integrated Community Learning (ICL), Shared	Employment Preparation Services (EPR), Level 1	Employment Preparation Services (EPR), Level 2	Employment Preparation Services (EPR), Level 3
---------------------------------	----------------------------	---------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	----------------------------------	---	---	--	--	--

Average Across All Staff													
Assumed Full-Time Workforce	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
Assumed Part-Time Workforce	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	-	-	-	0.20	0.16	0.12	0.08	0.08	0.40	0.60	0.20	0.16	0.12
Travel Time Between Individuals	-	-	-	-	-	-	-	-	2.62	2.62	-	-	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	0.40	0.40	-	-	-
Recordkeeping	-	-	-	1.01	0.80	0.60	0.40	0.40	1.01	1.41	1.01	0.80	0.60
Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Program Preparation/Set-Up/Clean-Up	-	-	-	1.01	1.01	1.01	1.01	1.01	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08
Direct Services	31.25	31.25	31.25	29.03	29.28	29.52	29.76	29.76	26.82	26.22	30.04	30.29	30.53
Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Employment Preparation Services (EPR), Level 4	Employment Preparation Services (EPR), Level 5	Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self-Employment (SEE)	Group Supported Employment (SED), Level 1	Group Supported Employment (SED), Level 2	Group Supported Employment (SED), Level 3	Group Supported Employment (SED), Level 4	Group Supported Employment (SED), Level 5	Motor Transportation (MTP)	Personal Budget Assistance (PBA)	Consumer Preparation Services (CPS) / Family Training and Preparation (TFA)	Family and Individual Training and Preparation (TFB)
---	---	--------------------------	---	--	--	--	--	--	----------------------------	----------------------------------	--	---

Full-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.10	0.10	0.35	0.35	0.25	0.20	0.15	0.10	0.10	-	-	-	-
Travel Time Between Individuals	-	-	3.25	2.50	-	-	-	-	-	-	-	4.50	4.50
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	0.50	0.50
Recordkeeping	0.50	0.50	1.00	1.00	1.25	1.00	0.75	0.50	0.50	-	-	1.00	1.00
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	1.25	1.25	1.25	1.25	1.25	-	-	-	-
Conducting Employer Market Research	-	-	-	1.00	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	1.25	2.50	-	-	-	-	-	-	-	-	-
Direct Services	38.40	38.40	33.15	31.65	36.25	36.55	36.85	37.15	37.15	39.00	39.00	33.00	33.00
Total Hours	40.00	40.00	40.00	40.00	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	40.00	16.00	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	200.00	200.00	200.00	200.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.09	0.09	0.31	0.31	0.22	0.18	0.13	0.09	0.09	-	-	-	-
Travel Time Between Individuals	-	-	2.88	2.21	-	-	-	-	-	-	-	3.98	3.98
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	0.44	0.44
Recordkeeping	0.44	0.44	0.88	0.88	1.11	0.88	0.66	0.44	0.44	-	-	0.88	0.88
Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.90	0.88	0.88
Program Preparation/Set-Up/Clean-Up	-	-	-	-	1.11	1.11	1.11	1.11	1.11	-	-	-	-
Conducting Employer Market Research	-	-	-	0.88	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	1.11	2.21	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	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	3.85	3.85	3.85	3.85
Direct Services	33.97	33.97	29.32	28.01	32.06	32.33	32.60	32.86	32.86	34.50	34.94	29.20	29.20
Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Employment Preparation Services (EPR), Level 4	Employment Preparation Services (EPR), Level 5	Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self-Employment (SEE)	Group Supported Employment (SED), Level 1	Group Supported Employment (SED), Level 2	Group Supported Employment (SED), Level 3	Group Supported Employment (SED), Level 4	Group Supported Employment (SED), Level 5	Motor Transportation (MTP)	Personal Budget Assistance (PBA)	Consumer Preparation Services (CPS) / Family Training and Preparation (TFA)	Family and Individual Training and Preparation (TFB)
---	---	--------------------------	---	--	--	--	--	--	----------------------------	----------------------------------	--	---

Part-Time Staff

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.05	0.05	0.18	0.18	0.13	0.10	0.08	0.05	0.05	-	-	-	-
Travel Time Between Individuals	-	-	1.63	1.25	-	-	-	-	-	-	-	2.25	2.25
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	0.25	0.25
Recordkeeping	0.25	0.25	0.50	0.50	0.63	0.50	0.38	0.25	0.25	-	-	0.50	0.50
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	0.63	0.63	0.63	0.63	0.63	-	-	-	-
Conducting Employer Market Research	-	-	-	0.50	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	0.63	1.25	-	-	-	-	-	-	-	-	-
Direct Services	18.70	18.70	16.06	15.32	17.61	17.77	17.91	18.07	18.07	19.00	19.00	16.00	16.00
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

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	40.00	16.00	40.00	40.00
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.05	0.05	0.17	0.17	0.13	0.10	0.08	0.05	0.05	-	-	-	-
Travel Time Between Individuals	-	-	1.57	1.20	-	-	-	-	-	-	-	2.16	2.16
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	0.24	0.24
Recordkeeping	0.24	0.24	0.48	0.48	0.61	0.48	0.37	0.24	0.24	-	-	0.48	0.48
Employer Time	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.96	0.98	0.96	0.96
Program Preparation/Set-Up/Clean-Up	-	-	-	-	0.61	0.61	0.61	0.61	0.61	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	0.48	-	-	-	-	-	-	-	-	-
Conducting Employer Market Research	-	-	0.61	1.20	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	0.77	0.77
Paid Time Off	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Direct Services	17.98	17.98	15.44	14.74	16.92	17.08	17.21	17.37	17.37	18.27	18.71	15.39	15.39
Total Hours	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

	Employment Preparation Services (EPR), Level 4	Employment Preparation Services (EPR), Level 5	Job Coaching (SEI / ISE)	Pre-Employ. Skill (PSB) / Job Develop. (SEI / JDS) / Self-Employment (SEE)	Group Supported Employment (SED), Level 1	Group Supported Employment (SED), Level 2	Group Supported Employment (SED), Level 3	Group Supported Employment (SED), Level 4	Group Supported Employment (SED), Level 5	Motor Transportation (MTP)	Personal Budget Assistance (PBA)	Consumer Preparation Services (CPS) / Family Training and Preparation (TFA)	Family and Individual Training and Preparation (TFB)
Average Across All Staff													
Assumed Full-Time Workforce	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
Assumed Part-Time Workforce	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Workweek Adjusted for Training and PTO													
Person Centered Support Plan Meetings	0.08	0.08	0.28	0.28	0.20	0.16	0.12	0.08	0.08	-	-	-	-
Travel Time Between Individuals	-	-	2.62	2.01	-	-	-	-	-	-	-	3.62	3.62
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-	-	-	-	-	0.40	0.40
Recordkeeping	0.40	0.40	0.80	0.80	1.01	0.80	0.60	0.40	0.40	-	-	0.80	0.80
Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.92	0.90	0.90
Program Preparation/Set-Up/Clean-Up	-	-	-	-	1.01	1.01	1.01	1.01	1.01	-	-	-	-
Conducting Employer Market Research	-	-	-	0.80	-	-	-	-	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	1.01	2.01	-	-	-	-	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.31	0.77	0.77
Paid Time Off	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08	3.08
Direct Services	30.77	30.77	26.54	25.35	29.03	29.28	29.52	29.76	29.76	31.25	31.69	26.43	26.43
Total Hours	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
---	---	--------------------------------------	---------------------------------------	--

Full-Time Staff					
------------------------	--	--	--	--	--

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.75	0.50	0.75	0.75	0.75
Travel Time Between Individuals	1.25	2.50	1.25	1.25	1.25
Time Lost Due to Missed Appointments	0.50	0.50	0.50	0.50	0.50
Recordkeeping	1.00	2.00	1.00	1.00	2.00
Employer Time	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	1.50	1.50	1.50	1.50	1.50
Direct Services	34.00	32.00	34.00	34.00	33.00
Total Hours	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

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.66	0.44	0.66	0.66	0.66
Travel Time Between Individuals	1.11	2.21	1.11	1.11	1.11
Time Lost Due to Missed Appointments	0.44	0.44	0.44	0.44	0.44
Recordkeeping	0.88	1.77	0.88	0.88	1.77
Employer Time	0.88	0.88	0.88	0.88	0.88
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	1.33	1.33	1.33	1.33	1.33
Training	0.77	0.77	0.77	0.77	0.77
Paid Time Off	3.85	3.85	3.85	3.85	3.85
Direct Services	30.08	28.31	30.08	30.08	29.19
Total Hours	40.00	40.00	40.00	40.00	40.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
---	---	--------------------------------------	---------------------------------------	--

Part-Time Staff					
------------------------	--	--	--	--	--

'Typical Workweek' Without Training and PTO

Person Centered Support Plan Meetings	0.38	0.25	0.38	0.38	0.38
Travel Time Between Individuals	0.63	1.25	0.63	0.63	0.63
Time Lost Due to Missed Appointments	0.25	0.25	0.25	0.25	0.25
Recordkeeping	0.50	1.00	0.50	0.50	1.00
Employer Time	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	0.75	0.75	0.75	0.75	0.75
Direct Services	16.49	15.50	16.49	16.49	15.99
Total Hours	20.00	20.00	20.00	20.00	20.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00
Paid Time Off	0.00	0.00	0.00	0.00	0.00

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.37	0.24	0.37	0.37	0.37
Travel Time Between Individuals	0.61	1.20	0.61	0.61	0.61
Time Lost Due to Missed Appointments	0.24	0.24	0.24	0.24	0.24
Recordkeeping	0.48	0.96	0.48	0.48	0.96
Employer Time	0.96	0.96	0.96	0.96	0.96
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	-	-	-	-	-
Conducting Employer Market Research	0.72	0.72	0.72	0.72	0.72
Training	0.77	0.77	0.77	0.77	0.77
Paid Time Off	0.00	0.00	0.00	0.00	0.00
Direct Services	15.85	14.91	15.85	15.85	15.37
Total Hours	20.00	20.00	20.00	20.00	20.00

**Home and Community Based Services Rate Study
Final Recommended Rate Models
prepared for Division of Services for People with Disabilities**

Appendix C: Productivity Assumptions

Medication Monitoring, Licensed Practical Nurse (PM1)	Medication Monitoring, Registered Nurse (PM2)	Behavior Consultation, Level I (BC1)	Behavior Consultation, Level II (BC2)	Behavior Consultation, Level III (BC3)
--	--	--------------------------------------	---------------------------------------	--

Average Across All Staff					
Assumed Full-Time Workforce	100%	100%	100%	100%	100%
Assumed Part-Time Workforce	0%	0%	0%	0%	0%

Workweek Adjusted for Training and PTO

Person Centered Support Plan Meetings	0.66	0.44	0.66	0.66	0.66
Travel Time Between Individuals	1.11	2.21	1.11	1.11	1.11
Time Lost Due to Missed Appointments	0.44	0.44	0.44	0.44	0.44
Recordkeeping	0.88	1.77	0.88	0.88	1.77
Employer Time	0.88	0.88	0.88	0.88	0.88
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-
Collateral Contacts / On Behalf Of Supports	1.33	1.33	1.33	1.33	1.33
Training	0.77	0.77	0.77	0.77	0.77
Paid Time Off	3.85	3.85	3.85	3.85	3.85
Direct Services	30.08	28.31	30.08	30.08	29.19
Total Hours	40.00	40.00	40.00	40.00	40.00