



Waiver Rate Study Final Recommendations

– presented by –
BURNS & ASSOCIATES
A Division of
Health Management Associates

December 19, 2025



Rate Study Background

- The state of Utah issued a request for proposal for a comprehensive study of payment rate methodologies for home and community-based services (HCBS) delivered through the Division of Services for People with Disabilities (DSPD)
 - Scope covers services through Medicaid waivers operated by DSPD
 - Community Supports Waiver
 - Community Transition Waiver
 - Limited Supports Waiver
 - Physical Disability Waiver
 - Acquired Brain Injury Waiver
 - The rate study includes agency-managed services, self-administered services (SAS)
 - Burns & Associates, a division of Health Management Associates (HMA-Burns), was selected to complete the rate study

Rate Study Background

- The rate study project began in April 2024
 - Initial meetings were held with DSPD leadership
 - A stakeholder advisory group was formed, and a kick-off meeting was held in July 2024
- DSPD and the advisory group shared perspectives on funding structures and offered insights to inform development of the provider survey
 - The survey was distributed to all providers on October 24, 2024
 - Responses were collected through December 13, 2024
- A website was created to provide access to rate study materials: [DSPD Rate Study - Health Management Associates](https://www.healthmanagement.com/burns-reports/dspd-rate-study/) or <https://www.healthmanagement.com/burns-reports/dspd-rate-study/>
- The provider survey analysis report was completed on March 17, 2025
 - Surveys from 51 of 334 providers were received
 - Results accounted for 51% of funding for services delivered in fiscal year 2024
 - To confirm results, HMA-Burns performed desk reviews of submitted surveys

Rate Study Background

- A webinar was held on September 3, 2025, to present initial rate study recommendations
 - Draft recommendations were explained
 - Initial rate recommendations and a recording of the webinar were posted online
- The webinar opened a 30-day public comment period
 - Open between September 3, 2025 – October 3, 2025
- Public comments were received from 21 commenters
 - 16 provider agencies
 - 2 provider associations
 - 3 advocates and interested parties
- All public comments were reviewed and considered
 - A summary of the public comments and responses are available on the rate study website

Rate Study Background

- *This presentation includes HMA-Burns final rate study recommendations to DSPD*
 - Initial recommendations were modified based on public comments
 - The fiscal impact has been updated to reflect the final recommendations
 - Any increase in payment rates will require additional appropriated funding
- The purpose of this presentation is to ensure stakeholders understand the materials, data sources, calculations, and resulting recommendations

Agenda

- About Burns & Associates
- Rate Study Process
- Final Rate Study Recommendations
- Benchmark Rate Comparison
- Additional Resources

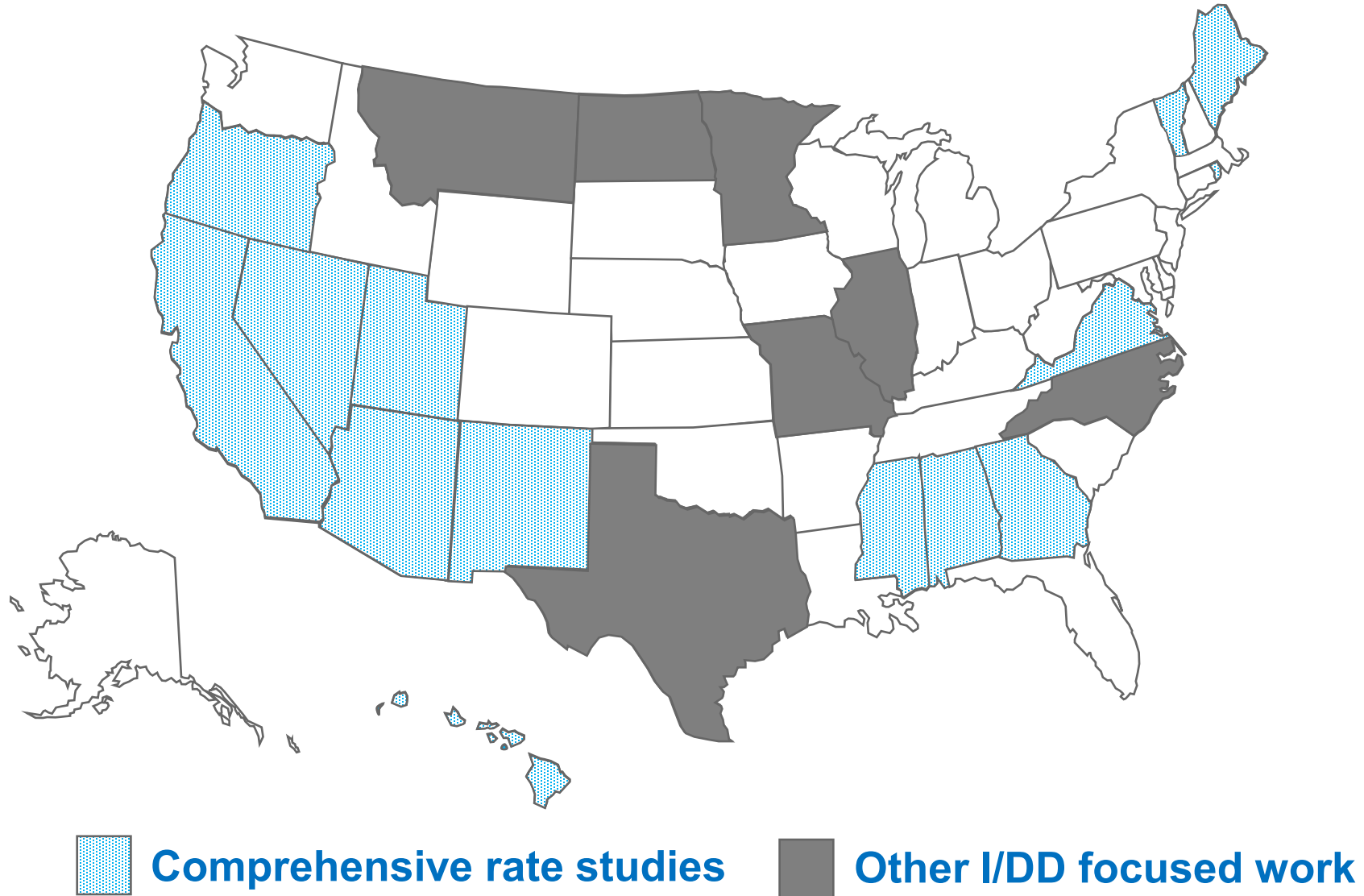
About Burns & Associates



About Burns & Associates

- Health policy consultants specializing in assisting state Medicaid agencies and related departments (developmental disabilities and behavioral health authorities)
 - Consulted in approximately 30 states since its founding in 2006
 - Acquired by Health Management Associates in September 2020
- Experience in the intellectual and developmental disabilities field
 - Policy development, including service standards and billing rules
 - Provider rate-setting
 - Using assessment instruments to inform individualized budgets
 - Program operations, including fiscal analyses and implementation strategies
- Subcontractor to Human Services Research Institute (HSRI) on review of long-term services and supports in Utah

Burns & Associates I/DD Experience



Rate Study Process



Rate Study Process

- *Independent rate models*
 - Aim to reflect the reasonable costs providers incur to deliver services consistent with the state's requirements and individuals' service plans
- Consider data from multiple sources rather than depending on any single source

Policies, Rules, and Standards	Provider and Stakeholder Input	Published Sources	Special Studies
<p>Examples include:</p> <p>Program Regulations</p> <p>Manuals</p>	<p>Examples include:</p> <p>Provider Survey</p> <p>Public Comments</p>	<p>Examples include:</p> <p>BLS Wage Data</p> <p>IRS Mileage Rates</p>	<p>Examples include:</p> <p>Rate Benchmarking</p>

Rate Study Process

- ***Specific rate assumptions are detailed***
 - Examples: direct support staff wages and benefits, staffing levels, transportation, etc.
 - In general, assumptions are not mandates (for example, providers are not expected to pay all staff exactly what is assumed in a payment model)
- A service may have multiple rates to account for differences that impact providers' costs



Staffing levels, staffing ratios, etc.



Service Setting
(e.g., facility or community-based)



Geography
(e.g. urban and rural)



Staff Qualifications and Training
(e.g., RNs and LPNs)

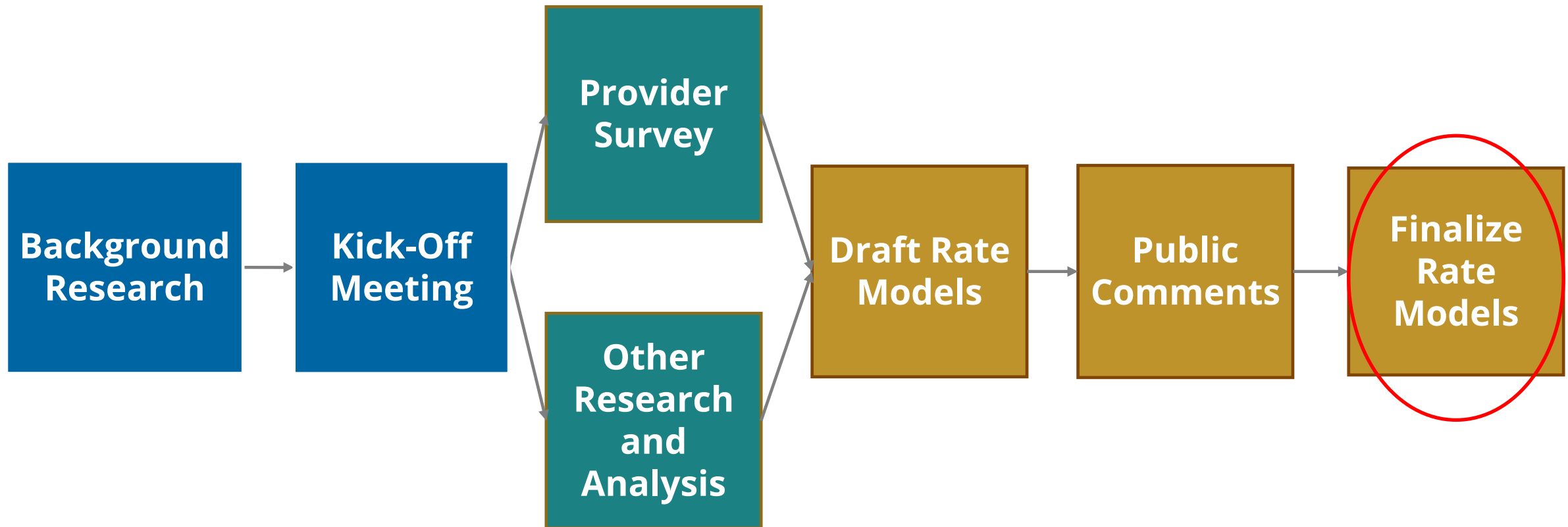
Rate Study Process

- ***Benefits of independent rate models***
 - Transparency and Consistency
 - Models detail the factors, values, and calculations that produce the final rate
 - Providers offering the same service in the same area are paid the same rate
 - Ability to Advance Policy Goals and Objectives
 - For example, improving direct care staff salaries or benefits, reducing staff-to-client ratios, incentivizing community-based services, etc.
 - Efficiency In Maintaining Rates
 - For example, models can be adjusted for inflation, specific cost factors (e.g., IRS mileage rate), or to meet budget targets

Rate Study Process

- *Sequence of activities*

- This report reflects the last step in the process of developing final recommended, independent rate models for the Division of Services for People with Disabilities (DSPD)



Background Research and Kick-off Meeting

- “When you’ve seen one I/DD system...you’ve seen one I/DD system”
- Comprehensive review of the state’s service array
 - Review of state and federal requirements
 - Review of billing units and limitations
 - Identify possible revisions/modifications to services
- Meet with the state team as well as the rate advisory group
 - Present rate study approach
 - Discuss current services and rates as well as system strengths and challenges

Provider Survey

- Design and administration of survey to collect data regarding costs and service delivery issues (for example, direct care staff productivity, staffing ratios, and mileage)
 - Present draft instrument to advisory group for feedback to ensure completeness and understandability
 - Results inform, but do not dictate, rate model assumptions
- Technical assistance
 - Written instructions
 - Recorded webinar to walk-through the survey
 - Dedicated contact for questions
- Analyze of survey results
- Draft report summarizing results

Other Research and Analysis

- Individual cost assumptions
 - State and federal statutes regarding payroll taxes
 - Utah specific wage data from Bureau of Labor Statistics and wage inflation data from Bureau of Economic Analysis
 - Utah specific health insurance data from the U.S. Department of Health and Human Services' Medical Expenditure Panel Survey (MEPS)
 - Internal Revenue Services' standard mileage rate
- For certain services, benchmarking against non-Medicaid service providers and comparable services in other states

Draft Rate Models

- Consider changes to service standards as well as billing units and requirements
- Develop rate model structures and populate with detailed service and cost assumptions
 - Consider provider survey and other independent data sources
 - Develop rate model appendices and other supporting documentation

Public Comment and Finalize Rate Models

- Post rate models and supporting materials online
 - Present to providers and stakeholders
 - Record webinar to explain the proposals
- Accept written comments
- Review and summarize comments in a report with responses
- Revise and finalize recommendations

Final Rate Study Recommendations



Fiscal Impact

- **Revised fiscal impact.** Based on the final rate recommendations, HMA-Burns estimates an increase of about 24% for agency-managed services
 - Increases in recommended rates are driven primarily by DSP wage and benefit increases
 - Any increases to payment rates would require additional appropriated funding
- **Standardized rates.** HMA-Burns final recommendation is to establish standardized, independent rate models for most services
 - It is recommended that individual rate worksheets no longer be used
 - Increases consistency across providers and individuals and reduces administrative burden for providers, support coordinators, and DSPD
 - Provides a public accounting of individual cost assumptions and data sources

Tiered Rates

- **Tiered Rates.** For shared services, HMA-Burns final recommendation is that rates be 'tiered' based on staffing levels / ratios
 - Applies to Residential Habilitation and Day Support, Employment Preparation and Group Supported Employment
- **HMA-Burns recommends that rate tiers be assigned at the home / program level based on overall staffing**
 - The rate paid for each individual in a home or day program would be the same since the rate will be based on overall staffing (which reflects aggregate need)
 - This does not suggest that programs should only serve individuals with similar needs
 - Service delivery would still be driven by person-centered planning
- **Longer-term, HMA-Burns recommends DSPD implement a standardized assessment to identify individual support needs that can be used to assign individuals to a rate tier**

One Statewide Rate Model for Each Service

- *HMA-Burns final recommendation is one statewide rate model for each service*
 - Based on public comment, separate rates for urban and rural areas are no longer recommended
 - For the final statewide rate models, the following wage adjustments have been made
 - The wage assumption in each rate model is based on statewide Bureau of Labor Statistics (BLS) data, meaning *the 10% enhancement to urban wages has been removed*
 - The statewide wage includes the Salt Lake City metropolitan area and previously designated urban counties, which directly impacts the statewide wage assumption
 - The final recommended wages maintain the 12.46% inflationary factor for Bureau of Labor Statistics (BLS) data based on 20 months at 7.3 percent (ten-year average)
 - Travel assumptions were adjusted to reflect an average of the calculation for the initial urban and rural rate models, separately
 - This change will impact the mileage cost and travel productivity adjustments for each rate model

Direct Support Professional Wages

- *HMA-Burns final recommendation for Direct Support Professional wages* maintains use of statewide BLS occupational classifications, resulting in a final DSP wage assumption of \$19.53
 - In practical terms, this means average wages in the final recommended rate models reflect what was proposed in the initial, rural rate models

BLS Standard Occupational Classification	Weighting	Wage without Inflation	Statewide Wage with 12.46% Inflation
Home health and personal care aide (31-1120)	60.0%	\$17.29	\$19.44
Social and human service assistant (21-1093)	10.0%	\$19.47	\$21.90
Nursing assistant (31-1131)	10.0%	\$18.51	\$20.82
Psychiatric aide (31-1133)	10.0%	\$17.02	\$19.14
Recreation worker (93-9032)	10.0%	\$14.93	\$16.79
Total	100.0%	\$17.37	\$19.53

Direct Support Professional Wages (cont.)

- **Final recommended Direct Support Professional wages** remain higher than wages reported in provider survey responses

Service	Provider Survey ¹ (No. of Surveys)	Statewide Wage Assumption	Percentage Difference
Residential Habilitation (RHS)	\$17.70 (13)	\$19.53	10%
Supported Living (SLN, SLH)	\$18.65 (12)	\$19.53	5%
Day Support (DSG, DSP, EPR, DSI)	\$17.95 (22)	\$19.53	9%
Supported Employment (SEI, ISE)	\$17.36 (12)	\$23.58	36%

¹ Based on the calculated weighted average without outliers among employees, excluding employees reported as having supervisory responsibilities and contractors.

Payroll Tax and Benefit Assumptions

- *Payroll taxes remain the same as proposed* in the initial recommendation
 - Social Security and Medicare payroll
 - Federal Unemployment Insurance – 0.60 percent on first \$7,000 in wages
 - State Unemployment Insurance – 0.2 percent (new employer rate in 2025) on first \$48,900 in wages
 - Workers' compensation rate of 0.70 percent

Payroll Tax and Benefit Assumptions (cont.)

- ***Benefit assumptions remain the same as proposed*** in the initial recommendation
 - 25 annual paid days off (holiday, vacation, and sick leave) (treated as a productivity adjustment)
 - \$739.80 per month for health insurance based on Utah specific data from U.S. DHHS' Medical Expenditure Panel Survey related to take-up rates, plan types (employee only, employee plus-one, and family), and employer costs
 - Assumes overall employee participation rate of 74 percent
 - Assumes a mix of plan types
 - \$75.00 per month for other benefits (e.g., vision, dental, retirement, etc.)

Productivity Assumptions

- ***Productivity assumptions remain the same as proposed*** in the initial recommendation
 - Standard assumptions
 - All services include 200 annual hours for paid time off (25 days as noted in the benefits assumptions section, an average of 3.85 hours per week)
 - For services provided by direct support professionals, rate models include 40 annual hours for training (0.77 hours per week)
 - Most services include one hour per week for supervision and employer time
 - Other productivity adjustments included in each rate model and the assumed amount of time spent on each are more variable across services
 - Travel between service encounters
 - Individual planning meetings
 - Program set-up and clean-up
 - Recordkeeping and reporting
 - Collateral contacts

Program Support

- ***Program support assumptions follow what was proposed*** in the initial recommendation
 - Overall program support equates to about 12% of the recommended rates
- Commenters requested that the recent increases in Office of Licensing fees, and the plan to bring those fees up to 100% of cost, be incorporated into the rate study
 - HMA-Burns reviewed the proposed Office of Licensing fee schedule and understand the most significant increases will occur in Professional Parent Support (PPS) and Residential Habilitation Services (RHS)
 - These costs are covered in program support rate for the services, given the overall proposed increase in funding, specific adjustments for the higher fees were not added
- Since the recommended rates for agencies are roughly 24% higher than current rates, the program support funding equates to about 15% of current rates
 - In comparison, provider survey responses indicated a program support rate of 9.2%

Administration Assumptions

- ***Administrative cost assumptions have been modified*** in response to public comments
 - The final recommended rate models to include an administrative funding amount of 12%, which is higher than the initial recommendation of 10%
 - In comparison, provider survey respondents reported an administrative rate of 13.7%
- Since the final recommended rates for agencies are about 24% greater than current rates, the administrative funding in the rate models translates to about 15% of current rates
 - For example, a current rate of \$100 with an administrative rate of 13.7% equates to administrative funding \$13.70
 - An updated rate of \$124 (\$100+24%) with an administrative rate of 12% equates to administrative funding of \$14.88 or about 15% of the current rate

Support Coordination (SCE)

- **HMA-Burns final recommendation for Support Coordination External (SCE) maintains the reduced, maximum allowable caseload** to reflect current operations and support quality care, while assuming a lower caseload in the rate models to provide flexibility
 - The final recommended maximum allowable caseload is 40, which is higher than the average caseload of 36 reported in the provider survey
- With the move to a statewide standardized rate model, the caseload estimate for the final recommended rate model is 34
 - Adjusting rates to align with the lower caseload average is expected to cover the increased time needed for the new contractual requirements
- It is important to note that as the average caseload in the rate model decreases, the rate itself increases
 - The reverse is also true, the higher the average caseload in the rate model, the lower the rate

Service	Rates (per month)	
	Current	Statewide
Support Coordination	\$245.01	\$304.25

Residential Program Absences (344-Day Billing Year)

- *HMA-Burns final recommendation does not change the 344-day billing year approach*
- Rate models for group homes and host homes are based on a 344-day billing year for all individuals
 - Currently, expected absences are determined on a person-by-person basis
 - HMA-Burns recommends adopting a 344-day billing year which applies the same absence factor across all individuals
- Dividing assumed annual costs (for 365 days of support) by 344 days results in a rate 6.1 percent greater than if the rate was calculated based on 365 days
 - Effectively spreads the cost of up to 21 absences over the 344 billable days
 - Number of absences intentionally set greater than actual to ensure providers are fully paid for almost all residents
 - Because a provider is paid for a full year of service after they bill 344 days, billing is limited to 344 days in a plan year

Residential Program Absences (344-Day Billing Year) (cont.)

- It is mathematically impossible for a provider to be worse off under a 344-day billing year than a 365-day billing year
- Example: 4-bed, level 4 home has assumed annual cost of \$157,005 (which translates to \$430.15 per day or \$456.41 based on a 344-day billing year)

Days Present	Revenue at 344-Day Rate	Revenue at 365-Day Rate	Difference
365	\$157,005	\$157,005	\$0
355	\$157,005	\$152,703	\$4,302
344	\$157,005	\$147,971	\$9,034
330	\$150,615	\$141,949	\$8,666

- Billing limit will reset if an individual changes providers during the year (but not if they change homes operated by the same provider)

Residential Habilitation Services (RHS)

- **The final recommendation for Residential Habilitation (RHS) maintains tiered rates** based on the overall staffing level of each home
- Recommended rates vary by home size
 - Home size to be based on the home's determined capacity
- **Exceptions.** An exceptions process would be available for homes that require more staffing than funded in the Level 6 rates (would likely replace use of Extended Living Supports, ELS)

	Weekly Hour Range				
	3 Person Home	4 Person Home	5 Person Home	6 Person Home	7+ Person Home
Level 1	168 – 200	168 – 200	168 – 200	168 – 200	6-Bed + 30 hrs/ person
Level 2	200 – 240	200 – 250	200 – 260	200 – 270	6-Bed + 40 hrs/ person
Level 3	240 – 280	250 – 300	260 – 320	270 – 340	6-Bed + 50 hrs/ person
Level 4	280 – 320	300 – 350	320 – 380	340 – 410	6-Bed + 60 hrs/ person
Level 5	320 – 360	350 – 400	380 – 440	410 – 480	6-Bed + 75 hrs/ person
Level 6	360 – 400	400 – 450	440 – 500	480 – 550	6-Bed + 85 hrs/ person

Residential Habilitation Services (RHS) (cont.)

- *HMA-Burns final recommendation for Residential Habilitation (RHS) maintains a daily unit based on 344-billing days*

	3-Bed Home Rates	4-Bed Home Rates	5-Bed Home Rates	6-Plus-Bed Hm Rts
	Statewide	Statewide	Statewide	Statewide
Level 1	\$348.20	\$269.59	\$222.43	\$191.08
Level 2	\$416.92	\$327.58	\$273.96	\$238.32
Level 3	\$485.63	\$391.99	\$335.81	\$298.45
Level 4	\$554.35	\$456.41	\$397.65	\$358.58
Level 5	\$623.07	\$520.84	\$459.50	\$418.70
Level 6	\$691.78	\$585.25	\$521.33	\$478.83

- Current average daily rate is \$271.34

Host Home and Prof. Parent Supports (HHS, PPS)

- **HMA-Burns final recommendation is to standardize rates** for Host Home and Professional Parent Supports
 - Based on public comments, an exceptional rate for individuals with higher needs has been added with a daily payment amount for the family provider increased by 25% (\$200 per day)
- **Longer-term, HMA-Burns recommends DSPD implement a standardized assessment** to identify individual support needs that can be used to assign individuals to a rate tier for Host Home and Professional Parent services
- **Unbundling agency supports.** HMA-Burns recommends rate models “unbundle” in-home support hours provided by agency staff from the Host Home and Professional Parent Support rates
 - It is recommended that provider staff supports be authorized as a new “Additional Supports” service, billed in 15-minute units based on the amount of support actually provided

Host Home and Prof. Parent Supports (HHS, PPS) (cont.)

- **Minimum payment to home providers.** HMA-Burns recommends that agencies be required to pay their contracted home providers at least the amount assumed in the rate model
 - \$160 per day for the standard rate and \$200 per day for the exceptional rate
- The recommendation to establish a minimum payment amount for family home providers gives agencies flexibility to offer higher payment amounts
- **HMA-Burns final recommendation for Host Home and Professional Parent Supports,** daily unit based on 344-billing days

Service	Rates	
	Current	Statewide
Host Home / Prof. Parent Supp. - Standard	\$225.73 ¹	245.57
Host Home / Prof. Parent Supp. - Exceptional	NA	\$293.79
HHS and PPS Additional Support (per 15 min.)	NA	\$10.15

¹Represents average current rate, but does not account for impact of unbundling agency supports

In-Home Supports

- ***HMA-Burns final recommendation for in-home supports is to standardize rates***
 - Standardize rates for Supported Living-Hourly (SLH) and Supported Living-Natural Supports (SLN)
 - Standardize rates for Attendant Care (ACA) and Personal Assistance (PAC)
 - Standardize rates for Chore (CHA) and Homemaker (HSQ), as is current practice
- ***15-minute billing.*** HMA-Burns recommends eliminating daily rates for these services
- ***Multi-person / multi-staff rates.*** Recommended rate models for several services includes two-to-one rates and shared (one-to-two and one-to-three) rates (not displayed below, see rate model packet)

In-Home Supports (cont.)

- *HMA-Burns final recommendation for in-home supports*

Service	Rates (per 15 minutes)	
	Current	Statewide
Supported Living-Hourly (SLH)	\$9.16	\$11.88
Supported Living-Natural Supports (SLN)	\$8.27	
Attendant Care (ACA)	\$9.67	\$11.37
Personal Assistance (PAC)	\$5.73	
Chore (CHA) and Homemaker (HSQ)	\$6.65	\$9.46
Companion (COM)	\$6.30	\$10.56

Respite (RP2, RP3, RP4, RP5, Medical Respite)

- **HMA-Burns final recommendations for Respite (RP2, RP3, RP4, RP5, Medical Respite)**
 - **Rates vary by setting.** Different rates for home-based Respite (whether the individual's home or the caregiver's home) and Respite provided in a provider's facility
 - Respite Facility rate models assume a typical 1:3 ratio
 - **Eliminate separate intensive service categories.** Intensive services are consolidated into the standard service rate
 - **New Medical Respite Facility service.** Create a new Medical Respite Facility service, which assumes front-line staff are certified nursing assistants and there is one full-time nurse for every 12 front-line staff

Respite (RP2, RP3, RP4, RP5, Medical Respite) (cont.)

- *HMA-Burns final recommendations for billing in 15-minute unit rates continues, with changes to the length of time the 15-minute unit is billed for most Respite services*
 - ***In-home Respite (RP2, RP3).*** Continuation of daily and 15-minute rates
 - Consistent with current guidelines, providers will ***bill the 15-minute rate up to 6-hours per day*** per day while the daily rate applies to longer encounters
 - For home-based Respite, the daily rate is set at 110 percent of the recommended Host Home rate
 - ***Facility-based Respite (RP4, RP5) and Medical Respite.*** Continuation of daily and 15-min rates with new billing guidance
 - New billing guidelines will allow ***billing the 15-minute rate up to 12-hours per day*** while the daily rate will apply to longer encounters
 - Daily rates assume 16 hours of staff time (assuming the other eight hours are unpaid sleep time)

Respite (RP2, RP3, RP4, RP5, Medical Respite) (cont.)

- *HMA-Burns final recommendation for Respite (RP2, RP3, RP4, RP5, Medical Respite)*

Service	Rates (per 15 minutes)		Rates (per day)	
	Current	Statewide	Current	Statewide
Home-Based Respite (RP2, RP3)	\$4.58,\$5.72	\$9.75	\$110.42,\$137.06	\$270.13
Facility-Based Respite (RP4, RP5)	NA	\$4.35	\$123.94,\$150.58	\$246.67
Medical Respite Facility	NA	\$5.61	NA	\$289.38

Respite Camp (RPS)

- **HMA-Burns final recommendations for Respite Camp (RPS)** includes a change to billing guidance
 - **Front-line (counselor) staffing.** Recommend rate models that assume a one-to-three staffing ratio
 - **Other program staff.** Recommend rate models include assumptions for other program staff

Position	# of Participants per Staff
Recreational Therapist	30
Registered Nurse	48
Kitchen Staff	16
Maintenance Staff	32

- **Other cost assumptions.** Rate models include assumptions for lodging space, food, and accreditation fees

Respite Camp (RPS) (cont.)

- **Daily and 15-minute rates**, with a change in billing guidance
 - New billing guidelines will allow **billing the 15-minute rate up to 12-hours per day** while the daily rate will apply to longer encounters
 - Daily rates assume 16 hours of staff time (assuming the other eight hours are unpaid sleep time)

- **HMA-Burns final recommendation for Respite Camp (RPS)**

Service	Rates (15 minutes)		Rates (per day)	
	Current	Statewide	Current	Statewide
Respite Camp (RPS) Daily	NA	\$5.62	Varies	\$268.91

Respite Camp-Enhanced

- **HMA-Burns final recommendation for Respite Camp – Enhanced**, added a 15-minute unit rate
 - **New enhanced service.** Enhanced camps offer a range of activities such as hippotherapy, climbing/obstacle courses, nature education and exploration, swimming, canoeing, hiking, arts and crafts, sports, as well as team-building activities and offsite events in community-based locations
 - Activities are individualized and goal oriented
- HMA-Burns researched camp rates paid by other states' waivers to establish a recommended rate
 - The final recommended rate is set at approximately the 75th percentile of the benchmark rates (meaning that the rate is greater than those of three-quarters of the other identified rates)
- **A 15-minute unit rate was added.** This accounts for enhanced camp services that do not include an overnight stay
 - Billing guidelines will allow **billing the 15-minute rate up to 12-hours per day** while the daily rate will apply to longer encounters

Respite Camp-Enhanced (cont.)

- *HMA-Burns final recommendation for Respite Camp – Enhanced*

Service	Rates (per 15 minutes)		Rates (per day)	
	Current	Statewide	Current	Statewide
Enhanced Respite Camp	NA	\$7.08	NA	\$340.00

Day Support (DSG / DSP) / Employment Preparation (EPR) Group Supported Employment (SED)

- **15-minute billing.** HMA-Burns final recommendation is that Day Support services transition to 15-minute billing so that providers are paid based on the amount of support they deliver
- **Tiered rates based on staffing ratios.** HMA-Burns recommends establishing tiered rates that vary based on a program’s staffing ratio
 - Programs would designate their staffing ratio and would bill the same rate for everyone in that program
 - Ratios reflect an average, and it is expected that some individuals will receive more intensive supports and others will receive less intensive support
 - Policies would be developed for assigning a program ratio, performing oversight, and approving changes

Level	Staffing Ratio
Level 1	1:6
Level 2	1:5
Level 3	1:4
Level 4	1:3
Level 5	1:2

Day Support (DSG / DSP) / Employment Preparation (EPR) Group Supported Employment (SED)

- **Rate models include an 85% absence factor**, meaning the rates cover absences up to 15% of expected attendance time (hours)
- **Rates vary by setting (Day Support only)**. HMA-Burns maintains the recommendation to separate rates for center-based and community-based services
 - Higher rates for community-based services due to vehicle costs and higher program support rate
 - Individuals may receive both center-based and community-based supports on the same day

Day Support (DSG / DSP)

- *HMA-Burns final recommendation for Day Support (DSG, DSP)*

Level	Ratio	Rates (per 15 minutes)		Daily Equivalent (based on 6 hours)		
		Center-Based	Community Based	Current	Center-Based	Community Based
Level 1	1:6	\$2.94	\$3.62	\$49.85	\$70.56	\$86.88
Level 2	1:5	\$3.27	\$3.99	NA	\$78.84	\$95.76
Level 3	1:4	\$3.77	\$4.54	\$69.14	\$90.48	\$108.96
Level 4	1:3	\$4.60	\$5.46	\$88.42	\$110.40	\$131.04
Level 5	1:2	\$6.32	\$7.37	\$127.00	\$151.68	\$176.88

Employment Preparation (EPR)

- *HMA-Burns final recommendation for Employment Preparation Services (EPR)*

Level	Ratio	Rates (per 15 minutes)	Daily Equivalent (based on 6 hours)	
		Statewide	Current	Statewide
Level 1	1:6	\$2.92	NA	\$70.08
Level 2	1:5	\$3.25	NA	\$78.00
Level 3	1:4	\$3.73	\$69.14	\$89.52
Level 4	1:3	\$4.56	\$88.42	\$109.44
Level 5	1:2	\$6.26	\$127.00	\$150.24

Group Supported Employment (SED)

- *HMA-Burns final recommendation for Group Supported Employment (SED)*

Level	Ratio	Rates (per 15 minutes)	Daily Equivalent (based on 6 hours)	
		Statewide	Current	Statewide
Level 1	1:6	\$3.48	NA	\$83.52
Level 2	1:5	\$3.90	NA	\$93.60
Level 3	1:4	\$4.54	\$69.14	\$108.96
Level 4	1:3	\$5.61	\$88.42	\$134.64
Level 5	1:2	\$7.81	\$127.00	\$187.44

Motor Transportation (MTP)

- **HMA-Burns final recommendation for MTP is to establish 'banded' rates based on length of the trip**, based on public comments
 - Payment rates vary based on the distance traveled to account for higher costs associated with longer trips
 - The final recommended rate model maintains the assumption of three riders
- **Band to be billed is based on the total number of miles traveled for a given trip** (defined as beginning when the first rider is picked-up and ending when the last rider is dropped off)
 - The same band would apply to all riders regardless of the number of miles any given rider is transported

Example

- Trip begins when rider 1 is picked-up
- Rider 1 is driven 8 miles to rider 2's location (8 miles total)
- Riders 1 and 2 are driven 10 miles to rider 3's location (18 miles total)
- All three riders are driven 4 miles to their destination (22 miles total)
- Since the total trip is 22 miles, all three riders would be billed at the 10 to 25 mile band (including Rider 3 who was only driven 4 miles)

Motor Transportation (MTP) (cont.)

- *HMA-Burns final recommendation for Motor Transportation (MTP) per trip rate (max of 2 trips a day), billed per rider*

Mile Range	Rates (per trip / one-way)	
	Current	Statewide
Under 10 miles	\$10.40	\$6.65
10 to 25 miles	\$10.40	\$14.88
25 to 40 miles	\$10.40	\$24.24
40 to 55 miles	\$10.40	\$33.95
More than 55 miles	\$10.40	\$43.49

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

- **HMA-Burns final recommendations for Day Support, Individual (DSI) / Integrated Community Learning (ICL)**
 - **Standardization of DSI and ICL rates.** Standardize payment rates for Day Support, Individual and Integrated Community Learning
 - **15-minute billing for ICL.** Bill in 15-minute increments rather than a daily rate to ensure providers are paid for the amount of support they provide
 - **Shared staff rates for ICL.** One-to-two and one-to-three rate models for ICL (see rate model packet for draft rates)

Service	Rates (per 15 minutes)	
	Current Average	Statewide
Day Support, Individual (DSI)	\$12.04	\$12.89
Integrated Community Learning (ICL)	\$12.66 ¹	\$12.89

¹ The average daily rate was converted to 15-minute units presuming 6 hours of service.

Individual Supported Employ. (PSB, JDS, SEE, ISE, SEI)

- *HMA-Burns final recommendations for Individual Supported Employment (PSB, JDS, SEE, ISE, SEI)*
 - *Differentiate between Job Development and Job Coaching.* Split Supported Employment (SEI) services into Job Development and Job Coaching rates
 - Align Self-Employment (SEE) rates with Job Development
 - *Standardize rates across programs.* Uses the same Job Development and Job Coaching rates across programs (rates are already very similar)
- *Outcome-based rates.* Longer-term, HMA-Burns recommends DSPD implement outcome-based payments with tiers tied to an individual's assessed needs

Individual Supported Employ. (PSB, JDS, SEE, ISE, SEI) (cont.)

- *HMA-Burns final recommendation for Individual Supported Employment (PSB, JDS, SEE, ISE, SEI)*

Service	Rates (per 15 minutes)	
	Current	Statewide
Pre-Employment Skill Building (PSB)	\$14.87	\$17.04
Job Development (JDS)	\$14.87	
Supported Employment (SEI)–job development tasks	\$11.01 ¹	
Supported Employment, Self-Employment (SEE)	\$13.53	\$14.31
Individual Supported Employment (ISE)	\$13.55	
Supported Employment (SEI)–job coaching tasks	\$11.01 ¹	
¹ Reported rate for SEI is the average rate paid in FY 2024.		

Personal Budget Assistance (PBA)

- **HMA-Burns recommends all Personal Budget Assistance (PBA)** services be billed at the 15-minute rate
 - Commenters raised concerns regarding the move to quarter-hour billing units for Personal Budget Assistance (PBA)
 - HMA-Burns recommends 15 min units for budget assistance (PBA) to ensure providers are paid for the amount of service provided
 - Based on a review of paid claims, 24-25% of PBA services are currently billed at a 15 min unit rate
- **Staff assumptions.** Rate models assumed staff providing PBA have some financial background (though not as a certified or licensed professional) so the wage assumption is higher than for DSPs

Service	Rates (per 15 minutes)	
	Current	Statewide
Personal Budget Assistance	\$9.16	\$10.98

Behavioral Consultation (BC1, BC2, BC3)

- *HMA-Burns final recommendation for Behavioral Consultation (BC1, BC2, BC3) maintains separate rates* for DSPD Behavioral Consultation as compared to State Plan Applied Behavioral Analysis (ABA) rates
- Wage assumptions in the final recommended rates remain based on the education, training, and supervision requirements for staff offering each level of service
 - BLS occupations do not offer precise fits for these services (as with some other services) so behavioral healthcare and social work occupations were used
 - BC1 – substance abuse / mental health counselor (bachelor’s level, salary of \$74,000)
 - BC2 – healthcare social worker (master’s level, salary of \$81,000)
 - BC3 – psychologist (classification used for BCBAAs, doctorate level, salary of \$100,000)
- Commenters said rates should be consistent with Medicaid reimbursement rates for ABA

Behavioral Consultation (BC1, BC2, BC3) (cont.)

- State Plan Applied Behavioral Analysis (ABA) and DSPD Behavior Consultation services are different services offered under distinct modalities
 - State Plan ABA is available to individuals with an Autism Spectrum diagnosis and is focused on direct treatment and case supervision
 - DSPD Behavioral Consultation is available to people eligible for several DSPD waivers as a consultative service that provides education and training to caregivers and staff on techniques designed to decrease challenging behavior

Service	Rates (per 15 minutes)	
	Current	Statewide
Behavior Consultation – Level 1	\$8.67	\$19.30
Behavior Consultation – Level 2	\$14.83	\$20.73
Behavior Consultation – Level 3	\$22.68	\$24.02

Medication Monitoring (PM1, PM2)

- *HMA-Burns final recommendation for Medication Monitoring (PM1, PM2)*

Service	Rates (per 15 minutes)	
	Current	Statewide
Licensed Practical Nurse (PM1)	\$8.32	\$17.97
Registered Nurse (PM2)	\$12.03	\$23.15

Massage Therapy (SSM)

- **HMA-Burns final recommendation for Massage Therapy (SSM)**
 - **Rate benchmarks.** Rates based on research of commercial rates charged by licensed massage therapists in greater Salt Lake City area
 - Also reviewed rates paid by the few other states that cover massage therapy services in their waiver programs (generally pay \$80-85 per hour)
 - **Higher home-based rates.** Rate models reflect a higher rate for in-home services to account for travel time and lower productivity

Service	Rates (per hour or 4 15-min. units)		
	Current	Clinic	In-home
Massage Therapy (SSM)	\$61.16	\$100.00	\$130.00

Consumer Prep. (CPS) / Family Training and Preparation (TFA, TFB)

- *HMA-Burns final recommendation for Consumer Preparation (CPS) / Family Training and Preparation (TFA, TFB)*
 - **Standardization of CPS and TFA rates.** Aligns rates for Consumer Preparation Services (CPS) and Family Training and Preparation Services (TFA)
 - The final recommended rate for Family and Individual Training and Preparation (TFB) is higher to reflect the greater staff qualifications

Service	Rates (per 15 minutes)	
	Current	Statewide
Consumer Preparation Services (CPS)	\$6.16	\$12.60
Family Training and Preparation (TFA)	\$6.09	
Family and Individual Training and Preparation (TFB)	\$8.67	\$15.99

Financial Management Services (FMS)

- **HMA-Burns final recommendation for Financial Management Services (FMS)**
 - **Rate benchmarks.** Rate based on a comparison to other states' rates for Financial Management Services (FMS)
 - A 2022 evaluation by Applied Self Direction report identified costs reported in 49 aging and developmental disabilities waivers across 15 states
 - Recommended rate based on the median with an inflationary adjustment

Service	Rates (per month)	
	Current	Statewide
Fiscal Management Services (FMS)	\$100.00	\$130.00

Self-Administered Services (SAS)

- *HMA-Burns final recommendation for Self-Administered Services (SAS)*
 - **Aligning compensation assumptions.** Rates for Self-Administered Services (SAS) are based on compensation assumptions in the corresponding rate model for agency-managed services
 - **The employee wage** includes the value paid time off, health insurance, and other optional benefits (with the assumption that a higher wage offsets the lack of benefits)
 - **Cost to the employer** includes total employee compensation and adds the value payroll taxes (for example, FICA and unemployment insurance)

Self-Administered Services (SAS) (cont.)

- *HMA-Burns final recommendation for Self-Administered Services (SAS)*

Service	Rates (per 15 minutes)	
	Current	Cost to Employer
Supported Living (SL1)	\$6.23	\$7.23
Attendant Care (AC1, AC2, AC3, AC4)	\$5.85,\$6.57	\$7.23
Personal Assistance (PA1, PA2, PA3)	\$4.73	\$7.23
Companion (CO1)	\$5.19	\$6.80
Chore (CH1)	\$5.50	\$6.99
Homemaker (HS1)	\$5.50	\$6.99
Respite (RL1, RP1)	\$4.69,\$4.41	\$7.23
Individual Supported Employment (IS1)	\$11.29	\$8.48
Family Training and Preparation (TF1)	\$5.04	\$7.96

Caregiver Compensation (CM2, CM3, CMS, CMP)

- **HMA-Burns final recommendation for Supported Living Caregiver Compensation (CM2, CM3, CMS, CMP)**
 - **Supported Living Caregiver Comp SAS rates** align with SL1 costs, wages and benefits
 - **Agency rates are based on the Caregiver Comp SAS rates** with an added administrative fee of 12%

Service	Rates (per 15 minutes)	
	Current	Cost to Employer
Caregiver Comp – Spouse SAS (CM2)	\$6.23	\$7.23
Caregiver Comp – Parent / guardian SAS (CM3)	\$6.23	\$7.23
Caregiver Comp – Spouse Agency (CMS)	\$6.85	\$8.10
Caregiver Comp – Parent / guardian Agency (CMP)	\$6.85	\$8.10

Benchmark Rate Comparison



Benchmark Rate Comparison

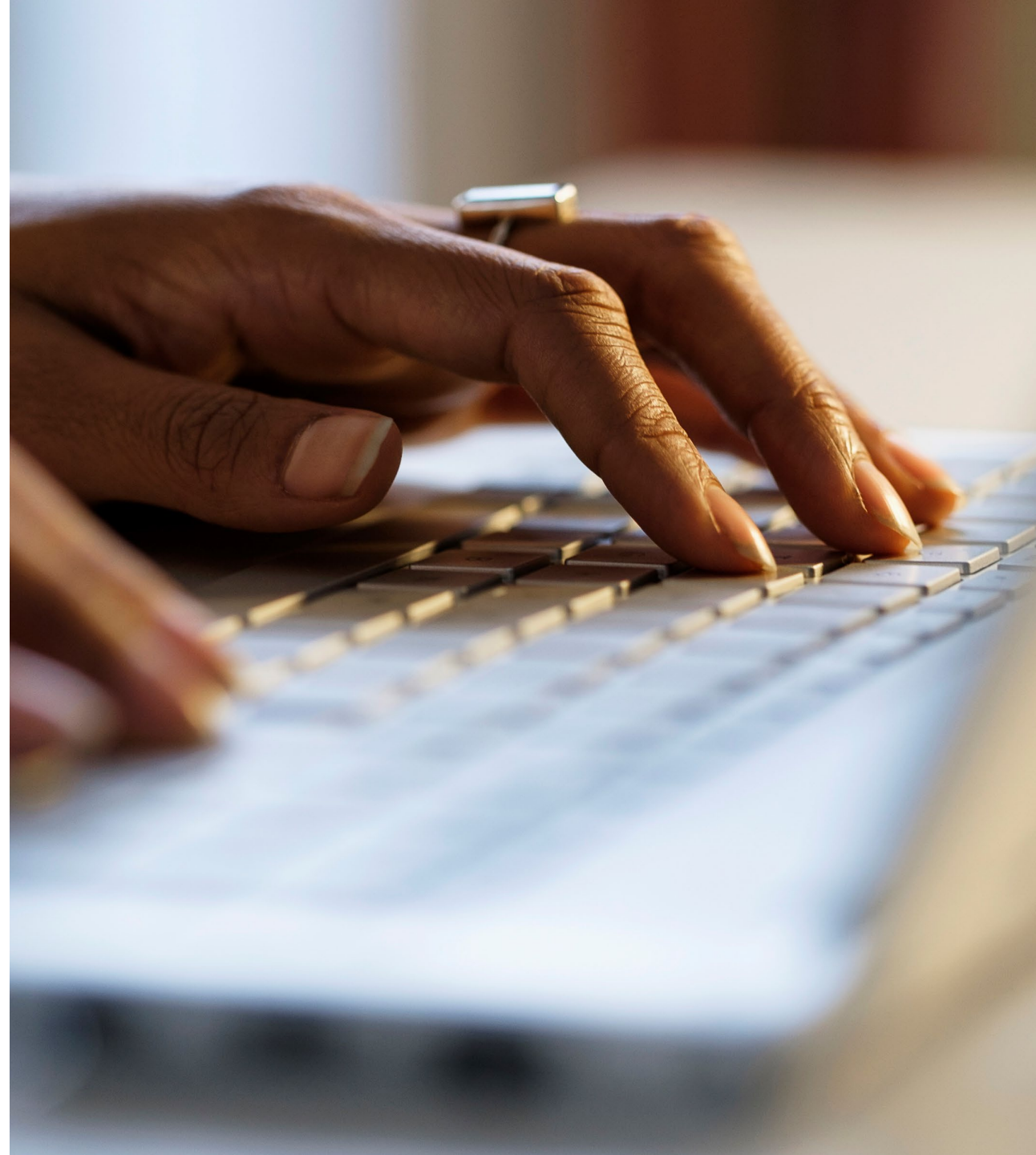
Service	Unit	Utah Final Recomnd.	Nevada**	Colorado**	Oregon	New Mexico	Arizona
Support Coord. (Case Management)	Month	\$304.25	State employed	\$164.33	Varies by entity	\$370.80	State employed
Res. Hab. (4-Person Home: Level 2)*	Day	\$327.58	\$337.64	\$236.59	\$358.25	\$272.45	\$273.01
Host Home Services (Standard)*	Day	\$245.57	\$161.38	\$156.13	\$187.37	\$191.71	\$157.63
Day Supports, Center (group, Level 2)	15 Min	\$3.27	\$3.54	\$4.71	\$3.98	NA	NA
Day Supports, Comm. (group, Level 2)	15 Min	\$3.99	\$3.98	\$5.37	\$5.39	\$2.96	\$2.38
Day Supports, Individual	15 Min	\$12.89	\$9.42	\$7.83	\$10.57	\$12.22	\$9.48
Job Coaching (1:1)	15 min	\$14.31	\$10.43	\$17.40	\$12.68***	\$12.07	\$11.91
Supported Living Hourly (1:1)	15 Min	\$11.88	\$9.77	\$162.51 daily	\$10.56	\$8.42	\$7.57
Respite, In-home (1:1)	15 Min	\$9.75	NA	\$7.39	\$10.56	\$7.46	\$6.11
Behavior Consultation (BCBA/ Masters)	15 min	\$24.02	\$27.67	\$28.50	\$20.46	\$31.08	\$20.36

* Calculated at a 344-day billable rate for all states

** Urban rates

*** Billed based on the hours the recipient works

Additional Resources



Additional Resources

- All information can be found here: [DSPD Rate Study - Health Management Associates](https://www.healthmanagement.com/burns-reports/dspd-rate-study/) or <https://www.healthmanagement.com/burns-reports/dspd-rate-study/>
 - Final recommendations
 - Full rate model packet
 - Final webinar recording
 - Public comment report
 - Initial Recommendations
 - Draft analysis for public comment
 - Webinar explaining initial recommendations
 - Provider survey report analysis