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prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician, Home  
and Community-Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$18.97        | \$18.97        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 21.47%         | 21.47%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.58        | \$23.58        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Travel Time Between Individuals                             | 4.25           | 4.46           |
|                                                             | - Recordkeeping and Reporting                                 | 1.84           | 1.83           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.89           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.77           | 0.76           |
|                                                             | - Interdisciplinary team case reviews/planning                | -              | -              |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 23.13          | 22.95          |
|                                                             | Productivity Factor                                           | 1.50           | 1.51           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$35.37</b> | <b>\$35.61</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173            | 182            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$121.10       | \$127.40       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$5.24</b>  | <b>\$5.55</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$7.35</b>  | <b>\$7.41</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$47.96        | \$48.57        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.16</b>  | <b>\$2.18</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$6.83</b>  | <b>\$6.92</b>  |
| Cost per Billable Hour                                      |                                                               | \$56.95        | \$57.67        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$22.78</b> | <b>\$23.07</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-  
Based, 1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 22.06           | 21.88           |
|                                                             | Productivity Factor                                           | 1.81            | 1.83            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$121.34</b> | <b>\$122.68</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$127.69        | \$129.40        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$18.03</b>  | <b>\$18.27</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$150.25</b> | <b>\$152.24</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-  
Based, 1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 4.46            | 4.42            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 20.94           | 20.77           |
|                                                             | Productivity Factor                                           | 1.91            | 1.93            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$128.05</b> | <b>\$129.39</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>   | <b>\$7.08</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$134.74        | \$136.47        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>   | <b>\$4.81</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.03</b>  | <b>\$19.27</b>  |
| Cost per Billable Hour                                      |                                                               | \$158.55        | \$160.55        |
| - Rate Premium                                              |                                                               | 10%             | 10%             |
| - Number of Individuals Served                              |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$87.20</b>  | <b>\$88.30</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-  
Based, 1:3**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 4.91            | 4.87            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 20.49           | 20.32           |
|                                      | Productivity Factor                                           | 1.95            | 1.97            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$130.73</b> | <b>\$132.07</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>   | <b>\$7.23</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$137.56        | \$139.30        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>   | <b>\$4.92</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.42</b>  | <b>\$19.67</b>  |
|                                      | Cost per Billable Hour                                        | \$161.86        | \$163.89        |
|                                      | - Rate Premium                                                | 20%             | 20%             |
|                                      | - Number of Individuals Served                                | 3               | 3               |
|                                      | <b>Rate per Billable Hour</b>                                 | <b>\$64.74</b>  | <b>\$65.56</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home and  
Community-Based, 1:1**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 70%             | 70%             |
|                                      | - Direct Care Staff Hourly Wage                               | \$40.61         | \$40.61         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 14.11%          | 14.11%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49         | \$47.49         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 34.60           | 34.60           |
|                                      | - Travel Time Between Individuals                             | 4.28            | 4.49            |
|                                      | - Recordkeeping and Reporting                                 | 2.91            | 2.89            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.78            | 0.77            |
|                                      | - Collateral contacts (not billable)                          | 2.34            | 2.32            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.17            | 1.16            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.04            | 3.04            |
|                                      | "Billable" Hours                                              | 19.15           | 19.00           |
|                                      | Productivity Factor                                           | 1.81            | 1.82            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$85.96</b>  | <b>\$86.43</b>  |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173             | 182             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$121.10        | \$127.40        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.32</b>   | <b>\$6.71</b>   |
| Supervision                          | - Supervisor Hourly Wage                                      | \$57.85         | \$57.85         |
|                                      | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%          | 13.07%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Weekly Supervision Cost                                       | \$2,681.69      | \$2,681.69      |
|                                      | - Number of Direct Care Staff Supervised                      | 10              | 10              |
|                                      | <b>Supervision Cost per Billable Hour</b>                     | <b>\$14.00</b>  | <b>\$14.11</b>  |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$106.28        | \$107.25        |
|                                      | - Daily Program Operations Costs                              | \$10.00         | \$10.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.61</b>   | <b>\$2.63</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$14.85</b>  | <b>\$14.98</b>  |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$123.74</b> | <b>\$124.86</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home and  
Community-Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$40.61        | \$40.61        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.11%         | 14.11%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49        | \$47.49        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Travel Time Between Individuals                             | 4.28           | 4.49           |
|                                                             | - Recordkeeping and Reporting                                 | 3.89           | 3.86           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.77           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.32           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.16           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 18.17          | 18.03          |
|                                                             | Productivity Factor                                           | 1.90           | 1.92           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$90.23</b> | <b>\$91.18</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173            | 182            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$121.10       | \$127.40       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.66</b>  | <b>\$7.07</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$14.76</b> | <b>\$14.87</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$111.65       | \$113.12       |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.75</b>  | <b>\$2.77</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.60</b> | <b>\$15.80</b> |
| Cost per Billable Hour                                      |                                                               | \$130.00       | \$131.69       |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$71.50</b> | <b>\$72.43</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home and  
Community-Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$40.61        | \$40.61        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.11%         | 14.11%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49        | \$47.49        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Travel Time Between Individuals                             | 4.28           | 4.49           |
|                                                             | - Recordkeeping and Reporting                                 | 4.28           | 4.25           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.77           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.32           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.16           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 17.78          | 17.64          |
|                                                             | Productivity Factor                                           | 1.95           | 1.96           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$92.61</b> | <b>\$93.08</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173            | 182            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$121.10       | \$127.40       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.81</b>  | <b>\$7.22</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$15.08</b> | <b>\$15.20</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$114.50       | \$115.50       |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.81</b>  | <b>\$2.83</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$16.00</b> | <b>\$16.14</b> |
| Cost per Billable Hour                                      |                                                               | \$133.31       | \$134.47       |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$53.32</b> | <b>\$53.79</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-  
Based, 1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 22.06           | 21.88           |
|                                                             | Productivity Factor                                           | 1.81            | 1.83            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$132.58</b> | <b>\$134.05</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$138.93        | \$140.77        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.56</b>  | <b>\$19.82</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$163.02</b> | <b>\$165.16</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-  
Based, 1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 4.46            | 4.42            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 20.94           | 20.77           |
|                                                             | Productivity Factor                                           | 1.91            | 1.93            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$139.91</b> | <b>\$141.37</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>   | <b>\$7.08</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$146.60        | \$148.45        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>   | <b>\$4.81</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$20.64</b>  | <b>\$20.90</b>  |
|                                                             | Cost per Billable Hour                                        | \$172.02        | \$174.16        |
|                                                             | - Rate Premium                                                | 10%             | 10%             |
|                                                             | - Number of Individuals Served                                | 2               | 2               |
|                                                             | <b>Rate per Billable Hour</b>                                 | <b>\$94.61</b>  | <b>\$95.79</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-  
Based, 1:3**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 4.91            | 4.87            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 20.49           | 20.32           |
|                                                             | Productivity Factor                                           | 1.95            | 1.97            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$142.84</b> | <b>\$144.30</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>   | <b>\$7.23</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$149.67        | \$151.53        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>   | <b>\$4.92</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$21.08</b>  | <b>\$21.33</b>  |
| Cost per Billable Hour                                      |                                                               | \$175.63        | \$177.78        |
| - Rate Premium                                              |                                                               | 20%             | 20%             |
| - Number of Individuals Served                              |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$70.25</b>  | <b>\$71.11</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and  
Community-Based, 1:1**

|                                      |                                                               | Base Model     | RC Model       |
|--------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                      |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                      | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                      | <i>Productivity Adjustments</i>                               |                |                |
|                                      | Total Hours                                                   | 40.00          | 40.00          |
|                                      | - Travel Time Between Individuals                             | 4.91           | 5.16           |
|                                      | - Recordkeeping and Reporting                                 | 3.34           | 3.31           |
|                                      | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.88           |
|                                      | - Collateral contacts (not billable)                          | 2.68           | 2.66           |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34           | 1.33           |
|                                      | - Training                                                    | 0.48           | 0.48           |
|                                      | - Paid Time Off                                               | 3.85           | 3.85           |
|                                      | "Billable" Hours                                              | 22.06          | 21.88          |
|                                      | Productivity Factor                                           | 1.81           | 1.83           |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$59.44</b> | <b>\$60.10</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200            | 210            |
|                                      | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                      | Weekly Mileage Cost                                           | \$140.00       | \$147.00       |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>  | <b>\$6.72</b>  |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$65.79        | \$66.82        |
|                                      | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>  | <b>\$4.57</b>  |
|                                      | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$9.59</b>  | <b>\$9.74</b>  |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$79.91</b> | <b>\$81.13</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and  
Community-Based, 1:2**

|                                      |                                                               | Base Model     | RC Model       |
|--------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                      |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                      | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                      | <i>Productivity Adjustments</i>                               |                |                |
|                                      | Total Hours                                                   | 40.00          | 40.00          |
|                                      | - Travel Time Between Individuals                             | 4.91           | 5.16           |
|                                      | - Recordkeeping and Reporting                                 | 4.46           | 4.42           |
|                                      | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.88           |
|                                      | - Collateral contacts (not billable)                          | 2.68           | 2.66           |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34           | 1.33           |
|                                      | - Training                                                    | 0.48           | 0.48           |
|                                      | - Paid Time Off                                               | 3.85           | 3.85           |
|                                      | "Billable" Hours                                              | 20.94          | 20.77          |
|                                      | Productivity Factor                                           | 1.91           | 1.93           |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$62.72</b> | <b>\$63.38</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200            | 210            |
|                                      | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                      | Weekly Mileage Cost                                           | \$140.00       | \$147.00       |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>  | <b>\$7.08</b>  |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$69.41        | \$70.46        |
|                                      | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>  | <b>\$4.81</b>  |
|                                      | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.12</b> | <b>\$10.26</b> |
|                                      | Cost per Billable Hour                                        | \$84.31        | \$85.53        |
|                                      | - Rate Premium                                                | 10%            | 10%            |
|                                      | - Number of Individuals Served                                | 2              | 2              |
|                                      | <b>Rate per Billable Hour</b>                                 | <b>\$46.37</b> | <b>\$47.04</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and  
Community-Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Travel Time Between Individuals                             | 4.91           | 5.16           |
|                                                             | - Recordkeeping and Reporting                                 | 4.91           | 4.87           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.88           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.66           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.33           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 20.49          | 20.32          |
|                                                             | Productivity Factor                                           | 1.95           | 1.97           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$64.04</b> | <b>\$64.69</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200            | 210            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$140.00       | \$147.00       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>  | <b>\$7.23</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$70.87        | \$71.92        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>  | <b>\$4.92</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.33</b> | <b>\$10.48</b> |
| Cost per Billable Hour                                      |                                                               | \$86.08        | \$87.32        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$34.43</b> | <b>\$34.93</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and  
Community-Based, 1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 22.06           | 21.88           |
|                                                             | Productivity Factor                                           | 1.81            | 1.83            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$134.92</b> | <b>\$136.41</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$141.27        | \$143.13        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.88</b>  | <b>\$20.14</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$165.68</b> | <b>\$167.84</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and  
Community-Based, 1:2**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 4.46            | 4.42            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 20.94           | 20.77           |
|                                      | Productivity Factor                                           | 1.91            | 1.93            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$142.37</b> | <b>\$143.86</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>   | <b>\$7.08</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$149.06        | \$150.94        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>   | <b>\$4.81</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$20.98</b>  | <b>\$21.24</b>  |
|                                      | Cost per Billable Hour                                        | \$174.82        | \$176.99        |
|                                      | - Rate Premium                                                | 10%             | 10%             |
|                                      | - Number of Individuals Served                                | 2               | 2               |
|                                      | <b>Rate per Billable Hour</b>                                 | <b>\$96.15</b>  | <b>\$97.34</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and  
Community-Based, 1:3**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 4.91            | 4.87            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 20.49           | 20.32           |
|                                      | Productivity Factor                                           | 1.95            | 1.97            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$145.35</b> | <b>\$146.84</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>   | <b>\$7.23</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$152.18        | \$154.07        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>   | <b>\$4.92</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$21.42</b>  | <b>\$21.68</b>  |
| Cost per Billable Hour               |                                                               | \$178.48        | \$180.67        |
| - Rate Premium                       |                                                               | 20%             | 20%             |
| - Number of Individuals Served       |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$71.39</b>  | <b>\$72.27</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse, Home and  
Community-Based, 1:1**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 70%             | 70%             |
|                                      | - Direct Care Staff Hourly Wage                               | \$34.09         | \$34.09         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 15.34%          | 15.34%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28         | \$40.28         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 34.60           | 34.60           |
|                                      | - Travel Time Between Individuals                             | 4.28            | 4.49            |
|                                      | - Recordkeeping and Reporting                                 | 2.91            | 2.89            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.78            | 0.77            |
|                                      | - Collateral contacts (not billable)                          | 2.34            | 2.32            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.17            | 1.16            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.04            | 3.04            |
| Mileage                              | "Billable" Hours                                              | 19.15           | 19.00           |
|                                      | Productivity Factor                                           | 1.81            | 1.82            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$72.91</b>  | <b>\$73.31</b>  |
|                                      | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173             | 182             |
| Supervision                          | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$121.10        | \$127.40        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.32</b>   | <b>\$6.71</b>   |
|                                      | - Supervisor Hourly Wage                                      | \$64.68         | \$64.68         |
|                                      | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%          | 12.43%          |
| Admin. and Prog. Operations          | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Weekly Supervision Cost                                       | \$2,981.75      | \$2,981.75      |
|                                      | - Number of Direct Care Staff Supervised                      | 10              | 10              |
|                                      | <b>Supervision Cost per Billable Hour</b>                     | <b>\$15.57</b>  | <b>\$15.69</b>  |
|                                      | Cost per Hour, Before Program Operations and Administration   | \$94.80         | \$95.71         |
|                                      | - Daily Program Operations Costs                              | \$10.00         | \$10.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.61</b>   | <b>\$2.63</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$13.28</b>  | <b>\$13.41</b>  |
|                                      | <b>Rate per Billable Hour</b>                                 | <b>\$110.69</b> | <b>\$111.75</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse, Home and  
Community-Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$34.09        | \$34.09        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.34%         | 15.34%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28        | \$40.28        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Travel Time Between Individuals                             | 4.28           | 4.49           |
|                                                             | - Recordkeeping and Reporting                                 | 3.89           | 3.86           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.77           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.32           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.16           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 18.17          | 18.03          |
|                                                             | Productivity Factor                                           | 1.90           | 1.92           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$76.53</b> | <b>\$77.34</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173            | 182            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$121.10       | \$127.40       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.66</b>  | <b>\$7.07</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$64.68        | \$64.68        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%         | 12.43%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,981.75     | \$2,981.75     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$16.41</b> | <b>\$16.54</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$99.60        | \$100.95       |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.75</b>  | <b>\$2.77</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$13.96</b> | <b>\$14.14</b> |
|                                                             | Cost per Billable Hour                                        | \$116.31       | \$117.86       |
|                                                             | - Rate Premium                                                | 10%            | 10%            |
|                                                             | - Number of Individuals Served                                | 2              | 2              |
|                                                             | <b>Rate per Billable Hour</b>                                 | <b>\$63.97</b> | <b>\$64.82</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse, Home and  
Community-Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$34.09        | \$34.09        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.34%         | 15.34%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28        | \$40.28        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Travel Time Between Individuals                             | 4.28           | 4.49           |
|                                                             | - Recordkeeping and Reporting                                 | 4.28           | 4.25           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.77           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.32           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.16           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 17.78          | 17.64          |
|                                                             | Productivity Factor                                           | 1.95           | 1.96           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$78.55</b> | <b>\$78.95</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 173            | 182            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$121.10       | \$127.40       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.81</b>  | <b>\$7.22</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$64.68        | \$64.68        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%         | 12.43%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,981.75     | \$2,981.75     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$16.77</b> | <b>\$16.90</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$102.13       | \$103.07       |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.81</b>  | <b>\$2.83</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$14.31</b> | <b>\$14.44</b> |
| Cost per Billable Hour                                      |                                                               | \$119.25       | \$120.34       |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$47.70</b> | <b>\$48.14</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and  
Community-Based, 1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90         | \$44.90         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%          | 14.64%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74         | \$52.74         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 22.06           | 21.88           |
|                                                             | Productivity Factor                                           | 1.81            | 1.83            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$95.46</b>  | <b>\$96.51</b>  |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$101.81        | \$103.23        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$14.50</b>  | <b>\$14.70</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$120.84</b> | <b>\$122.50</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and  
Community-Based, 1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90         | \$44.90         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%          | 14.64%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74         | \$52.74         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 4.46            | 4.42            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 20.94           | 20.77           |
|                                                             | Productivity Factor                                           | 1.91            | 1.93            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$100.73</b> | <b>\$101.79</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>   | <b>\$7.08</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$107.42        | \$108.87        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>   | <b>\$4.81</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.30</b>  | <b>\$15.50</b>  |
|                                                             | Cost per Billable Hour                                        | \$127.50        | \$129.18        |
|                                                             | - Rate Premium                                                | 10%             | 10%             |
|                                                             | - Number of Individuals Served                                | 2               | 2               |
|                                                             | <b>Rate per Billable Hour</b>                                 | <b>\$70.13</b>  | <b>\$71.05</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and  
Community-Based, 1:3**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90         | \$44.90         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%          | 14.64%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74         | \$52.74         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                                             | - Recordkeeping and Reporting                                 | 4.91            | 4.87            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 20.49           | 20.32           |
|                                                             | Productivity Factor                                           | 1.95            | 1.97            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$102.84</b> | <b>\$103.90</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                                             | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                                             | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>   | <b>\$7.23</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$109.67        | \$111.13        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>   | <b>\$4.92</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.62</b>  | <b>\$15.83</b>  |
| Cost per Billable Hour                                      |                                                               | \$130.17        | \$131.88        |
| - Rate Premium                                              |                                                               | 20%             | 20%             |
| - Number of Individuals Served                              |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$52.07</b>  | <b>\$52.75</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-  
Based, 1:1**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$39.35         | \$39.35         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 15.62%          | 15.62%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61         | \$46.61         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 22.06           | 21.88           |
|                                      | Productivity Factor                                           | 1.81            | 1.83            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$84.36</b>  | <b>\$85.30</b>  |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$90.71         | \$92.02         |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$12.99</b>  | <b>\$13.17</b>  |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$108.23</b> | <b>\$109.76</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-  
Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$39.35        | \$39.35        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.62%         | 15.62%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61        | \$46.61        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Travel Time Between Individuals                             | 4.91           | 5.16           |
|                                                             | - Recordkeeping and Reporting                                 | 4.46           | 4.42           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.88           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.66           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.33           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 20.94          | 20.77          |
|                                                             | Productivity Factor                                           | 1.91           | 1.93           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$89.03</b> | <b>\$89.96</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200            | 210            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$140.00       | \$147.00       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>  | <b>\$7.08</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$95.72        | \$97.04        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>  | <b>\$4.81</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$13.70</b> | <b>\$13.89</b> |
| Cost per Billable Hour                                      |                                                               | \$114.20       | \$115.74       |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$62.81</b> | <b>\$63.66</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-  
Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$39.35        | \$39.35        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.62%         | 15.62%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61        | \$46.61        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Travel Time Between Individuals                             | 4.91           | 5.16           |
|                                                             | - Recordkeeping and Reporting                                 | 4.91           | 4.87           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.88           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.66           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.33           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 20.49          | 20.32          |
|                                                             | Productivity Factor                                           | 1.95           | 1.97           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$90.89</b> | <b>\$91.82</b> |
| Mileage                                                     | - Number of Miles Traveled per 40-Hour Week                   | 200            | 210            |
|                                                             | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200            | 210            |
|                                                             | - Amount per Mile                                             | \$0.700        | \$0.700        |
|                                                             | Weekly Mileage Cost                                           | \$140.00       | \$147.00       |
|                                                             | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>  | <b>\$7.23</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$97.72        | \$99.05        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>  | <b>\$4.92</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$13.99</b> | <b>\$14.18</b> |
| Cost per Billable Hour                                      |                                                               | \$116.59       | \$118.15       |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$46.64</b> | <b>\$47.26</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-  
Based, 1:1**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 3.34            | 3.31            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
| Mileage                              | "Billable" Hours                                              | 22.06           | 21.88           |
|                                      | Productivity Factor                                           | 1.81            | 1.83            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$123.06</b> | <b>\$124.42</b> |
|                                      | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
| Admin. and Prog. Operations          | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.35</b>   | <b>\$6.72</b>   |
|                                      | Cost per Hour, Before Program Operations and Administration   | \$129.41        | \$131.14        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.53</b>   | <b>\$4.57</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$18.26</b>  | <b>\$18.51</b>  |
|                                      | <b>Rate per Billable Hour</b>                                 | <b>\$152.20</b> | <b>\$154.22</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-  
Based, 1:2**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 4.46            | 4.42            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 20.94           | 20.77           |
|                                      | Productivity Factor                                           | 1.91            | 1.93            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$129.86</b> | <b>\$131.22</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.69</b>   | <b>\$7.08</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$136.55        | \$138.30        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.78</b>   | <b>\$4.81</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.27</b>  | <b>\$19.52</b>  |
| Cost per Billable Hour               |                                                               | \$160.60        | \$162.63        |
| - Rate Premium                       |                                                               | 10%             | 10%             |
| - Number of Individuals Served       |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$88.33</b>  | <b>\$89.45</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-  
Based, 1:3**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Travel Time Between Individuals                             | 4.91            | 5.16            |
|                                      | - Recordkeeping and Reporting                                 | 4.91            | 4.87            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.88            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.66            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.33            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 20.49           | 20.32           |
|                                      | Productivity Factor                                           | 1.95            | 1.97            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$132.58</b> | <b>\$133.94</b> |
| Mileage                              | - Number of Miles Traveled per 40-Hour Week                   | 200             | 210             |
|                                      | - Number of Miles Adjusted for Mix of FT and PT Staff         | 200             | 210             |
|                                      | - Amount per Mile                                             | \$0.700         | \$0.700         |
|                                      | Weekly Mileage Cost                                           | \$140.00        | \$147.00        |
|                                      | <b>Mileage Cost per Billable Hour</b>                         | <b>\$6.83</b>   | <b>\$7.23</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$139.41        | \$141.17        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.88</b>   | <b>\$4.92</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$19.68</b>  | <b>\$19.92</b>  |
| Cost per Billable Hour               |                                                               | \$163.97        | \$166.01        |
| - Rate Premium                       |                                                               | 20%             | 20%             |
| - Number of Individuals Served       |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$65.59</b>  | <b>\$66.40</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,  
Center/Facility Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$35.65        | \$35.65        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52        | \$42.52        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 2.23           | 2.23           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.45           | 0.45           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 28.52          | 28.52          |
|                                                             | Productivity Factor                                           | 1.40           | 1.40           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$59.53</b> | <b>\$59.53</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,483.04       | \$1,483.04     |
| <b>Facility Cost per Billable Hour</b>                      |                                                               | <b>\$1.01</b>  | <b>\$1.16</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$9.40</b>  | <b>\$9.40</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$69.94        | \$70.09        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.75</b>  | <b>\$1.75</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$9.78</b>  | <b>\$9.80</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$81.47</b> | <b>\$81.64</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,  
Center/Facility Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$35.65        | \$35.65        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52        | \$42.52        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 3.34           | 3.34           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.45           | 0.45           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 27.41          | 27.41          |
|                                                             | Productivity Factor                                           | 1.46           | 1.46           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$62.08</b> | <b>\$62.08</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,425.32       | \$1,425.32     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.58</b>  | <b>\$1.82</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$9.78</b>  | <b>\$9.78</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$73.44        | \$73.68        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.82</b>  | <b>\$1.82</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.26</b> | <b>\$10.30</b> |
| Cost per Billable Hour                                      |                                                               | \$85.52        | \$85.80        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$47.04</b> | <b>\$47.19</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,  
Center/Facility Based, 1:3**

|                                                      |                                                               | Base Model | RC Model   |
|------------------------------------------------------|---------------------------------------------------------------|------------|------------|
|                                                      | Unit of Service                                               | Hour       | Hour       |
| Direct Care Staff Wages and Benefits                 | - Percent of Direct Care Staff Working Full-Time              | 100%       | 100%       |
|                                                      | - Direct Care Staff Hourly Wage                               | \$35.65    | \$35.65    |
|                                                      | - Employee Benefit Rate (as a percent of wages)               | 16.45%     | 16.45%     |
|                                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%      | 2.82%      |
|                                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52    | \$42.52    |
|                                                      | <i>Productivity Adjustments</i>                               |            |            |
|                                                      | Total Hours                                                   | 40.00      | 40.00      |
|                                                      | - Recordkeeping and Reporting                                 | 4.24       | 4.24       |
|                                                      | - Supervision and Other Employer Time                         | 0.45       | 0.45       |
|                                                      | - Missed Appointments (not redirected to other tasks)         | 0.45       | 0.45       |
|                                                      | - Collateral contacts (not billable)                          | 2.68       | 2.68       |
|                                                      | - Interdisciplinary team case reviews/planning                | 1.34       | 1.34       |
|                                                      | - Training                                                    | 0.48       | 0.48       |
|                                                      | - Paid Time Off                                               | 3.85       | 3.85       |
|                                                      | "Billable" Hours                                              | 26.51      | 26.51      |
|                                                      | Productivity Factor                                           | 1.51       | 1.51       |
| Staff Cost After Productivity Adj. per Billable Hour |                                                               | \$64.21    | \$64.21    |
| Facility                                             | - Square Feet of Service Space                                | 200        | 200        |
|                                                      | - Annual Cost per Square Foot                                 | \$15.00    | \$17.25    |
|                                                      | Annual Facility Cost                                          | \$3,000.00 | \$3,450.00 |
|                                                      | Annual Billable Hours                                         | 1,378.52   | \$1,378.52 |
|                                                      | Facility Cost per Billable Hour                               | \$2.18     | \$2.50     |
| Supervision                                          | - Supervisor Hourly Wage                                      | \$57.85    | \$57.85    |
|                                                      | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%     | 13.07%     |
|                                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%      | 2.82%      |
|                                                      | Weekly Supervision Cost                                       | \$2,681.69 | \$2,681.69 |
|                                                      | - Number of Direct Care Staff Supervised                      | 10         | 10         |
| Supervision Cost per Billable Hour                   |                                                               | \$10.12    | \$10.12    |
| Admin. and Prog. Operations                          | Cost per Hour, Before Program Operations and Administration   | \$76.51    | \$76.83    |
|                                                      | - Daily Program Operations Costs                              | \$10.00    | \$10.00    |
|                                                      | Program Operations Cost per Billable Hour                     | \$1.89     | \$1.89     |
|                                                      | - Administration Percent                                      | 12.0%      | 12.0%      |
|                                                      | Administration Cost per Billable Hour                         | \$10.69    | \$10.73    |
|                                                      | Cost per Billable Hour                                        | \$89.09    | \$89.45    |
|                                                      | - Rate Premium                                                | 20%        | 20%        |
|                                                      | - Number of Individuals Served                                | 3          | 3          |
|                                                      | Rate per Billable Hour                                        | \$35.64    | \$35.78    |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,  
Center/Facility Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$25.38        | \$25.38        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 17.98%         | 17.98%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66        | \$30.66        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 1.94           | 1.94           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.16           | 1.16           |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 25.53          | 25.53          |
|                                                             | Productivity Factor                                           | 1.36           | 1.36           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$41.70</b> | <b>\$41.70</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,327.56       | \$1,327.56     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.13</b>  | <b>\$1.30</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$6.66</b>  | <b>\$6.66</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$49.49        | \$49.66        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.96</b>  | <b>\$1.96</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$7.02</b>  | <b>\$7.04</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$58.47</b> | <b>\$58.66</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,  
Center/Facility Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$25.38        | \$25.38        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 17.98%         | 17.98%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66        | \$30.66        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 2.90           | 2.90           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.16           | 1.16           |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 24.57          | 24.57          |
|                                                             | Productivity Factor                                           | 1.41           | 1.41           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$43.23</b> | <b>\$43.23</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,277.64       | 1,277.64       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.76</b>  | <b>\$2.03</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$6.92</b>  | <b>\$6.92</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$51.91        | \$52.18        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.04</b>  | <b>\$2.04</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$7.36</b>  | <b>\$7.39</b>  |
| Cost per Billable Hour                                      |                                                               | \$61.31        | \$61.61        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$33.72</b> | <b>\$33.89</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,  
Center/Facility Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$25.38        | \$25.38        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 17.98%         | 17.98%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66        | \$30.66        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 3.66           | 3.66           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.16           | 1.16           |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 23.81          | 23.81          |
|                                                             | Productivity Factor                                           | 1.45           | 1.45           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$44.46</b> | <b>\$44.46</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,238.12       | 1,238.12       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.42</b>  | <b>\$2.79</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$7.14</b>  | <b>\$7.14</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$54.02        | \$54.39        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.10</b>  | <b>\$2.10</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$7.65</b>  | <b>\$7.70</b>  |
| Cost per Billable Hour                                      |                                                               | \$63.77        | \$64.19        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$25.51</b> | <b>\$25.68</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician,  
Center/Facility Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$18.97        | \$18.97        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 21.47%         | 21.47%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.58        | \$23.58        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 0.97           | 0.97           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | -              | -              |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 27.66          | 27.66          |
|                                                             | Productivity Factor                                           | 1.25           | 1.25           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$29.48</b> | <b>\$29.48</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,438.32       | \$1,438.32     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.04</b>  | <b>\$1.20</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$6.15</b>  | <b>\$6.15</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$36.67        | \$36.83        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.81</b>  | <b>\$1.81</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$5.25</b>  | <b>\$5.27</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$43.73</b> | <b>\$43.91</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician,  
Center/Facility Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$18.97        | \$18.97        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 21.47%         | 21.47%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.58        | \$23.58        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 1.45           | 1.45           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | -              | -              |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 27.18          | 27.18          |
|                                                             | Productivity Factor                                           | 1.27           | 1.27           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$29.95</b> | <b>\$29.95</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,413.36       | \$1,413.36     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.59</b>  | <b>\$1.83</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$6.26</b>  | <b>\$6.26</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$37.80        | \$38.04        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.84</b>  | <b>\$1.84</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$5.41</b>  | <b>\$5.44</b>  |
| Cost per Billable Hour                                      |                                                               | \$45.05        | \$45.32        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$24.78</b> | <b>\$24.93</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician,  
Center/Facility Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$18.97        | \$18.97        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 21.47%         | 21.47%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.58        | \$23.58        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 1.84           | 1.84           |
|                                                             | - Supervision and Other Employer Time                         | 0.90           | 0.90           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.39           | 0.39           |
|                                                             | - Program Set-Up/ Clean-Up                                    | 0.97           | 0.97           |
|                                                             | - Interdisciplinary team case reviews/planning                | -              | -              |
|                                                             | - Training                                                    | 0.67           | 0.67           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 26.79          | 26.79          |
|                                                             | Productivity Factor                                           | 1.29           | 1.29           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$30.42</b> | <b>\$30.42</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,393.08       | 1,393.08       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.15</b>  | <b>\$2.48</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$35.65        | \$35.65        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 16.45%         | 16.45%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$1,700.79     | \$1,700.79     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$6.35</b>  | <b>\$6.35</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$38.92        | \$39.25        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$1.87</b>  | <b>\$1.87</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$5.56</b>  | <b>\$5.61</b>  |
| Cost per Billable Hour                                      |                                                               | \$46.35        | \$46.73        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$18.54</b> | <b>\$18.69</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based,**  
**1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 4.01            | 4.01            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 26.30           | 26.30           |
|                                                             | Productivity Factor                                           | 1.52            | 1.52            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$101.90</b> | <b>\$101.90</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100             | 100             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$1,500.00      | \$1,725.00      |
|                                                             | Annual Billable Hours                                         | 1,367.60        | 1,367.60        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>   | <b>\$1.26</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$103.00        | \$103.16        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>   | <b>\$3.80</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$14.56</b>  | <b>\$14.59</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$121.36</b> | <b>\$121.55</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based,**

**1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.13            | 5.13            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 25.18           | 25.18           |
|                                                             | Productivity Factor                                           | 1.59            | 1.59            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$106.59</b> | <b>\$106.59</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150             | 150             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$2,250.00      | \$2,587.50      |
|                                                             | Annual Billable Hours                                         | 1,309.36        | 1,309.36        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>   | <b>\$1.98</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$108.31        | \$108.57        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>   | <b>\$3.97</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.31</b>  | <b>\$15.35</b>  |
| Cost per Billable Hour                                      |                                                               | \$127.59        | \$127.89        |
| - Rate Premium                                              |                                                               | 10%             | 10%             |
| - Number of Individuals Served                              |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$70.17</b>  | <b>\$70.34</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based,**

**1:3**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$57.85         | \$57.85         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.07%          | 13.07%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04         | \$67.04         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.57            | 5.57            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 24.74           | 24.74           |
|                                                             | Productivity Factor                                           | 1.62            | 1.62            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$108.60</b> | <b>\$108.60</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200             | 200             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$3,000.00      | \$3,450.00      |
|                                                             | Annual Billable Hours                                         | 1,286.48        | 1,286.48        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>   | <b>\$2.68</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$110.93        | \$111.28        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>   | <b>\$4.04</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.68</b>  | <b>\$15.73</b>  |
| Cost per Billable Hour                                      |                                                               | \$130.65        | \$131.05        |
| - Rate Premium                                              |                                                               | 20%             | 20%             |
| - Number of Individuals Served                              |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$52.26</b>  | <b>\$52.42</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility**  
**Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$40.61        | \$40.61        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.11%         | 14.11%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49        | \$47.49        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 3.50           | 3.50           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 22.84          | 22.84          |
|                                                             | Productivity Factor                                           | 1.51           | 1.51           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$71.71</b> | <b>\$71.71</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,187.68       | \$1,187.68     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.26</b>  | <b>\$1.45</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$11.74</b> | <b>\$11.74</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$84.71        | \$84.90        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.19</b>  | <b>\$2.19</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$11.85</b> | <b>\$11.88</b> |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$98.75</b> | <b>\$98.97</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility**  
**Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$40.61        | \$40.61        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.11%         | 14.11%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49        | \$47.49        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 4.47           | 4.47           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 21.87          | 21.87          |
|                                                             | Productivity Factor                                           | 1.58           | 1.58           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$75.03</b> | <b>\$75.03</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,137.24       | \$1,137.24     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.98</b>  | <b>\$2.28</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$12.26</b> | <b>\$12.26</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$89.27        | \$89.57        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.29</b>  | <b>\$2.29</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$12.49</b> | <b>\$12.53</b> |
| Cost per Billable Hour                                      |                                                               | \$104.05       | \$104.39       |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$57.23</b> | <b>\$57.41</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility**  
**Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$40.61        | \$40.61        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.11%         | 14.11%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$47.49        | \$47.49        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 4.85           | 4.85           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 21.49          | 21.49          |
|                                                             | Productivity Factor                                           | 1.61           | 1.61           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$76.46</b> | <b>\$76.46</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,117.48       | \$1,117.48     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.68</b>  | <b>\$3.09</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$57.85        | \$57.85        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 13.07%         | 13.07%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,681.69     | \$2,681.69     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$12.48</b> | <b>\$12.48</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$91.62        | \$92.03        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.33</b>  | <b>\$2.33</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$12.81</b> | <b>\$12.87</b> |
| Cost per Billable Hour                                      |                                                               | \$106.76       | \$107.23       |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$42.70</b> | <b>\$42.89</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based,**  
**1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 4.01            | 4.01            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 26.30           | 26.30           |
|                                                             | Productivity Factor                                           | 1.52            | 1.52            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$111.34</b> | <b>\$111.34</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100             | 100             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$1,500.00      | \$1,725.00      |
|                                                             | Annual Billable Hours                                         | 1,367.60        | 1,367.60        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>   | <b>\$1.26</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$112.44        | \$112.60        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>   | <b>\$3.80</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.85</b>  | <b>\$15.87</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$132.09</b> | <b>\$132.27</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based,**

**1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.13            | 5.13            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 25.18           | 25.18           |
|                                                             | Productivity Factor                                           | 1.59            | 1.59            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$116.47</b> | <b>\$116.47</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150             | 150             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$2,250.00      | \$2,587.50      |
|                                                             | Annual Billable Hours                                         | 1,309.36        | \$1,309.36      |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>   | <b>\$1.98</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$118.19        | \$118.45        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>   | <b>\$3.97</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$16.66</b>  | <b>\$16.69</b>  |
| Cost per Billable Hour                                      |                                                               | \$138.82        | \$139.11        |
| - Rate Premium                                              |                                                               | 10%             | 10%             |
| - Number of Individuals Served                              |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$76.35</b>  | <b>\$76.51</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based,**  
**1:3**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$63.47         | \$63.47         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.59%          | 12.59%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25         | \$73.25         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.57            | 5.57            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 24.74           | 24.74           |
|                                                             | Productivity Factor                                           | 1.62            | 1.62            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$118.67</b> | <b>\$118.67</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200             | 200             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$3,000.00      | \$3,450.00      |
|                                                             | Annual Billable Hours                                         | 1,286.48        | 1,286.48        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>   | <b>\$2.68</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$121.00        | \$121.35        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>   | <b>\$4.04</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$17.05</b>  | <b>\$17.10</b>  |
| Cost per Billable Hour                                      |                                                               | \$142.09        | \$142.49        |
| - Rate Premium                                              |                                                               | 20%             | 20%             |
| - Number of Individuals Served                              |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$56.84</b>  | <b>\$57.00</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility**  
**Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 4.01           | 4.01           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 26.30          | 26.30          |
|                                                             | Productivity Factor                                           | 1.52           | 1.52           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$49.92</b> | <b>\$49.92</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,367.60       | 1,367.60       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>  | <b>\$1.26</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$51.02        | \$51.18        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>  | <b>\$3.80</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$7.48</b>  | <b>\$7.50</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$62.30</b> | <b>\$62.48</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility**  
**Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.13           | 5.13           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 25.18          | 25.18          |
|                                                             | Productivity Factor                                           | 1.59           | 1.59           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$52.22</b> | <b>\$52.22</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,309.36       | 1,309.36       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>  | <b>\$1.98</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$53.94        | \$54.20        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>  | <b>\$3.97</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$7.90</b>  | <b>\$7.93</b>  |
| Cost per Billable Hour                                      |                                                               | \$65.81        | \$66.10        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$36.20</b> | <b>\$36.36</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility**  
**Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$26.89        | \$26.89        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 19.32%         | 19.32%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84        | \$32.84        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.57           | 5.57           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 24.74          | 24.74          |
|                                                             | Productivity Factor                                           | 1.62           | 1.62           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$53.20</b> | <b>\$53.20</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,286.48       | 1,286.48       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>  | <b>\$2.68</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$55.53        | \$55.88        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>  | <b>\$4.04</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$8.12</b>  | <b>\$8.17</b>  |
| Cost per Billable Hour                                      |                                                               | \$67.69        | \$68.09        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$27.08</b> | <b>\$27.24</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility**  
**Based, 1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 4.01            | 4.01            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 26.30           | 26.30           |
|                                                             | Productivity Factor                                           | 1.52            | 1.52            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$113.30</b> | <b>\$113.30</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100             | 100             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$1,500.00      | \$1,725.00      |
|                                                             | Annual Billable Hours                                         | 1,367.60        | 1,367.60        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>   | <b>\$1.26</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$114.40        | \$114.56        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>   | <b>\$3.80</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$16.12</b>  | <b>\$16.14</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$134.32</b> | <b>\$134.50</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility**  
**Based, 1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.13            | 5.13            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 25.18           | 25.18           |
|                                                             | Productivity Factor                                           | 1.59            | 1.59            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$118.52</b> | <b>\$118.52</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150             | 150             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$2,250.00      | \$2,587.50      |
|                                                             | Annual Billable Hours                                         | 1,309.36        | 1,309.36        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>   | <b>\$1.98</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$120.24        | \$120.50        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>   | <b>\$3.97</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$16.94</b>  | <b>\$16.97</b>  |
| Cost per Billable Hour                                      |                                                               | \$141.15        | \$141.44        |
| - Rate Premium                                              |                                                               | 10%             | 10%             |
| - Number of Individuals Served                              |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$77.63</b>  | <b>\$77.79</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility**  
**Based, 1:3**

|                                      |                                                               | Base Model      | RC Model        |
|--------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                      |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                      | - Direct Care Staff Hourly Wage                               | \$64.68         | \$64.68         |
|                                      | - Employee Benefit Rate (as a percent of wages)               | 12.43%          | 12.43%          |
|                                      | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                      | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54         | \$74.54         |
|                                      | <i>Productivity Adjustments</i>                               |                 |                 |
|                                      | Total Hours                                                   | 40.00           | 40.00           |
|                                      | - Recordkeeping and Reporting                                 | 5.57            | 5.57            |
|                                      | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                      | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                      | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                      | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                      | - Training                                                    | 0.48            | 0.48            |
|                                      | - Paid Time Off                                               | 3.85            | 3.85            |
|                                      | "Billable" Hours                                              | 24.74           | 24.74           |
|                                      | Productivity Factor                                           | 1.62            | 1.62            |
|                                      | <b>Staff Cost After Productivity Adj. per Billable Hour</b>   | <b>\$120.75</b> | <b>\$120.75</b> |
| Facility                             | - Square Feet of Service Space                                | 200             | 200             |
|                                      | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                      | Annual Facility Cost                                          | \$3,000.00      | \$3,450.00      |
|                                      | Annual Billable Hours                                         | 1,286.48        | 1,286.48        |
|                                      | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>   | <b>\$2.68</b>   |
| Admin. and Prog. Operations          | Cost per Hour, Before Program Operations and Administration   | \$123.08        | \$123.43        |
|                                      | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                      | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>   | <b>\$4.04</b>   |
|                                      | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                      | <b>Administration Cost per Billable Hour</b>                  | <b>\$17.33</b>  | <b>\$17.38</b>  |
| Cost per Billable Hour               |                                                               | \$144.45        | \$144.85        |
| - Rate Premium                       |                                                               | 20%             | 20%             |
| - Number of Individuals Served       |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>        |                                                               | <b>\$57.78</b>  | <b>\$57.94</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,  
Center/Facility Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$34.09        | \$34.09        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.34%         | 15.34%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28        | \$40.28        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 3.50           | 3.50           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 22.84          | 22.84          |
|                                                             | Productivity Factor                                           | 1.51           | 1.51           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$60.82</b> | <b>\$60.82</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,187.68       | \$1,187.68     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.26</b>  | <b>\$1.45</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$64.68        | \$64.68        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%         | 12.43%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,981.75     | \$2,981.75     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$13.05</b> | <b>\$13.05</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$75.13        | \$75.32        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.19</b>  | <b>\$2.19</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.54</b> | <b>\$10.57</b> |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$87.86</b> | <b>\$88.08</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,  
Center/Facility Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$34.09        | \$34.09        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.34%         | 15.34%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28        | \$40.28        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 4.47           | 4.47           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 21.87          | 21.87          |
|                                                             | Productivity Factor                                           | 1.58           | 1.58           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$63.64</b> | <b>\$63.64</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,137.24       | \$1,137.24     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.98</b>  | <b>\$2.28</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$64.68        | \$64.68        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%         | 12.43%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,981.75     | \$2,981.75     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$13.63</b> | <b>\$13.63</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$79.25        | \$79.55        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.29</b>  | <b>\$2.29</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$11.12</b> | <b>\$11.16</b> |
| Cost per Billable Hour                                      |                                                               | \$92.66        | \$93.00        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$50.96</b> | <b>\$51.15</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,  
Center/Facility Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 70%            | 70%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$34.09        | \$34.09        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.34%         | 15.34%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.28        | \$40.28        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 34.60          | 34.60          |
|                                                             | - Recordkeeping and Reporting                                 | 4.85           | 4.85           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.78           | 0.78           |
|                                                             | - Collateral contacts (not billable)                          | 2.34           | 2.34           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.17           | 1.17           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.04           | 3.04           |
|                                                             | "Billable" Hours                                              | 21.49          | 21.49          |
|                                                             | Productivity Factor                                           | 1.61           | 1.61           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$64.85</b> | <b>\$64.85</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,117.48       | \$1,117.48     |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.68</b>  | <b>\$3.09</b>  |
| Supervision                                                 | - Supervisor Hourly Wage                                      | \$64.68        | \$64.68        |
|                                                             | - Supervisor Benefit Rate (as a percent of wages)             | 12.43%         | 12.43%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Weekly Supervision Cost                                       | \$2,981.75     | \$2,981.75     |
|                                                             | - Number of Direct Care Staff Supervised                      | 10             | 10             |
| <b>Supervision Cost per Billable Hour</b>                   |                                                               | <b>\$13.88</b> | <b>\$13.88</b> |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$81.41        | \$81.82        |
|                                                             | - Daily Program Operations Costs                              | \$10.00        | \$10.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$2.33</b>  | <b>\$2.33</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$11.42</b> | <b>\$11.48</b> |
| Cost per Billable Hour                                      |                                                               | \$95.16        | \$95.63        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$38.06</b> | <b>\$38.25</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility**  
**Based, 1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90        | \$44.90        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%         | 14.64%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74        | \$52.74        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 4.01           | 4.01           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 26.30          | 26.30          |
|                                                             | Productivity Factor                                           | 1.52           | 1.52           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$80.16</b> | <b>\$80.16</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,367.60       | 1,367.60       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>  | <b>\$1.26</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$81.26        | \$81.42        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>  | <b>\$3.80</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$11.60</b> | <b>\$11.62</b> |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$96.66</b> | <b>\$96.84</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility**  
**Based, 1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90        | \$44.90        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%         | 14.64%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74        | \$52.74        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.13           | 5.13           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 25.18          | 25.18          |
|                                                             | Productivity Factor                                           | 1.59           | 1.59           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$83.86</b> | <b>\$83.86</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,309.36       | 1,309.36       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>  | <b>\$1.98</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$85.58        | \$85.84        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>  | <b>\$3.97</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$12.21</b> | <b>\$12.25</b> |
| Cost per Billable Hour                                      |                                                               | \$101.76       | \$102.06       |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$55.97</b> | <b>\$56.13</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility**  
**Based, 1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$44.90        | \$44.90        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 14.64%         | 14.64%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74        | \$52.74        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.57           | 5.57           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 24.74          | 24.74          |
|                                                             | Productivity Factor                                           | 1.62           | 1.62           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$85.44</b> | <b>\$85.44</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,286.48       | 1,286.48       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>  | <b>\$2.68</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$87.77        | \$88.12        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>  | <b>\$4.04</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$12.52</b> | <b>\$12.57</b> |
| Cost per Billable Hour                                      |                                                               | \$104.33       | \$104.73       |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$41.73</b> | <b>\$41.89</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based,**  
**1:1**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$39.35        | \$39.35        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.62%         | 15.62%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61        | \$46.61        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 4.01           | 4.01           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 26.30          | 26.30          |
|                                                             | Productivity Factor                                           | 1.52           | 1.52           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$70.85</b> | <b>\$70.85</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100            | 100            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$1,500.00     | \$1,725.00     |
|                                                             | Annual Billable Hours                                         | 1,367.60       | 1,367.60       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>  | <b>\$1.26</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$71.95        | \$72.11        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>  | <b>\$3.80</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.33</b> | <b>\$10.35</b> |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$86.08</b> | <b>\$86.26</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based,**

**1:2**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$39.35        | \$39.35        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.62%         | 15.62%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61        | \$46.61        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.13           | 5.13           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 25.18          | 25.18          |
|                                                             | Productivity Factor                                           | 1.59           | 1.59           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$74.11</b> | <b>\$74.11</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150            | 150            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$2,250.00     | \$2,587.50     |
|                                                             | Annual Billable Hours                                         | 1,309.36       | \$1,309.36     |
| <b>Facility Cost per Billable Hour</b>                      |                                                               | <b>\$1.72</b>  | <b>\$1.98</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$75.83        | \$76.09        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>  | <b>\$3.97</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$10.88</b> | <b>\$10.92</b> |
| Cost per Billable Hour                                      |                                                               | \$90.68        | \$90.98        |
| - Rate Premium                                              |                                                               | 10%            | 10%            |
| - Number of Individuals Served                              |                                                               | 2              | 2              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$49.87</b> | <b>\$50.04</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based,**

**1:3**

|                                                             |                                                               | Base Model     | RC Model       |
|-------------------------------------------------------------|---------------------------------------------------------------|----------------|----------------|
| Unit of Service                                             |                                                               | Hour           | Hour           |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%           | 100%           |
|                                                             | - Direct Care Staff Hourly Wage                               | \$39.35        | \$39.35        |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 15.62%         | 15.62%         |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%          | 2.82%          |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61        | \$46.61        |
|                                                             | <i>Productivity Adjustments</i>                               |                |                |
|                                                             | Total Hours                                                   | 40.00          | 40.00          |
|                                                             | - Recordkeeping and Reporting                                 | 5.57           | 5.57           |
|                                                             | - Supervision and Other Employer Time                         | 0.45           | 0.45           |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89           | 0.89           |
|                                                             | - Collateral contacts (not billable)                          | 2.68           | 2.68           |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34           | 1.34           |
|                                                             | - Training                                                    | 0.48           | 0.48           |
|                                                             | - Paid Time Off                                               | 3.85           | 3.85           |
|                                                             | "Billable" Hours                                              | 24.74          | 24.74          |
|                                                             | Productivity Factor                                           | 1.62           | 1.62           |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$75.51</b> | <b>\$75.51</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200            | 200            |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00        | \$17.25        |
|                                                             | Annual Facility Cost                                          | \$3,000.00     | \$3,450.00     |
|                                                             | Annual Billable Hours                                         | 1,286.48       | 1,286.48       |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>  | <b>\$2.68</b>  |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$77.84        | \$78.19        |
|                                                             | - Daily Program Operations Costs                              | \$20.00        | \$20.00        |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>  | <b>\$4.04</b>  |
|                                                             | - Administration Percent                                      | 12.0%          | 12.0%          |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$11.17</b> | <b>\$11.21</b> |
| Cost per Billable Hour                                      |                                                               | \$93.05        | \$93.44        |
| - Rate Premium                                              |                                                               | 20%            | 20%            |
| - Number of Individuals Served                              |                                                               | 3              | 3              |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$37.22</b> | <b>\$37.38</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based,**  
**1:1**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 4.01            | 4.01            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 26.30           | 26.30           |
|                                                             | Productivity Factor                                           | 1.52            | 1.52            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$103.34</b> | <b>\$103.34</b> |
| Facility                                                    | - Square Feet of Service Space                                | 100             | 100             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$1,500.00      | \$1,725.00      |
|                                                             | Annual Billable Hours                                         | 1,367.60        | 1,367.60        |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.10</b>   | <b>\$1.26</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$104.44        | \$104.60        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.80</b>   | <b>\$3.80</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$14.76</b>  | <b>\$14.78</b>  |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$123.00</b> | <b>\$123.18</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based,**

**1:2**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.13            | 5.13            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 25.18           | 25.18           |
|                                                             | Productivity Factor                                           | 1.59            | 1.59            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$108.10</b> | <b>\$108.10</b> |
| Facility                                                    | - Square Feet of Service Space                                | 150             | 150             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$2,250.00      | \$2,587.50      |
|                                                             | Annual Billable Hours                                         | 1,309.36        | \$1,309.36      |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$1.72</b>   | <b>\$1.98</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$109.82        | \$110.08        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$3.97</b>   | <b>\$3.97</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.52</b>  | <b>\$15.55</b>  |
| Cost per Billable Hour                                      |                                                               | \$129.31        | \$129.60        |
| - Rate Premium                                              |                                                               | 10%             | 10%             |
| - Number of Individuals Served                              |                                                               | 2               | 2               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$71.12</b>  | <b>\$71.28</b>  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based,**

**1:3**

|                                                             |                                                               | Base Model      | RC Model        |
|-------------------------------------------------------------|---------------------------------------------------------------|-----------------|-----------------|
| Unit of Service                                             |                                                               | Hour            | Hour            |
| Direct Care Staff Wages and Benefits                        | - Percent of Direct Care Staff Working Full-Time              | 100%            | 100%            |
|                                                             | - Direct Care Staff Hourly Wage                               | \$58.70         | \$58.70         |
|                                                             | - Employee Benefit Rate (as a percent of wages)               | 13.00%          | 13.00%          |
|                                                             | - Workers' Compensation Rate (as a percent of wages)          | 2.82%           | 2.82%           |
|                                                             | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99         | \$67.99         |
|                                                             | <i>Productivity Adjustments</i>                               |                 |                 |
|                                                             | Total Hours                                                   | 40.00           | 40.00           |
|                                                             | - Recordkeeping and Reporting                                 | 5.57            | 5.57            |
|                                                             | - Supervision and Other Employer Time                         | 0.45            | 0.45            |
|                                                             | - Missed Appointments (not redirected to other tasks)         | 0.89            | 0.89            |
|                                                             | - Collateral contacts (not billable)                          | 2.68            | 2.68            |
|                                                             | - Interdisciplinary team case reviews/planning                | 1.34            | 1.34            |
|                                                             | - Training                                                    | 0.48            | 0.48            |
|                                                             | - Paid Time Off                                               | 3.85            | 3.85            |
|                                                             | "Billable" Hours                                              | 24.74           | 24.74           |
|                                                             | Productivity Factor                                           | 1.62            | 1.62            |
| <b>Staff Cost After Productivity Adj. per Billable Hour</b> |                                                               | <b>\$110.14</b> | <b>\$110.14</b> |
| Facility                                                    | - Square Feet of Service Space                                | 200             | 200             |
|                                                             | - Annual Cost per Square Foot                                 | \$15.00         | \$17.25         |
|                                                             | Annual Facility Cost                                          | \$3,000.00      | \$3,450.00      |
|                                                             | Annual Billable Hours                                         | 1,286.48        | \$1,286.48      |
|                                                             | <b>Facility Cost per Billable Hour</b>                        | <b>\$2.33</b>   | <b>\$2.68</b>   |
| Admin. and Prog. Operations                                 | Cost per Hour, Before Program Operations and Administration   | \$112.47        | \$112.82        |
|                                                             | - Daily Program Operations Costs                              | \$20.00         | \$20.00         |
|                                                             | <b>Program Operations Cost per Billable Hour</b>              | <b>\$4.04</b>   | <b>\$4.04</b>   |
|                                                             | - Administration Percent                                      | 12.0%           | 12.0%           |
|                                                             | <b>Administration Cost per Billable Hour</b>                  | <b>\$15.89</b>  | <b>\$15.94</b>  |
| Cost per Billable Hour                                      |                                                               | \$132.40        | \$132.80        |
| - Rate Premium                                              |                                                               | 20%             | 20%             |
| - Number of Individuals Served                              |                                                               | 3               | 3               |
| <b>Rate per Billable Hour</b>                               |                                                               | <b>\$52.96</b>  | <b>\$53.12</b>  |

# DDS Vendor Rate Study

## Appendices to Rate Models

- prepared for -

California Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix A: Summary of All Regional Categories**

| <b>Wages</b> | <b>Travel</b> | <b>Commercial Real Estate</b> |
|--------------|---------------|-------------------------------|
|--------------|---------------|-------------------------------|

***Base Model Multipliers***

|            |      |      |      |
|------------|------|------|------|
| Category A | 95%  | 90%  | 80%  |
| Category B | 100% | 105% | 115% |
| Category C | 115% | 125% | 130% |

***Regional Center Designations***

|                                           |            |            |            |
|-------------------------------------------|------------|------------|------------|
| Alta Regional Center                      | Category A | Category C | Category A |
| Central Valley Regional Center            | Category A | Category C | Category A |
| Regional Center of the East Bay           | Category C | Category B | Category C |
| Far Northern Regional Center              | Category A | Category C | Category A |
| Golden Gate Regional Center               | Category C | Category A | Category C |
| Inland Regional Center                    | Category A | Category C | Category A |
| Kern Regional Center                      | Category A | Category C | Category A |
| Eastern Los Angeles Regional Center       | Category B | Category A | Category B |
| Frank D. Lanterman Regional Center        | Category B | Category A | Category B |
| Harbor Regional Center                    | Category B | Category B | Category B |
| North Los Angeles Regional Center         | Category B | Category B | Category B |
| San Gabriel/ Pomona Regional Center       | Category B | Category B | Category B |
| South Central Los Angeles Regional Center | Category B | Category A | Category B |
| Westside Regional Center                  | Category B | Category A | Category B |
| North Bay Regional Center                 | Category B | Category B | Category A |
| Regional Center of Orange County          | Category B | Category B | Category B |
| Redwood Coast Regional Center             | Category A | Category C | Category A |
| San Andreas Regional Center               | Category C | Category B | Category C |
| San Diego Regional Center                 | Category B | Category B | Category B |
| Tri-Counties Regional Center              | Category B | Category C | Category B |
| Valley Mountain Regional Center           | Category A | Category C | Category A |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix B: Wage Assumptions  
Data for Occupations with Duties Related to HCBS**

| BLS Code and Title                                         | Education and Training Requirement<br>(per Bureau of Labor Statistics) |                       |                                 | Bureau of Labor Statistics Wages<br>(May 2020) |               |                |               |               |
|------------------------------------------------------------|------------------------------------------------------------------------|-----------------------|---------------------------------|------------------------------------------------|---------------|----------------|---------------|---------------|
|                                                            | Typical<br>Education                                                   | Related<br>Experience | Typical on-the-<br>job training | 10th<br>%-ile                                  | 25th<br>%-ile | 50th<br>%-ile  | 75th<br>%-ile | 90th<br>%-ile |
| Nov-51 Social/ community svc. mgr.                         | Bachelor's                                                             | Under 5 yrs           | None                            | \$19.17                                        | \$25.76       | \$34.64        | \$46.03       | \$59.80       |
| 19-3031 Clinic./ counsel./ school psychologist             | Doctoral/ prof                                                         | None                  | Intern/ resident                | \$27.76                                        | \$40.18       | \$51.67        | \$65.50       | \$82.97       |
| 21-1012 Edu./ guidance/ school/ voc. counselor             | Master's                                                               | None                  | None                            | \$20.46                                        | \$26.01       | \$37.44        | \$50.96       | \$62.20       |
| 21-1013 Marriage and family therapist                      | Master's                                                               | None                  | Intern/ resident                | \$15.74                                        | \$18.12       | \$23.67        | \$31.59       | \$44.29       |
| 21-1015 Rehabilitation counselor                           | Master's                                                               | None                  | None                            | \$13.31                                        | \$14.11       | \$15.56        | \$21.35       | \$29.96       |
| 21-1018 Substance/ behav./ mental hlth. counselor          | Bachelor's                                                             | None                  | None                            | \$15.76                                        | \$18.24       | \$24.08        | \$31.78       | \$46.59       |
| 21-1021 Child/ family/ school social worker                | Bachelor's                                                             | None                  | None                            | \$16.67                                        | \$19.79       | \$25.21        | \$34.11       | \$45.86       |
| 21-1022 Healthcare social worker                           | Master's                                                               | None                  | Intern/ resident                | \$21.35                                        | \$27.66       | \$37.34        | \$49.82       | \$62.92       |
| 21-1023 Mental hlth/ substance abuse social worker         | Master's                                                               | None                  | Intern/ resident                | \$17.15                                        | \$22.47       | \$32.96        | \$47.55       | \$57.08       |
| 21-1091 Health educator                                    | Bachelor's                                                             | None                  | None                            | \$17.82                                        | \$22.73       | \$30.84        | \$44.28       | \$52.85       |
| 21-1093 Social and human service assistant                 | High school                                                            | None                  | Short-term OTJ                  | \$13.90                                        | \$15.76       | \$19.69        | \$25.72       | \$32.87       |
| 21-1094 Community health worker                            | High school                                                            | None                  | Short-term OTJ                  | \$15.74                                        | \$18.46       | \$23.18        | \$30.22       | \$39.00       |
| 25-2051 Special ed. teachers, preschool 2/                 | Bachelor's                                                             | None                  | None                            | \$19.36                                        | \$26.32       | \$31.38        | \$48.83       | \$62.33       |
| 25-3097 Teachers and instructors, all other 2/             | Bachelor's                                                             | None                  | None                            | \$17.48                                        | \$19.56       | \$25.16        | \$48.28       | \$66.39       |
| 25-9045 Teaching Assistants, Except Postsecondary          | Bachelor's                                                             | None                  | None                            | \$17.31                                        | \$19.01       | \$22.34        | \$26.49       | \$31.03       |
| 29-1031 Dietitian/ nutritionist                            | Bachelor's                                                             | None                  | Intern/ resident                | \$24.86                                        | \$33.18       | \$39.52        | \$46.43       | \$51.95       |
| 29-1122 Occupational therapist                             | Master's                                                               | None                  | None                            | \$30.35                                        | \$41.55       | \$49.62        | \$58.71       | \$65.11       |
| 29-1123 Physical therapist                                 | Doctoral/ prof                                                         | None                  | None                            | \$32.72                                        | \$41.29       | <b>\$50.92</b> | \$60.70       | \$68.50       |
| 29-1125 Recreational therapist                             | Bachelor's                                                             | None                  | None                            | \$19.27                                        | \$29.19       | \$39.26        | \$46.65       | \$51.25       |
| 29-1127 Speech-language pathologist                        | Master's                                                               | None                  | Intern/ resident                | \$29.73                                        | \$37.94       | <b>\$46.08</b> | \$54.00       | \$62.55       |
| 29-1141 Registered nurse                                   | Bachelor's                                                             | None                  | None                            | \$36.62                                        | \$45.18       | <b>\$56.93</b> | \$71.07       | \$83.35       |
| 29-1181 Audiologists                                       | Doctoral/ prof                                                         | None                  | None                            | \$36.05                                        | \$45.89       | \$55.87        | \$63.34       | \$71.27       |
| 29-1223 Psychiatrist                                       | Doctoral/ prof                                                         | None                  | Intern/ resident                | \$55.19                                        | \$83.95       | 1/             | 1/            | 1/            |
| 29-2053 Psychiatric technician                             | Postsec. award                                                         | Under 5 yrs           | Short-term OTJ                  | \$16.51                                        | \$21.12       | \$29.04        | \$34.56       | \$39.17       |
| 29-2061 Licensed practical/ vocational nurse               | Postsec. award                                                         | None                  | None                            | \$21.70                                        | \$25.53       | \$30.01        | \$36.28       | \$41.21       |
| 31-1120 Home Health and Personal Care Aides                | High school                                                            | None                  | Short-term OTJ                  | \$13.01                                        | \$13.02       | \$14.05        | \$15.26       | \$18.80       |
| 31-1131 Nursing Assistants                                 | Postsec. award                                                         | None                  | None                            | \$13.90                                        | \$15.52       | \$18.06        | \$21.45       | \$25.31       |
| 31-1132 Orderlies                                          | High school                                                            | None                  | Short-term OTJ                  | \$14.00                                        | \$15.99       | \$19.44        | \$25.65       | \$30.93       |
| 31-1133 Psychiatric Aides                                  | High school                                                            | None                  | Short-term OTJ                  | \$13.57                                        | \$14.52       | \$15.99        | \$18.89       | \$27.57       |
| 31-2011 Occupational therapy assistant                     | Associate's                                                            | None                  | None                            | \$26.54                                        | \$30.72       | \$35.75        | \$40.20       | \$46.15       |
| 31-2012 Occupational therapy aides                         | High school                                                            | None                  | Short-term OTJ                  | \$13.02                                        | \$13.72       | \$15.07        | \$18.75       | \$27.13       |
| 31-2021 Physical therapist assistant                       | Associate's                                                            | None                  | None                            | \$20.55                                        | \$29.08       | \$35.04        | \$39.82       | \$45.32       |
| 31-2022 Physical therapist aide                            | High school                                                            | None                  | Short-term OTJ                  | \$13.02                                        | \$13.30       | \$14.73        | \$17.05       | \$19.79       |
| 31-9092 Medical assistant                                  | Postsec. award                                                         | None                  | None                            | \$13.80                                        | \$15.81       | \$19.00        | \$25.13       | \$30.55       |
| 37-2011 Janitor/ cleaner                                   | None                                                                   | None                  | Short-term OTJ                  | \$13.02                                        | \$14.01       | \$16.26        | \$20.51       | \$25.91       |
| 37-2012 Maids and housekeeping cleaners                    | None                                                                   | None                  | Short-term OTJ                  | \$13.02                                        | \$13.75       | \$15.36        | \$18.98       | \$24.70       |
| 39-1098 First-Line Supervisors of Personal Service Workers | High school                                                            | Under 5 yrs           | None                            | \$14.72                                        | \$17.36       | \$22.22        | \$30.27       | \$38.36       |
| 39-9032 Recreation worker                                  | High school                                                            | None                  | Short-term OTJ                  | \$13.02                                        | \$13.82       | \$15.29        | \$18.86       | \$23.72       |
| 39-9041 Residential advisor                                | High school                                                            | None                  | Short-term OTJ                  | \$13.64                                        | \$15.07       | \$17.51        | \$21.03       | \$27.39       |
| 53-3052 Bus Drivers, Transit and Intercity                 | High school                                                            | None                  | Mod-term OTJ                    | \$16.53                                        | \$20.05       | \$25.71        | \$31.46       | \$38.04       |

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

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

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix B: Wage Assumptions  
BLS Wage Adjustment Assumptions - Minimum Wage 'Spillover' and Wage Inflation**

|                                                                          |         |
|--------------------------------------------------------------------------|---------|
| Current minimum wage                                                     | \$13.00 |
| Future minimum wage                                                      | \$16.50 |
| Tipping point <sup>1</sup> at which formula does not produce an increase | \$20.77 |

***Adjustment for Minimum Wage 'Spillover'***

| Current Wage      | Dollar Amount from<br>Previous 'Step' | Percentage of Dollar<br>Amount from Previous Step<br>'Captured' as Part of Wage<br>Increase | Dollar Amount from<br>Previous Step 'Captured' as<br>Part of Wage Increase | Revised Wage      |
|-------------------|---------------------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------|
| \$13.00           |                                       |                                                                                             |                                                                            | \$16.50           |
| \$13.01 - \$14.00 | \$1.00                                | 90%                                                                                         | \$0.90                                                                     | \$16.51 - \$17.40 |
| \$14.01 - \$15.00 | \$1.00                                | 80%                                                                                         | \$0.80                                                                     | \$17.41 - \$18.20 |
| \$15.01 - \$16.00 | \$1.00                                | 70%                                                                                         | \$0.70                                                                     | \$18.21 - \$18.90 |
| \$16.01 - \$17.00 | \$1.00                                | 60%                                                                                         | \$0.60                                                                     | \$18.91 - \$19.50 |
| \$17.01 - \$18.00 | \$1.00                                | 50%                                                                                         | \$0.50                                                                     | \$19.51 - \$20.00 |
| \$18.01 - \$19.00 | \$1.00                                | 40%                                                                                         | \$0.40                                                                     | \$20.00 - \$20.40 |
| \$19.01 - \$20.00 | \$1.00                                | 30%                                                                                         | \$0.30                                                                     | \$20.40 - \$20.70 |
| \$20.01 - \$20.77 | \$1.00                                | 20%                                                                                         | \$0.20                                                                     | \$20.70 - \$20.78 |

***Adjustment of Wage Inflation***

|                                                                  |               |
|------------------------------------------------------------------|---------------|
| <b>Weighted Annual Average<sup>1</sup></b>                       | <b>4.90%</b>  |
| BLS Dataset Month                                                | May-20        |
| Midpoint of Initial Year of Implementation                       | Jan-23        |
| Number of Months Between BLS Dataset and Implementation Midpoint | 32            |
| <b>Total Inflation Factor</b>                                    | <b>13.61%</b> |

<sup>1</sup> Compound annual growth rate for net earnings in California for 2010 – 2020; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix B: Wage Assumptions  
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments**

| BLS Code and Title                                 | Bureau of Labor Statistics Wages<br>(May 2020 After Adjustment) |               |               |               |               |
|----------------------------------------------------|-----------------------------------------------------------------|---------------|---------------|---------------|---------------|
|                                                    | 10th<br>%-ile                                                   | 25th<br>%-ile | 50th<br>%-ile | 75th<br>%-ile | 90th<br>%-ile |
| Nov-51 Social/ community svc. mgr.                 | \$21.78                                                         | \$29.26       | \$39.35       | \$52.29       | \$67.94       |
| 19-3031 Clinic./ counsel./ school psychologist     | \$31.54                                                         | \$45.65       | \$58.70       | \$74.41       | \$94.26       |
| 21-1012 Edu./ guidance/ school/ voc. counselor     | \$23.24                                                         | \$29.55       | \$42.53       | \$57.89       | \$70.66       |
| 21-1013 Marriage and family therapist              | \$18.64                                                         | \$20.59       | \$26.89       | \$35.89       | \$50.32       |
| 21-1015 Rehabilitation counselor                   | \$16.75                                                         | \$17.48       | \$18.54       | \$24.25       | \$34.04       |
| 21-1018 Substance/ behav./ mental hlth. counselor  | \$18.66                                                         | \$20.72       | \$27.36       | \$36.10       | \$52.93       |
| 21-1021 Child/ family/ school social worker        | \$19.24                                                         | \$22.48       | \$28.64       | \$38.75       | \$52.10       |
| 21-1022 Healthcare social worker                   | \$24.25                                                         | \$31.42       | \$42.42       | \$56.60       | \$71.48       |
| 21-1023 Mental hlth/ substance abuse social worker | \$19.56                                                         | \$25.53       | \$37.44       | \$54.02       | \$64.85       |
| 21-1091 Health educator                            | \$20.24                                                         | \$25.82       | \$35.04       | \$50.30       | \$60.04       |
| 21-1093 Social and human service assistant         | \$17.22                                                         | \$18.66       | \$22.37       | \$29.22       | \$37.34       |
| 21-1094 Community health worker                    | \$18.64                                                         | \$20.97       | \$26.33       | \$34.33       | \$44.31       |
| 25-2051 Special ed. teachers, preschool 2/         | \$21.99                                                         | \$29.90       | \$35.65       | \$55.47       | \$70.81       |
| 25-3097 Teachers and instructors, all other 2/     | \$19.86                                                         | \$22.22       | \$28.58       | \$54.85       | \$75.42       |
| 25-9045 Teaching Assistants, Except Postsecondary  | \$19.67                                                         | \$21.60       | \$25.38       | \$30.09       | \$35.25       |
| 29-1031 Dietitian/ nutritionist                    | \$28.24                                                         | \$37.69       | \$44.90       | \$52.75       | \$59.02       |
| 29-1122 Occupational therapist                     | \$34.48                                                         | \$47.20       | \$56.37       | \$66.70       | \$73.97       |
| 29-1123 Physical therapist                         | \$37.17                                                         | \$46.91       | \$57.85       | \$68.96       | \$77.82       |
| 29-1125 Recreational therapist                     | \$21.89                                                         | \$33.16       | \$44.60       | \$53.00       | \$58.22       |
| 29-1127 Speech-language pathologist                | \$33.78                                                         | \$43.10       | \$52.35       | \$61.35       | \$71.06       |
| 29-1141 Registered nurse                           | \$41.60                                                         | \$51.33       | \$64.68       | \$80.74       | \$94.69       |
| 29-1181 Audiologists                               | \$40.95                                                         | \$52.13       | \$63.47       | \$71.96       | \$80.97       |
| 29-1223 Psychiatrist                               | \$62.70                                                         | \$95.37       | 1/            | 1/            | 1/            |
| 29-2053 Psychiatric technician                     | \$19.16                                                         | \$23.99       | \$32.99       | \$39.26       | \$44.50       |
| 29-2061 Licensed practical/ vocational nurse       | \$24.65                                                         | \$29.00       | \$34.09       | \$41.22       | \$46.82       |
| 31-1120 Home Health and Personal Care Aides        | \$16.51                                                         | \$16.52       | \$17.44       | \$18.36       | \$21.36       |
| 31-1131 Nursing Assistants                         | \$17.22                                                         | \$18.51       | \$20.52       | \$24.37       | \$28.75       |
| 31-1132 Orderlies                                  | \$17.40                                                         | \$18.79       | \$22.09       | \$29.14       | \$35.14       |
| 31-1133 Psychiatric Aides                          | \$16.96                                                         | \$17.76       | \$18.79       | \$21.46       | \$31.32       |
| 31-2011 Occupational therapy assistant             | \$30.15                                                         | \$34.90       | \$40.61       | \$45.67       | \$52.43       |
| 31-2012 Occupational therapy aides                 | \$16.52                                                         | \$17.08       | \$18.24       | \$21.30       | \$30.82       |
| 31-2021 Physical therapist assistant               | \$23.35                                                         | \$33.04       | \$39.81       | \$45.24       | \$51.49       |
| 31-2022 Physical therapist aide                    | \$16.52                                                         | \$16.74       | \$17.91       | \$19.52       | \$22.48       |
| 31-9092 Medical assistant                          | \$17.14                                                         | \$18.69       | \$21.59       | \$28.55       | \$34.71       |
| 37-2011 Janitor/ cleaner                           | \$16.52                                                         | \$17.41       | \$19.03       | \$23.30       | \$29.44       |
| 37-2012 Maids and housekeeping cleaners            | \$16.52                                                         | \$17.10       | \$18.42       | \$21.56       | \$28.06       |
| 39-1098 First-Line Supervisors of Personal Service | \$17.90                                                         | \$19.72       | \$25.24       | \$34.39       | \$43.58       |
| 39-9032 Recreation worker                          | \$16.52                                                         | \$17.16       | \$18.37       | \$21.43       | \$26.95       |
| 39-9041 Residential advisor                        | \$17.01                                                         | \$18.24       | \$19.89       | \$23.89       | \$31.12       |
| 53-3052 Bus Drivers, Transit and Intercity         | \$19.17                                                         | \$22.78       | \$29.21       | \$35.74       | \$43.22       |

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

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Personal Assistance | Participant-Directed Personal Assistance | Parent Coordinated Personal Assistance | Independent Living Program | Participant-Directed Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living Services | Parenting Support Services | Respite |
|---------------------|------------------------------------------|----------------------------------------|----------------------------|-----------------------------------------|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|
|---------------------|------------------------------------------|----------------------------------------|----------------------------|-----------------------------------------|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|

**BLS Code and Title**

|                                                    |      |      |      |      |      |      |      |      |      |
|----------------------------------------------------|------|------|------|------|------|------|------|------|------|
| Nov-51 Social/ community svc. mgr.                 |      |      |      |      |      |      |      |      |      |
| 19-3031 Clinic./ counsel./ school psychologist     |      |      |      |      |      |      |      |      |      |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |      |      |      |      |      |      |      |      |      |
| 21-1013 Marriage and family therapist              |      |      |      |      |      |      |      | 50%  |      |
| 21-1015 Rehabilitation counselor                   |      |      | 30%  |      | 30%  |      |      |      |      |
| 21-1018 Substance/ behav./ mental hlth. counselor  |      |      |      |      |      |      |      |      |      |
| 21-1021 Child/ family/ school social worker        |      |      |      |      |      |      |      |      |      |
| 21-1022 Healthcare social worker                   |      |      |      |      |      |      |      |      |      |
| 21-1023 Mental hlth/ substance abuse social worker |      |      |      |      |      |      |      |      |      |
| 21-1091 Health educator                            |      |      |      |      |      |      |      | 50%  |      |
| 21-1093 Social and human service assistant         |      |      | 30%  |      | 30%  |      |      |      |      |
| 21-1094 Community health worker                    |      |      |      |      |      |      |      |      |      |
| 25-2051 Special ed. teachers, preschool 2/         |      |      |      |      |      |      |      |      |      |
| 25-3097 Teachers and instructors, all other 2/     |      |      | 40%  |      | 40%  |      |      |      |      |
| 25-9045 Teaching Assistants, Except Postsecondary  |      |      |      |      |      |      |      |      |      |
| 29-1031 Dietitian/ nutritionist                    |      |      |      |      |      |      |      |      |      |
| 29-1122 Occupational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1123 Physical therapist                         |      |      |      |      |      |      |      |      |      |
| 29-1125 Recreational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1127 Speech-language pathologist                |      |      |      |      |      |      |      |      |      |
| 29-1141 Registered nurse                           |      |      |      |      |      |      |      |      |      |
| 29-1181 Audiologists                               |      |      |      |      |      |      |      |      |      |
| 29-1223 Psychiatrist                               |      |      |      |      |      |      |      |      |      |
| 29-2053 Psychiatric technician                     |      |      |      |      |      |      |      |      |      |
| 29-2061 Licensed practical/ vocational nurse       |      |      |      |      |      |      |      |      |      |
| 31-1120 Home Health and Personal Care Aides        | 90%  | 90%  | 90%  |      | 50%  | 70%  | 70%  |      | 90%  |
| 31-1131 Nursing Assistants                         |      |      |      |      |      |      |      |      |      |
| 31-1132 Orderlies                                  |      |      |      |      |      |      |      |      |      |
| 31-1133 Psychiatric Aides                          | 5%   | 5%   | 5%   |      | 25%  | 15%  | 15%  |      | 5%   |
| 31-2011 Occupational therapy assistant             |      |      |      |      |      |      |      |      |      |
| 31-2012 Occupational therapy aides                 |      |      |      |      |      |      |      |      |      |
| 31-2021 Physical therapist assistant               |      |      |      |      |      |      |      |      |      |
| 31-2022 Physical therapist aide                    |      |      |      |      |      |      |      |      |      |
| 31-9092 Medical assistant                          |      |      |      |      |      |      |      |      |      |
| 37-2011 Janitor/ cleaner                           |      |      |      |      |      |      |      |      |      |
| 37-2012 Maids and housekeeping cleaners            |      |      |      |      |      |      |      |      |      |
| 39-1098 First-Line Supervisors                     |      |      |      |      |      |      |      |      |      |
| 39-9032 Recreation worker                          | 5%   | 5%   | 5%   |      | 25%  | 15%  | 15%  |      | 5%   |
| 39-9041 Residential advisor                        |      |      |      |      |      |      |      |      |      |
| 53-3052 Bus Drivers, Transit and Intercity         |      |      |      |      |      |      |      |      |      |
|                                                    | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Participant-Directed Respite | Tutor Services | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated DSPs | Residential Facility - Staff Operated CNAs | Residential Facility - Staff Operated LVNs | Residential Facility - Staff Operated LPTs | Residential Facility - Staff Operated RBTs | Residential Facility - Staff Operated Line Staff |
|------------------------------|----------------|--------------|---------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------------|
|------------------------------|----------------|--------------|---------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------------|

**BLS Code and Title**

|                                                    |      |      |      |      |      |      |      |      |      |
|----------------------------------------------------|------|------|------|------|------|------|------|------|------|
| Nov-51 Social/ community svc. mgr.                 |      |      |      |      |      |      |      |      |      |
| 19-3031 Clinic./ counsel./ school psychologist     |      |      |      |      |      |      |      |      |      |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |      |      |      |      |      |      |      |      |      |
| 21-1013 Marriage and family therapist              |      |      |      |      |      |      |      |      |      |
| 21-1015 Rehabilitation counselor                   |      |      |      |      |      |      |      |      |      |
| 21-1018 Substance/ behav./ mental hlth. counselor  |      |      |      |      |      |      |      |      |      |
| 21-1021 Child/ family/ school social worker        |      |      |      |      |      |      |      |      |      |
| 21-1022 Healthcare social worker                   |      |      |      |      |      |      |      |      |      |
| 21-1023 Mental hlth/ substance abuse social worker |      |      |      |      |      |      |      |      |      |
| 21-1091 Health educator                            |      |      |      |      |      |      |      |      |      |
| 21-1093 Social and human service assistant         |      |      |      |      |      |      |      |      |      |
| 21-1094 Community health worker                    |      |      |      |      |      |      |      |      |      |
| 25-2051 Special ed. teachers, preschool 2/         |      |      |      |      |      |      |      |      |      |
| 25-3097 Teachers and instructors, all other 2/     | 100% |      |      |      |      |      |      |      |      |
| 25-9045 Teaching Assistants, Except Postsecondary  |      |      |      |      |      |      |      |      |      |
| 29-1031 Dietitian/ nutritionist                    |      |      |      |      |      |      |      |      |      |
| 29-1122 Occupational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1123 Physical therapist                         |      |      |      |      |      |      |      |      |      |
| 29-1125 Recreational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1127 Speech-language pathologist                |      |      |      |      |      |      |      |      |      |
| 29-1141 Registered nurse                           |      |      |      |      |      |      |      |      |      |
| 29-1181 Audiologists                               |      |      |      |      |      |      |      |      |      |
| 29-1223 Psychiatrist                               |      |      |      |      |      |      |      |      |      |
| 29-2053 Psychiatric technician                     |      |      |      |      |      |      | 100% |      |      |
| 29-2061 Licensed practical/ vocational nurse       |      |      |      |      |      | 100% |      |      |      |
| 31-1120 Home Health and Personal Care Aides        | 90%  |      | 90%  | 70%  |      |      |      |      | 70%  |
| 31-1131 Nursing Assistants                         |      |      |      |      | 100% |      |      |      |      |
| 31-1132 Orderlies                                  |      |      |      |      |      |      |      |      |      |
| 31-1133 Psychiatric Aides                          | 5%   |      | 5%   | 15%  |      |      |      | 100% | 15%  |
| 31-2011 Occupational therapy assistant             |      |      |      |      |      |      |      |      |      |
| 31-2012 Occupational therapy aides                 |      |      |      |      |      |      |      |      |      |
| 31-2021 Physical therapist assistant               |      |      |      |      |      |      |      |      |      |
| 31-2022 Physical therapist aide                    |      |      |      |      |      |      |      |      |      |
| 31-9092 Medical assistant                          |      |      |      |      |      |      |      |      |      |
| 37-2011 Janitor/ cleaner                           |      |      |      |      |      |      |      |      |      |
| 37-2012 Maids and housekeeping cleaners            |      | 100% |      |      |      |      |      |      |      |
| 39-1098 First-Line Supervisors                     |      |      |      |      |      |      |      |      |      |
| 39-9032 Recreation worker                          | 5%   |      | 5%   | 15%  |      |      |      |      | 15%  |
| 39-9041 Residential advisor                        |      |      |      |      |      |      |      |      |      |
| 53-3052 Bus Drivers, Transit and Intercity         |      |      |      |      |      |      |      |      |      |
|                                                    | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Residential Facility - Owner<br>Operated Line Staff | Residential Facility - Staff<br>Operated Lead Staff | Residential Facility - Staff<br>Operated Home Administrator,<br>Level 2-3 | Residential Facility - Staff<br>Operated Home Administrator,<br>Level 4+ | Residential Facility for Persons<br>with Special Health Care Needs<br>DSPs | Residential Facility for Persons<br>with Special Health Care Needs<br>CNAs | Residential Facility for Persons<br>with Special Health Care Needs<br>LVNs | Residential Facility for Persons<br>with Special Health Care Needs<br>RNs | Residential Facility for Persons<br>with Special Health Care Needs<br>Line Staff | Residential Facility for Persons<br>with Special Health Care Needs<br>Lead Staff |
|-----------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|-----------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|

**BLS Code and Title**

|                                                    |             |             |             |             |             |             |             |             |             |
|----------------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Nov-51 Social/ community svc. mgr.                 |             |             |             |             |             |             |             |             |             |
| 19-3031 Clinic./ counsel./ school psychologist     |             |             |             |             |             |             |             |             |             |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |             |             |             |             |             |             |             |             |             |
| 21-1013 Marriage and family therapist              |             |             |             |             |             |             |             |             |             |
| 21-1015 Rehabilitation counselor                   |             |             |             |             |             |             |             |             |             |
| 21-1018 Substance/ behav./ mental hlth. counselor  |             |             |             |             |             |             |             |             |             |
| 21-1021 Child/ family/ school social worker        |             |             |             |             |             |             |             |             |             |
| 21-1022 Healthcare social worker                   |             |             |             |             |             |             |             |             |             |
| 21-1023 Mental hlth/ substance abuse social worker |             |             |             |             |             |             |             |             |             |
| 21-1091 Health educator                            |             |             |             |             |             |             |             |             |             |
| 21-1093 Social and human service assistant         |             |             |             |             |             |             |             |             |             |
| 21-1094 Community health worker                    |             |             |             |             |             |             |             |             |             |
| 25-2051 Special ed. teachers, preschool 2/         |             |             |             |             |             |             |             |             |             |
| 25-3097 Teachers and instructors, all other 2/     |             |             |             |             |             |             |             |             |             |
| 25-9045 Teaching Assistants, Except Postsecondary  |             |             |             |             |             |             |             |             |             |
| 29-1031 Dietitian/ nutritionist                    |             |             |             |             |             |             |             |             |             |
| 29-1122 Occupational therapist                     |             |             |             |             |             |             |             |             |             |
| 29-1123 Physical therapist                         |             |             |             |             |             |             |             |             |             |
| 29-1125 Recreational therapist                     |             |             |             |             |             |             |             |             |             |
| 29-1127 Speech-language pathologist                |             |             |             |             |             |             |             |             |             |
| 29-1141 Registered nurse                           |             |             |             |             |             |             | 100%        |             |             |
| 29-1181 Audiologists                               |             |             |             |             |             |             |             |             |             |
| 29-1223 Psychiatrist                               |             |             |             |             |             |             |             |             |             |
| 29-2053 Psychiatric technician                     |             |             |             |             |             |             |             |             |             |
| 29-2061 Licensed practical/ vocational nurse       |             |             |             |             |             | 100%        |             |             | 100%        |
| 31-1120 Home Health and Personal Care Aides        | 70%         | 70%         |             | 70%         |             |             |             |             |             |
| 31-1131 Nursing Assistants                         |             |             |             |             | 100%        |             |             | 100%        |             |
| 31-1132 Orderlies                                  |             |             |             |             |             |             |             |             |             |
| 31-1133 Psychiatric Aides                          | 15%         | 15%         |             | 15%         |             |             |             |             |             |
| 31-2011 Occupational therapy assistant             |             |             |             |             |             |             |             |             |             |
| 31-2012 Occupational therapy aides                 |             |             |             |             |             |             |             |             |             |
| 31-2021 Physical therapist assistant               |             |             |             |             |             |             |             |             |             |
| 31-2022 Physical therapist aide                    |             |             |             |             |             |             |             |             |             |
| 31-9092 Medical assistant                          |             |             |             |             |             |             |             |             |             |
| 37-2011 Janitor/ cleaner                           |             |             |             |             |             |             |             |             |             |
| 37-2012 Maids and housekeeping cleaners            |             |             |             |             |             |             |             |             |             |
| 39-1098 First-Line Supervisors                     |             |             | 100%        | 100%        |             |             |             |             |             |
| 39-9032 Recreation worker                          | 15%         | 15%         |             | 15%         |             |             |             |             |             |
| 39-9041 Residential advisor                        |             |             |             |             |             |             |             |             |             |
| 53-3052 Bus Drivers, Transit and Intercity         |             |             |             |             |             |             |             |             |             |
|                                                    | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| BLS Code and Title |                                            | Residential Facility for Persons with Special Health Care Needs Home Administrator (RN) | Residential Facility for Persons with Special Health Care Needs Home Administrator | Supplemental Residential Prog. Supp. | Day Services, Center/Facility | Day Services, Community | Day Services, Community Only | Behavioral Day Services, Center/Facility | Behavioral Day Services, Community | Medical Day Services, Center/Facility | Medical Day Services, Community |
|--------------------|--------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------|-------------------------------|-------------------------|------------------------------|------------------------------------------|------------------------------------|---------------------------------------|---------------------------------|
| Nov-51             | Social/ community svc. mgr.                |                                                                                         | 100%                                                                               |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 19-3031            | Clinic./ counsel./ school psychologist     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1012            | Edu./ guidance/ school/ voc. counselor     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1013            | Marriage and family therapist              |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1015            | Rehabilitation counselor                   |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1018            | Substance/ behav./ mental hlth. counselor  |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1021            | Child/ family/ school social worker        |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1022            | Healthcare social worker                   |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1023            | Mental hlth/ substance abuse social worker |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1091            | Health educator                            |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1093            | Social and human service assistant         |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 21-1094            | Community health worker                    |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 25-2051            | Special ed. teachers, preschool 2/         |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 25-3097            | Teachers and instructors, all other 2/     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 25-9045            | Teaching Assistants, Except Postsecondary  |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1031            | Dietitian/ nutritionist                    |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1122            | Occupational therapist                     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1123            | Physical therapist                         |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1125            | Recreational therapist                     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1127            | Speech-language pathologist                |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1141            | Registered nurse                           | 100%                                                                                    |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1181            | Audiologists                               |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-1223            | Psychiatrist                               |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-2053            | Psychiatric technician                     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 29-2061            | Licensed practical/ vocational nurse       |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-1120            | Home Health and Personal Care Aides        |                                                                                         |                                                                                    | 90%                                  | 50%                           | 50%                     | 50%                          |                                          |                                    |                                       |                                 |
| 31-1131            | Nursing Assistants                         |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    | 100%                                  | 100%                            |
| 31-1132            | Orderlies                                  |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-1133            | Psychiatric Aides                          |                                                                                         |                                                                                    | 5%                                   | 25%                           | 25%                     | 25%                          | 100%                                     | 100%                               |                                       |                                 |
| 31-2011            | Occupational therapy assistant             |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-2012            | Occupational therapy aides                 |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-2021            | Physical therapist assistant               |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-2022            | Physical therapist aide                    |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 31-9092            | Medical assistant                          |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 37-2011            | Janitor/ cleaner                           |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 37-2012            | Maids and housekeeping cleaners            |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 39-1098            | First-Line Supervisors                     |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 39-9032            | Recreation worker                          |                                                                                         |                                                                                    | 5%                                   | 25%                           | 25%                     | 25%                          |                                          |                                    |                                       |                                 |
| 39-9041            | Residential advisor                        |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
| 53-3052            | Bus Drivers, Transit and Intercity         |                                                                                         |                                                                                    |                                      |                               |                         |                              |                                          |                                    |                                       |                                 |
|                    |                                            | 100%                                                                                    | 100%                                                                               | 100%                                 | 100%                          | 100%                    | 100%                         | 100%                                     | 100%                               | 100%                                  | 100%                            |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
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**Appendix B: Wage Assumptions**  
**Development of Job Requirements by Service**  
**(Using BLS Job Codes)**

| Medical Day Services, LVN's | In-home/Mobile Day Program | Participant-Directed Community-Based Training | Supplemental Day Program Support | Transportation, Company | Transportation, Company (Small) | Transportation, Company (Medium) | Transportation, Company (Large) | Transportation, Additional Component | Transportation Assistant |
|-----------------------------|----------------------------|-----------------------------------------------|----------------------------------|-------------------------|---------------------------------|----------------------------------|---------------------------------|--------------------------------------|--------------------------|
|-----------------------------|----------------------------|-----------------------------------------------|----------------------------------|-------------------------|---------------------------------|----------------------------------|---------------------------------|--------------------------------------|--------------------------|

**BLS Code and Title**

|                                                    |             |             |             |             |             |             |             |             |             |
|----------------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Nov-51 Social/ community svc. mgr.                 |             |             |             |             |             |             |             |             |             |
| 19-3031 Clinic./ counsel./ school psychologist     |             |             |             |             |             |             |             |             |             |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |             |             |             |             |             |             |             |             |             |
| 21-1013 Marriage and family therapist              |             |             |             |             |             |             |             |             |             |
| 21-1015 Rehabilitation counselor                   |             |             |             |             |             |             |             |             |             |
| 21-1018 Substance/ behav./ mental hlth. counselor  |             |             |             |             |             |             |             |             |             |
| 21-1021 Child/ family/ school social worker        |             |             |             |             |             |             |             |             |             |
| 21-1022 Healthcare social worker                   |             |             |             |             |             |             |             |             |             |
| 21-1023 Mental hlth/ substance abuse social worker |             |             |             |             |             |             |             |             |             |
| 21-1091 Health educator                            |             |             |             |             |             |             |             |             |             |
| 21-1093 Social and human service assistant         |             |             |             |             |             |             |             |             |             |
| 21-1094 Community health worker                    |             |             |             |             |             |             |             |             |             |
| 25-2051 Special ed. teachers, preschool 2/         |             |             |             |             |             |             |             |             |             |
| 25-3097 Teachers and instructors, all other 2/     |             |             |             |             |             |             |             |             |             |
| 25-9045 Teaching Assistants, Except Postsecondary  |             |             |             |             |             |             |             |             |             |
| 29-1031 Dietitian/ nutritionist                    |             |             |             |             |             |             |             |             |             |
| 29-1122 Occupational therapist                     |             |             |             |             |             |             |             |             |             |
| 29-1123 Physical therapist                         |             |             |             |             |             |             |             |             |             |
| 29-1125 Recreational therapist                     |             |             |             |             |             |             |             |             |             |
| 29-1127 Speech-language pathologist                |             |             |             |             |             |             |             |             |             |
| 29-1141 Registered nurse                           |             |             |             |             |             |             |             |             |             |
| 29-1181 Audiologists                               |             |             |             |             |             |             |             |             |             |
| 29-1223 Psychiatrist                               |             |             |             |             |             |             |             |             |             |
| 29-2053 Psychiatric technician                     |             |             |             |             |             |             |             |             |             |
| 29-2061 Licensed practical/ vocational nurse       | 100%        |             |             |             |             |             |             |             |             |
| 31-1120 Home Health and Personal Care Aides        |             | 70%         | 70%         | 90%         |             | 70%         |             | 70%         | 90%         |
| 31-1131 Nursing Assistants                         |             |             |             |             |             |             |             |             |             |
| 31-1132 Orderlies                                  |             |             |             |             |             |             |             |             |             |
| 31-1133 Psychiatric Aides                          |             | 15%         | 15%         | 5%          |             | 15%         |             | 15%         | 5%          |
| 31-2011 Occupational therapy assistant             |             |             |             |             |             |             |             |             |             |
| 31-2012 Occupational therapy aides                 |             |             |             |             |             |             |             |             |             |
| 31-2021 Physical therapist assistant               |             |             |             |             |             |             |             |             |             |
| 31-2022 Physical therapist aide                    |             |             |             |             |             |             |             |             |             |
| 31-9092 Medical assistant                          |             |             |             |             |             |             |             |             |             |
| 37-2011 Janitor/ cleaner                           |             |             |             |             |             |             |             |             |             |
| 37-2012 Maids and housekeeping cleaners            |             |             |             |             |             |             |             |             |             |
| 39-1098 First-Line Supervisors                     |             |             |             |             |             |             |             |             |             |
| 39-9032 Recreation worker                          |             | 15%         | 15%         | 5%          |             | 15%         |             | 15%         | 5%          |
| 39-9041 Residential advisor                        |             |             |             |             |             |             |             |             |             |
| 53-3052 Bus Drivers, Transit and Intercity         |             |             |             |             | 100%        |             | 100%        | 100%        |             |
|                                                    | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
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**Appendix B: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

| Supported Employment-Group | Participant-Directed Supported Employment | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Training, Professional | Adaptive Skills Training, Specialist | Behavior Analyst |
|----------------------------|-------------------------------------------|--------------------------------------------------|-----------------------------------------------|-----------------------|------------------------------------------------|---------------------------------------------|----------------------------------------|--------------------------------------|------------------|
|----------------------------|-------------------------------------------|--------------------------------------------------|-----------------------------------------------|-----------------------|------------------------------------------------|---------------------------------------------|----------------------------------------|--------------------------------------|------------------|

**BLS Code and Title**

|                                                    |      |      |      |      |      |      |      |      |      |
|----------------------------------------------------|------|------|------|------|------|------|------|------|------|
| Nov-51 Social/ community svc. mgr.                 |      |      |      |      |      |      |      |      |      |
| 19-3031 Clinic./ counsel./ school psychologist     |      |      |      |      |      |      |      |      | 100% |
| 21-1012 Edu./ guidance/ school/ voc. counselor     | 25%  | 25%  | 50%  | 25%  |      |      |      |      |      |
| 21-1013 Marriage and family therapist              |      |      |      |      |      |      |      |      |      |
| 21-1015 Rehabilitation counselor                   | 75%  | 75%  | 50%  | 75%  |      |      |      |      |      |
| 21-1018 Substance/ behav./ mental hlth. counselor  |      |      |      |      |      |      |      |      |      |
| 21-1021 Child/ family/ school social worker        |      |      |      |      |      |      |      |      |      |
| 21-1022 Healthcare social worker                   |      |      |      |      |      |      |      |      |      |
| 21-1023 Mental hlth/ substance abuse social worker |      |      |      |      |      |      |      |      |      |
| 21-1091 Health educator                            |      |      |      |      |      |      |      |      |      |
| 21-1093 Social and human service assistant         |      |      |      |      |      |      |      |      |      |
| 21-1094 Community health worker                    |      |      |      |      |      |      |      |      |      |
| 25-2051 Special ed. teachers, preschool 2/         |      |      |      |      |      |      |      |      |      |
| 25-3097 Teachers and instructors, all other 2/     |      |      |      |      |      |      |      |      |      |
| 25-9045 Teaching Assistants, Except Postsecondary  |      |      |      |      |      |      |      |      |      |
| 29-1031 Dietitian/ nutritionist                    |      |      |      |      |      |      |      |      |      |
| 29-1122 Occupational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1123 Physical therapist                         |      |      |      |      | 100% |      | 100% |      |      |
| 29-1125 Recreational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1127 Speech-language pathologist                |      |      |      |      |      |      |      |      |      |
| 29-1141 Registered nurse                           |      |      |      |      |      |      |      |      |      |
| 29-1181 Audiologists                               |      |      |      |      |      |      |      |      |      |
| 29-1223 Psychiatrist                               |      |      |      |      |      |      |      |      |      |
| 29-2053 Psychiatric technician                     |      |      |      |      |      |      |      |      |      |
| 29-2061 Licensed practical/ vocational nurse       |      |      |      |      |      |      |      |      |      |
| 31-1120 Home Health and Personal Care Aides        |      |      |      | 70%  |      |      |      |      |      |
| 31-1131 Nursing Assistants                         |      |      |      |      |      |      |      |      |      |
| 31-1132 Orderlies                                  |      |      |      |      |      |      |      |      |      |
| 31-1133 Psychiatric Aides                          |      |      |      | 15%  |      |      |      |      |      |
| 31-2011 Occupational therapy assistant             |      |      |      |      |      | 100% |      | 100% |      |
| 31-2012 Occupational therapy aides                 |      |      |      |      |      |      |      |      |      |
| 31-2021 Physical therapist assistant               |      |      |      |      |      |      |      |      |      |
| 31-2022 Physical therapist aide                    |      |      |      |      |      |      |      |      |      |
| 31-9092 Medical assistant                          |      |      |      |      |      |      |      |      |      |
| 37-2011 Janitor/ cleaner                           |      |      |      |      |      |      |      |      |      |
| 37-2012 Maids and housekeeping cleaners            |      |      |      |      |      |      |      |      |      |
| 39-1098 First-Line Supervisors                     |      |      |      |      |      |      |      |      |      |
| 39-9032 Recreation worker                          |      |      |      | 15%  |      |      |      |      |      |
| 39-9041 Residential advisor                        |      |      |      |      |      |      |      |      |      |
| 53-3052 Bus Drivers, Transit and Intercity         |      |      |      |      |      |      |      |      |      |
|                                                    | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
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**Appendix B: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

| Associate Behavior Analyst | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program, Early Intervention Specialist | Infant Development Program, Early Intervention Assistant | Infant Development Program, Early Intervention Technician | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist |
|----------------------------|-------------------------------|----------------------------------------|--------------------------------|-----------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|---------------------------------------|-------------------------------------------------|-----------------------------------------|
|----------------------------|-------------------------------|----------------------------------------|--------------------------------|-----------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------|---------------------------------------|-------------------------------------------------|-----------------------------------------|

**BLS Code and Title**

|                                                    |      |      |      |      |      |      |      |      |      |
|----------------------------------------------------|------|------|------|------|------|------|------|------|------|
| Nov-51 Social/ community svc. mgr.                 |      |      |      |      |      |      |      |      |      |
| 19-3031 Clinic./ counsel./ school psychologist     |      |      |      |      |      |      |      |      |      |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |      |      |      |      |      |      |      |      |      |
| 21-1013 Marriage and family therapist              |      |      | 50%  |      |      |      |      |      |      |
| 21-1015 Rehabilitation counselor                   |      |      |      |      |      |      |      |      |      |
| 21-1018 Substance/ behav./ mental hlth. counselor  | 100% | 100% |      |      |      |      |      |      |      |
| 21-1021 Child/ family/ school social worker        |      |      |      |      |      |      |      |      |      |
| 21-1022 Healthcare social worker                   |      |      |      |      |      |      |      |      |      |
| 21-1023 Mental hlth/ substance abuse social worker |      |      | 50%  |      |      |      |      |      |      |
| 21-1091 Health educator                            |      |      |      |      |      |      |      |      |      |
| 21-1093 Social and human service assistant         |      |      |      |      |      |      |      |      |      |
| 21-1094 Community health worker                    |      |      |      |      |      |      |      |      |      |
| 25-2051 Special ed. teachers, preschool 2/         |      |      |      | 100% |      |      |      |      |      |
| 25-3097 Teachers and instructors, all other 2/     |      |      |      |      |      |      |      |      |      |
| 25-9045 Teaching Assistants, Except Postsecondary  |      |      |      |      | 100% | 15%  |      |      |      |
| 29-1031 Dietitian/ nutritionist                    |      |      |      |      |      |      |      |      |      |
| 29-1122 Occupational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1123 Physical therapist                         |      |      |      |      |      |      | 100% |      |      |
| 29-1125 Recreational therapist                     |      |      |      |      |      |      |      |      |      |
| 29-1127 Speech-language pathologist                |      |      |      |      |      |      |      |      |      |
| 29-1141 Registered nurse                           |      |      |      |      |      |      |      |      |      |
| 29-1181 Audiologists                               |      |      |      |      |      |      |      |      | 100% |
| 29-1223 Psychiatrist                               |      |      |      |      |      |      |      |      |      |
| 29-2053 Psychiatric technician                     |      |      |      |      |      |      |      |      |      |
| 29-2061 Licensed practical/ vocational nurse       |      |      |      |      |      |      |      |      |      |
| 31-1120 Home Health and Personal Care Aides        |      |      |      |      |      | 55%  |      |      |      |
| 31-1131 Nursing Assistants                         |      |      |      |      |      |      |      |      |      |
| 31-1132 Orderlies                                  |      |      |      |      |      |      |      |      |      |
| 31-1133 Psychiatric Aides                          |      | 100% |      |      |      | 15%  |      |      |      |
| 31-2011 Occupational therapy assistant             |      |      |      |      |      |      |      | 100% |      |
| 31-2012 Occupational therapy aides                 |      |      |      |      |      |      |      |      |      |
| 31-2021 Physical therapist assistant               |      |      |      |      |      |      |      |      |      |
| 31-2022 Physical therapist aide                    |      |      |      |      |      |      |      |      |      |
| 31-9092 Medical assistant                          |      |      |      |      |      |      |      |      |      |
| 37-2011 Janitor/ cleaner                           |      |      |      |      |      |      |      |      |      |
| 37-2012 Maids and housekeeping cleaners            |      |      |      |      |      |      |      |      |      |
| 39-1098 First-Line Supervisors                     |      |      |      |      |      |      |      |      |      |
| 39-9032 Recreation worker                          |      |      |      |      |      | 15%  |      |      |      |
| 39-9041 Residential advisor                        |      |      |      |      |      |      |      |      |      |
| 53-3052 Bus Drivers, Transit and Intercity         |      |      |      |      |      |      |      |      |      |
|                                                    | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| Infant Development Program,<br>Family Therapist | Infant Development Program,<br>Registered Nurse | Infant Development Program,<br>Licensed Vocational Nurse | Infant Development Program,<br>Registered Dietician | Infant Development Program,<br>Social Worker | Infant Development Program,<br>Psychologist |  |  |  |  |
|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|----------------------------------------------|---------------------------------------------|--|--|--|--|
|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|----------------------------------------------|---------------------------------------------|--|--|--|--|

**BLS Code and Title**

|                                                    |      |      |      |      |      |      |  |  |  |
|----------------------------------------------------|------|------|------|------|------|------|--|--|--|
| Nov-51 Social/ community svc. mgr.                 |      |      |      | 100% |      |      |  |  |  |
| 19-3031 Clinic./ counsel./ school psychologist     |      |      |      |      | 100% |      |  |  |  |
| 21-1012 Edu./ guidance/ school/ voc. counselor     |      |      |      |      |      |      |  |  |  |
| 21-1013 Marriage and family therapist              | 100% |      |      |      |      |      |  |  |  |
| 21-1015 Rehabilitation counselor                   |      |      |      |      |      |      |  |  |  |
| 21-1018 Substance/ behav./ mental hlth. counselor  |      |      |      |      |      |      |  |  |  |
| 21-1021 Child/ family/ school social worker        |      |      |      |      |      |      |  |  |  |
| 21-1022 Healthcare social worker                   |      |      |      |      |      |      |  |  |  |
| 21-1023 Mental hlth/ substance abuse social worker |      |      |      |      |      |      |  |  |  |
| 21-1091 Health educator                            |      |      |      |      |      |      |  |  |  |
| 21-1093 Social and human service assistant         |      |      |      |      |      |      |  |  |  |
| 21-1094 Community health worker                    |      |      |      |      |      |      |  |  |  |
| 25-2051 Special ed. teachers, preschool 2/         |      |      |      |      |      |      |  |  |  |
| 25-3097 Teachers and instructors, all other 2/     |      |      |      |      |      |      |  |  |  |
| 25-9045 Teaching Assistants, Except Postsecondary  |      |      |      |      |      |      |  |  |  |
| 29-1031 Dietitian/ nutritionist                    |      |      | 100% |      |      |      |  |  |  |
| 29-1122 Occupational therapist                     |      |      |      |      |      |      |  |  |  |
| 29-1123 Physical therapist                         |      |      |      |      |      |      |  |  |  |
| 29-1125 Recreational therapist                     |      |      |      |      |      |      |  |  |  |
| 29-1127 Speech-language pathologist                |      |      |      |      |      |      |  |  |  |
| 29-1141 Registered nurse                           | 100% |      |      |      |      |      |  |  |  |
| 29-1181 Audiologists                               |      |      |      |      |      |      |  |  |  |
| 29-1223 Psychiatrist                               |      |      |      |      |      |      |  |  |  |
| 29-2053 Psychiatric technician                     |      |      |      |      |      |      |  |  |  |
| 29-2061 Licensed practical/ vocational nurse       |      | 100% |      |      |      |      |  |  |  |
| 31-1120 Home Health and Personal Care Aides        |      |      |      |      |      |      |  |  |  |
| 31-1131 Nursing Assistants                         |      |      |      |      |      |      |  |  |  |
| 31-1132 Orderlies                                  |      |      |      |      |      |      |  |  |  |
| 31-1133 Psychiatric Aides                          |      |      |      |      |      |      |  |  |  |
| 31-2011 Occupational therapy assistant             |      |      |      |      |      |      |  |  |  |
| 31-2012 Occupational therapy aides                 |      |      |      |      |      |      |  |  |  |
| 31-2021 Physical therapist assistant               |      |      |      |      |      |      |  |  |  |
| 31-2022 Physical therapist aide                    |      |      |      |      |      |      |  |  |  |
| 31-9092 Medical assistant                          |      |      |      |      |      |      |  |  |  |
| 37-2011 Janitor/ cleaner                           |      |      |      |      |      |      |  |  |  |
| 37-2012 Maids and housekeeping cleaners            |      |      |      |      |      |      |  |  |  |
| 39-1098 First-Line Supervisors                     |      |      |      |      |      |      |  |  |  |
| 39-9032 Recreation worker                          |      |      |      |      |      |      |  |  |  |
| 39-9041 Residential advisor                        |      |      |      |      |      |      |  |  |  |
| 53-3052 Bus Drivers, Transit and Intercity         |      |      |      |      |      |      |  |  |  |
|                                                    | 100% | 100% | 100% | 100% | 100% | 100% |  |  |  |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Personal Assistance | Participant-Directed Personal Assistance | Parent Coordinated Personal Assistance | Independent Living Program | Participant-Directed Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living Services | Parenting Support Services | Respite |
|---------------------|------------------------------------------|----------------------------------------|----------------------------|-----------------------------------------|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|
|---------------------|------------------------------------------|----------------------------------------|----------------------------|-----------------------------------------|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.53        | \$16.53        | \$16.53        | \$18.14        | \$16.63        | \$18.14        | \$16.58        | \$16.58        | \$19.44        | \$16.53        |
| 25th Percentile                 | \$16.61        | \$16.61        | \$16.61        | \$19.73        | \$16.99        | \$19.73        | \$16.80        | \$16.80        | \$23.21        | \$16.61        |
| <b>50th Percentile (Median)</b> | <b>\$17.55</b> | <b>\$17.55</b> | <b>\$17.55</b> | <b>\$23.71</b> | <b>\$18.01</b> | <b>\$23.71</b> | <b>\$17.78</b> | <b>\$17.78</b> | <b>\$30.97</b> | <b>\$17.55</b> |
| 75th Percentile                 | \$18.67        | \$18.67        | \$18.67        | \$37.98        | \$19.90        | \$37.98        | \$19.29        | \$19.29        | \$43.10        | \$18.67        |
| 90th Percentile                 | \$22.14        | \$22.14        | \$22.14        | \$51.58        | \$25.25        | \$51.58        | \$23.69        | \$23.69        | \$55.18        | \$22.14        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$15.70        | \$15.70        | \$15.70        | \$17.23        | \$15.80        | \$17.23        | \$15.75        | \$15.75        | \$18.47        | \$15.70        |
| 25th Percentile                 | \$15.78        | \$15.78        | \$15.78        | \$18.74        | \$16.14        | \$18.74        | \$15.96        | \$15.96        | \$22.05        | \$15.78        |
| <b>50th Percentile (Median)</b> | <b>\$16.67</b> | <b>\$16.67</b> | <b>\$16.67</b> | <b>\$22.52</b> | <b>\$17.11</b> | <b>\$22.52</b> | <b>\$16.89</b> | <b>\$16.89</b> | <b>\$29.42</b> | <b>\$16.67</b> |
| 75th Percentile                 | \$17.74        | \$17.74        | \$17.74        | \$36.08        | \$18.91        | \$36.08        | \$18.33        | \$18.33        | \$40.95        | \$17.74        |
| 90th Percentile                 | \$21.03        | \$21.03        | \$21.03        | \$49.00        | \$23.99        | \$49.00        | \$22.51        | \$22.51        | \$52.42        | \$21.03        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.53        | \$16.53        | \$16.53        | \$18.14        | \$16.63        | \$18.14        | \$16.58        | \$16.58        | \$19.44        | \$16.53        |
| 25th Percentile                 | \$16.61        | \$16.61        | \$16.61        | \$19.73        | \$16.99        | \$19.73        | \$16.80        | \$16.80        | \$23.21        | \$16.61        |
| <b>50th Percentile (Median)</b> | <b>\$17.55</b> | <b>\$17.55</b> | <b>\$17.55</b> | <b>\$23.71</b> | <b>\$18.01</b> | <b>\$23.71</b> | <b>\$17.78</b> | <b>\$17.78</b> | <b>\$30.97</b> | <b>\$17.55</b> |
| 75th Percentile                 | \$18.67        | \$18.67        | \$18.67        | \$37.98        | \$19.90        | \$37.98        | \$19.29        | \$19.29        | \$43.10        | \$18.67        |
| 90th Percentile                 | \$22.14        | \$22.14        | \$22.14        | \$51.58        | \$25.25        | \$51.58        | \$23.69        | \$23.69        | \$55.18        | \$22.14        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$19.01        | \$19.01        | \$19.01        | \$20.86        | \$19.12        | \$20.86        | \$19.07        | \$19.07        | \$22.36        | \$19.01        |
| 25th Percentile                 | \$19.10        | \$19.10        | \$19.10        | \$22.69        | \$19.54        | \$22.69        | \$19.32        | \$19.32        | \$26.69        | \$19.10        |
| <b>50th Percentile (Median)</b> | <b>\$20.18</b> | <b>\$20.18</b> | <b>\$20.18</b> | <b>\$27.27</b> | <b>\$20.71</b> | <b>\$27.27</b> | <b>\$20.45</b> | <b>\$20.45</b> | <b>\$35.62</b> | <b>\$20.18</b> |
| 75th Percentile                 | \$21.47        | \$21.47        | \$21.47        | \$43.68        | \$22.89        | \$43.68        | \$22.18        | \$22.18        | \$49.57        | \$21.47        |
| 90th Percentile                 | \$25.46        | \$25.46        | \$25.46        | \$59.32        | \$29.04        | \$59.32        | \$27.24        | \$27.24        | \$63.46        | \$25.46        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Participant-Directed Respite | Tutor Services | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated DSPs | Residential Facility - Staff Operated CNAs | Residential Facility - Staff Operated LVNs | Residential Facility - Staff Operated LPTs | Residential Facility - Staff Operated RBTs | Residential Facility - Staff Operated Line Staff |
|------------------------------|----------------|--------------|---------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------------|
|------------------------------|----------------|--------------|---------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------|--------------------------------------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.53        | \$19.86        | \$16.52        | \$16.53        | \$16.58        | \$17.22        | \$24.65        | \$19.16        | \$16.96        | \$16.58        |
| 25th Percentile                 | \$16.61        | \$22.22        | \$17.10        | \$16.61        | \$16.80        | \$18.51        | \$29.00        | \$23.99        | \$17.76        | \$16.80        |
| <b>50th Percentile (Median)</b> | <b>\$17.55</b> | <b>\$28.58</b> | <b>\$18.42</b> | <b>\$17.55</b> | <b>\$17.78</b> | <b>\$20.52</b> | <b>\$34.09</b> | <b>\$32.99</b> | \$18.79        | <b>\$17.78</b> |
| 75th Percentile                 | \$18.67        | \$54.85        | \$21.56        | \$18.67        | \$19.29        | \$24.37        | \$41.22        | \$39.26        | <b>\$21.46</b> | \$19.29        |
| 90th Percentile                 | \$22.14        | \$75.42        | \$28.06        | \$22.14        | \$23.69        | \$28.75        | \$46.82        | \$44.50        | \$31.32        | \$23.69        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$15.70        | \$18.87        | \$15.69        | \$15.70        | \$15.75        | \$16.36        | \$23.42        | \$18.20        | \$16.11        | \$15.75        |
| 25th Percentile                 | \$15.78        | \$21.11        | \$16.25        | \$15.78        | \$15.96        | \$17.58        | \$27.55        | \$22.79        | \$16.87        | \$15.96        |
| <b>50th Percentile (Median)</b> | <b>\$16.67</b> | <b>\$27.15</b> | <b>\$17.50</b> | <b>\$16.67</b> | <b>\$16.89</b> | <b>\$19.49</b> | <b>\$32.39</b> | <b>\$31.34</b> | \$17.85        | <b>\$16.89</b> |
| 75th Percentile                 | \$17.74        | \$52.11        | \$20.48        | \$17.74        | \$18.33        | \$23.15        | \$39.16        | \$37.30        | <b>\$20.39</b> | \$18.33        |
| 90th Percentile                 | \$21.03        | \$71.65        | \$26.66        | \$21.03        | \$22.51        | \$27.31        | \$44.48        | \$42.28        | \$29.75        | \$22.51        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.53        | \$19.86        | \$16.52        | \$16.53        | \$16.58        | \$17.22        | \$24.65        | \$19.16        | \$16.96        | \$16.58        |
| 25th Percentile                 | \$16.61        | \$22.22        | \$17.10        | \$16.61        | \$16.80        | \$18.51        | \$29.00        | \$23.99        | \$17.76        | \$16.80        |
| <b>50th Percentile (Median)</b> | <b>\$17.55</b> | <b>\$28.58</b> | <b>\$18.42</b> | <b>\$17.55</b> | <b>\$17.78</b> | <b>\$20.52</b> | <b>\$34.09</b> | <b>\$32.99</b> | \$18.79        | <b>\$17.78</b> |
| 75th Percentile                 | \$18.67        | \$54.85        | \$21.56        | \$18.67        | \$19.29        | \$24.37        | \$41.22        | \$39.26        | <b>\$21.46</b> | \$19.29        |
| 90th Percentile                 | \$22.14        | \$75.42        | \$28.06        | \$22.14        | \$23.69        | \$28.75        | \$46.82        | \$44.50        | \$31.32        | \$23.69        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$19.01        | \$22.84        | \$19.00        | \$19.01        | \$19.07        | \$19.80        | \$28.35        | \$22.03        | \$19.50        | \$19.07        |
| 25th Percentile                 | \$19.10        | \$25.55        | \$19.67        | \$19.10        | \$19.32        | \$21.29        | \$33.35        | \$27.59        | \$20.42        | \$19.32        |
| <b>50th Percentile (Median)</b> | <b>\$20.18</b> | <b>\$32.87</b> | <b>\$21.18</b> | <b>\$20.18</b> | <b>\$20.45</b> | <b>\$23.60</b> | <b>\$39.20</b> | <b>\$37.94</b> | \$21.61        | <b>\$20.45</b> |
| 75th Percentile                 | \$21.47        | \$63.08        | \$24.79        | \$21.47        | \$22.18        | \$28.03        | \$47.40        | \$45.15        | <b>\$24.68</b> | \$22.18        |
| 90th Percentile                 | \$25.46        | \$86.73        | \$32.27        | \$25.46        | \$27.24        | \$33.06        | \$53.84        | \$51.18        | \$36.02        | \$27.24        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Residential Facility - Owner<br>Operated Line Staff | Residential Facility - Staff<br>Operated Lead Staff | Residential Facility - Staff<br>Operated Home Administrator,<br>Level 2-3 | Residential Facility - Staff<br>Operated Home Administrator,<br>Level 4+ | Residential Facility for Persons<br>with Special Health Care Needs<br>DSPs | Residential Facility for Persons<br>with Special Health Care Needs<br>CNAs | Residential Facility for Persons<br>with Special Health Care Needs<br>LVNs | Residential Facility for Persons<br>with Special Health Care Needs<br>RNs | Residential Facility for Persons<br>with Special Health Care Needs<br>Line Staff | Residential Facility for Persons<br>with Special Health Care Needs<br>Lead Staff |
|-----------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|-----------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.58        | \$16.58        | \$17.90        | \$17.90        | \$16.58        | \$17.22        | \$24.65        | \$41.60        | \$17.22        | \$24.65        |
| 25th Percentile                 | \$16.80        | \$16.80        | \$19.72        | \$19.72        | \$16.80        | \$18.51        | \$29.00        | \$51.33        | \$18.51        | \$29.00        |
| <b>50th Percentile (Median)</b> | <b>\$17.78</b> | \$17.78        | <b>\$25.24</b> | \$25.24        | <b>\$17.78</b> | <b>\$20.52</b> | <b>\$34.09</b> | <b>\$64.68</b> | <b>\$20.52</b> | <b>\$34.09</b> |
| 75th Percentile                 | \$19.29        | <b>\$19.29</b> | \$34.39        | <b>\$34.39</b> | \$19.29        | \$24.37        | \$41.22        | \$80.74        | \$24.37        | \$41.22        |
| 90th Percentile                 | \$23.69        | \$23.69        | \$43.58        | \$43.58        | \$23.69        | \$28.75        | \$46.82        | \$94.69        | \$28.75        | \$46.82        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$15.75        | \$15.75        | \$17.01        | \$17.01        | \$15.75        | \$16.36        | \$23.42        | \$39.52        | \$16.36        | \$23.42        |
| 25th Percentile                 | \$15.96        | \$15.96        | \$18.73        | \$18.73        | \$15.96        | \$17.58        | \$27.55        | \$48.76        | \$17.58        | \$27.55        |
| <b>50th Percentile (Median)</b> | <b>\$16.89</b> | \$16.89        | <b>\$23.98</b> | \$23.98        | <b>\$16.89</b> | <b>\$19.49</b> | <b>\$32.39</b> | <b>\$61.45</b> | <b>\$19.49</b> | <b>\$32.39</b> |
| 75th Percentile                 | \$18.33        | <b>\$18.33</b> | \$32.67        | <b>\$32.67</b> | \$18.33        | \$23.15        | \$39.16        | \$76.70        | \$23.15        | \$39.16        |
| 90th Percentile                 | \$22.51        | \$22.51        | \$41.40        | \$41.40        | \$22.51        | \$27.31        | \$44.48        | \$89.96        | \$27.31        | \$44.48        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$16.58        | \$16.58        | \$17.90        | \$17.90        | \$16.58        | \$17.22        | \$24.65        | \$41.60        | \$17.22        | \$24.65        |
| 25th Percentile                 | \$16.80        | \$16.80        | \$19.72        | \$19.72        | \$16.80        | \$18.51        | \$29.00        | \$51.33        | \$18.51        | \$29.00        |
| <b>50th Percentile (Median)</b> | <b>\$17.78</b> | \$17.78        | <b>\$25.24</b> | \$25.24        | <b>\$17.78</b> | <b>\$20.52</b> | <b>\$34.09</b> | <b>\$64.68</b> | <b>\$20.52</b> | <b>\$34.09</b> |
| 75th Percentile                 | \$19.29        | <b>\$19.29</b> | \$34.39        | <b>\$34.39</b> | \$19.29        | \$24.37        | \$41.22        | \$80.74        | \$24.37        | \$41.22        |
| 90th Percentile                 | \$23.69        | \$23.69        | \$43.58        | \$43.58        | \$23.69        | \$28.75        | \$46.82        | \$94.69        | \$28.75        | \$46.82        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$19.07        | \$19.07        | \$20.59        | \$20.59        | \$19.07        | \$19.80        | \$28.35        | \$47.84        | \$19.80        | \$28.35        |
| 25th Percentile                 | \$19.32        | \$19.32        | \$22.68        | \$22.68        | \$19.32        | \$21.29        | \$33.35        | \$59.03        | \$21.29        | \$33.35        |
| <b>50th Percentile (Median)</b> | <b>\$20.45</b> | \$20.45        | <b>\$29.03</b> | \$29.03        | <b>\$20.45</b> | <b>\$23.60</b> | <b>\$39.20</b> | <b>\$74.38</b> | <b>\$23.60</b> | <b>\$39.20</b> |
| 75th Percentile                 | \$22.18        | <b>\$22.18</b> | \$39.55        | <b>\$39.55</b> | \$22.18        | \$28.03        | \$47.40        | \$92.85        | \$28.03        | \$47.40        |
| 90th Percentile                 | \$27.24        | \$27.24        | \$50.12        | \$50.12        | \$27.24        | \$33.06        | \$53.84        | \$108.89       | \$33.06        | \$53.84        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Residential Facility for Persons<br>with Special Health Care Needs<br>Home Administrator (RN) | Residential Facility for Persons<br>with Special Health Care Needs<br>Home Administrator | Supplemental Residential Prog.<br>Supp. | Day Services, Center/Facility | Day Services, Community | Day Services, Community Only | Behavioral Day Services,<br>Center/Facility | Behavioral Day Services,<br>Community | Medical Day Services,<br>Center/Facility | Medical Day Services,<br>Community |
|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------|-------------------------|------------------------------|---------------------------------------------|---------------------------------------|------------------------------------------|------------------------------------|
|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------|-------------------------|------------------------------|---------------------------------------------|---------------------------------------|------------------------------------------|------------------------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$41.60        | \$21.78        | \$16.53        | \$16.63        | \$16.63        | \$16.63        | \$16.96        | \$16.96        | \$17.22        | \$17.22        |
| 25th Percentile                 | \$51.33        | \$29.26        | \$16.61        | \$16.99        | \$16.99        | \$16.99        | \$17.76        | \$17.76        | \$18.51        | \$18.51        |
| <b>50th Percentile (Median)</b> | <b>\$64.68</b> | <b>\$39.35</b> | <b>\$17.55</b> | <b>\$18.01</b> | <b>\$18.01</b> | <b>\$18.01</b> | \$18.79        | \$18.79        | <b>\$20.52</b> | <b>\$20.52</b> |
| 75th Percentile                 | \$80.74        | \$52.29        | \$18.67        | \$19.90        | \$19.90        | \$19.90        | <b>\$21.46</b> | <b>\$21.46</b> | \$24.37        | \$24.37        |
| 90th Percentile                 | \$94.69        | \$67.94        | \$22.14        | \$25.25        | \$25.25        | \$25.25        | \$31.32        | \$31.32        | \$28.75        | \$28.75        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$39.52        | \$20.69        | \$15.70        | \$15.80        | \$15.80        | \$15.80        | \$16.11        | \$16.11        | \$16.36        | \$16.36        |
| 25th Percentile                 | \$48.76        | \$27.80        | \$15.78        | \$16.14        | \$16.14        | \$16.14        | \$16.87        | \$16.87        | \$17.58        | \$17.58        |
| <b>50th Percentile (Median)</b> | <b>\$61.45</b> | <b>\$37.38</b> | <b>\$16.67</b> | <b>\$17.11</b> | <b>\$17.11</b> | <b>\$17.11</b> | \$17.85        | \$17.85        | <b>\$19.49</b> | <b>\$19.49</b> |
| 75th Percentile                 | \$76.70        | \$49.68        | \$17.74        | \$18.91        | \$18.91        | \$18.91        | <b>\$20.39</b> | <b>\$20.39</b> | \$23.15        | \$23.15        |
| 90th Percentile                 | \$89.96        | \$64.54        | \$21.03        | \$23.99        | \$23.99        | \$23.99        | \$29.75        | \$29.75        | \$27.31        | \$27.31        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$41.60        | \$21.78        | \$16.53        | \$16.63        | \$16.63        | \$16.63        | \$16.96        | \$16.96        | \$17.22        | \$17.22        |
| 25th Percentile                 | \$51.33        | \$29.26        | \$16.61        | \$16.99        | \$16.99        | \$16.99        | \$17.76        | \$17.76        | \$18.51        | \$18.51        |
| <b>50th Percentile (Median)</b> | <b>\$64.68</b> | <b>\$39.35</b> | <b>\$17.55</b> | <b>\$18.01</b> | <b>\$18.01</b> | <b>\$18.01</b> | \$18.79        | \$18.79        | <b>\$20.52</b> | <b>\$20.52</b> |
| 75th Percentile                 | \$80.74        | \$52.29        | \$18.67        | \$19.90        | \$19.90        | \$19.90        | <b>\$21.46</b> | <b>\$21.46</b> | \$24.37        | \$24.37        |
| 90th Percentile                 | \$94.69        | \$67.94        | \$22.14        | \$25.25        | \$25.25        | \$25.25        | \$31.32        | \$31.32        | \$28.75        | \$28.75        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$47.84        | \$25.05        | \$19.01        | \$19.12        | \$19.12        | \$19.12        | \$19.50        | \$19.50        | \$19.80        | \$19.80        |
| 25th Percentile                 | \$59.03        | \$33.65        | \$19.10        | \$19.54        | \$19.54        | \$19.54        | \$20.42        | \$20.42        | \$21.29        | \$21.29        |
| <b>50th Percentile (Median)</b> | <b>\$74.38</b> | <b>\$45.25</b> | <b>\$20.18</b> | <b>\$20.71</b> | <b>\$20.71</b> | <b>\$20.71</b> | \$21.61        | \$21.61        | <b>\$23.60</b> | <b>\$23.60</b> |
| 75th Percentile                 | \$92.85        | \$60.13        | \$21.47        | \$22.89        | \$22.89        | \$22.89        | <b>\$24.68</b> | <b>\$24.68</b> | \$28.03        | \$28.03        |
| 90th Percentile                 | \$108.89       | \$78.13        | \$25.46        | \$29.04        | \$29.04        | \$29.04        | \$36.02        | \$36.02        | \$33.06        | \$33.06        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Medical Day Services, LVNs | In-home/Mobile Day Program | Participant-Directed Community-Based Training | Supplemental Day Program Support | Transportation, Company | Transportation, Company (Small) | Transportation, Company (Medium) | Transportation, Company (Large) | Transportation, Additional Component | Transportation Assistant |
|----------------------------|----------------------------|-----------------------------------------------|----------------------------------|-------------------------|---------------------------------|----------------------------------|---------------------------------|--------------------------------------|--------------------------|
|----------------------------|----------------------------|-----------------------------------------------|----------------------------------|-------------------------|---------------------------------|----------------------------------|---------------------------------|--------------------------------------|--------------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$24.65        | \$16.58        | \$16.58        | \$16.53        | \$19.17        | \$16.58        | \$19.17        | \$19.17        | \$16.58        | \$16.53        |
| 25th Percentile                 | \$29.00        | \$16.80        | \$16.80        | \$16.61        | \$22.78        | \$16.80        | \$22.78        | \$22.78        | \$16.80        | \$16.61        |
| <b>50th Percentile (Median)</b> | <b>\$34.09</b> | <b>\$17.78</b> | <b>\$17.78</b> | <b>\$17.55</b> | <b>\$29.21</b> | <b>\$17.78</b> | <b>\$29.21</b> | <b>\$29.21</b> | <b>\$17.78</b> | <b>\$17.55</b> |
| 75th Percentile                 | \$41.22        | \$19.29        | \$19.29        | \$18.67        | \$35.74        | \$19.29        | \$35.74        | \$35.74        | \$19.29        | \$18.67        |
| 90th Percentile                 | \$46.82        | \$23.69        | \$23.69        | \$22.14        | \$43.22        | \$23.69        | \$43.22        | \$43.22        | \$23.69        | \$22.14        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$23.42        | \$15.75        | \$15.75        | \$15.70        | \$18.21        | \$15.75        | \$18.21        | \$18.21        | \$15.75        | \$15.70        |
| 25th Percentile                 | \$27.55        | \$15.96        | \$15.96        | \$15.78        | \$21.64        | \$15.96        | \$21.64        | \$21.64        | \$15.96        | \$15.78        |
| <b>50th Percentile (Median)</b> | <b>\$32.39</b> | <b>\$16.89</b> | <b>\$16.89</b> | <b>\$16.67</b> | <b>\$27.75</b> | <b>\$16.89</b> | <b>\$27.75</b> | <b>\$27.75</b> | <b>\$16.89</b> | <b>\$16.67</b> |
| 75th Percentile                 | \$39.16        | \$18.33        | \$18.33        | \$17.74        | \$33.95        | \$18.33        | \$33.95        | \$33.95        | \$18.33        | \$17.74        |
| 90th Percentile                 | \$44.48        | \$22.51        | \$22.51        | \$21.03        | \$41.06        | \$22.51        | \$41.06        | \$41.06        | \$22.51        | \$21.03        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$24.65        | \$16.58        | \$16.58        | \$16.53        | \$19.17        | \$16.58        | \$19.17        | \$19.17        | \$16.58        | \$16.53        |
| 25th Percentile                 | \$29.00        | \$16.80        | \$16.80        | \$16.61        | \$22.78        | \$16.80        | \$22.78        | \$22.78        | \$16.80        | \$16.61        |
| <b>50th Percentile (Median)</b> | <b>\$34.09</b> | <b>\$17.78</b> | <b>\$17.78</b> | <b>\$17.55</b> | <b>\$29.21</b> | <b>\$17.78</b> | <b>\$29.21</b> | <b>\$29.21</b> | <b>\$17.78</b> | <b>\$17.55</b> |
| 75th Percentile                 | \$41.22        | \$19.29        | \$19.29        | \$18.67        | \$35.74        | \$19.29        | \$35.74        | \$35.74        | \$19.29        | \$18.67        |
| 90th Percentile                 | \$46.82        | \$23.69        | \$23.69        | \$22.14        | \$43.22        | \$23.69        | \$43.22        | \$43.22        | \$23.69        | \$22.14        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$28.35        | \$19.07        | \$19.07        | \$19.01        | \$22.05        | \$19.07        | \$22.05        | \$22.05        | \$19.07        | \$19.01        |
| 25th Percentile                 | \$33.35        | \$19.32        | \$19.32        | \$19.10        | \$26.20        | \$19.32        | \$26.20        | \$26.20        | \$19.32        | \$19.10        |
| <b>50th Percentile (Median)</b> | <b>\$39.20</b> | <b>\$20.45</b> | <b>\$20.45</b> | <b>\$20.18</b> | <b>\$33.59</b> | <b>\$20.45</b> | <b>\$33.59</b> | <b>\$33.59</b> | <b>\$20.45</b> | <b>\$20.18</b> |
| 75th Percentile                 | \$47.40        | \$22.18        | \$22.18        | \$21.47        | \$41.10        | \$22.18        | \$41.10        | \$41.10        | \$22.18        | \$21.47        |
| 90th Percentile                 | \$53.84        | \$27.24        | \$27.24        | \$25.46        | \$49.70        | \$27.24        | \$49.70        | \$49.70        | \$27.24        | \$25.46        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Supported Employment-Group | Participant-Directed Supported Employment | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Training, Professional | Adaptive Skills Training, Specialist | Behavior Analyst |
|----------------------------|-------------------------------------------|--------------------------------------------------|-----------------------------------------------|-----------------------|------------------------------------------------|---------------------------------------------|----------------------------------------|--------------------------------------|------------------|
|----------------------------|-------------------------------------------|--------------------------------------------------|-----------------------------------------------|-----------------------|------------------------------------------------|---------------------------------------------|----------------------------------------|--------------------------------------|------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$18.37        | \$18.37        | \$20.00        | \$18.37        | \$16.58        | \$37.17        | \$30.15        | \$37.17        | \$30.15        | \$31.54        |
| 25th Percentile                 | \$20.50        | \$20.50        | \$23.52        | \$20.50        | \$16.80        | \$46.91        | \$34.90        | \$46.91        | \$34.90        | \$45.65        |
| <b>50th Percentile (Median)</b> | <b>\$24.54</b> | <b>\$24.54</b> | <b>\$30.54</b> | <b>\$24.54</b> | <b>\$17.78</b> | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$58.70</b> |
| 75th Percentile                 | \$32.66        | \$32.66        | \$41.07        | \$32.66        | \$19.29        | \$68.96        | \$45.67        | \$68.96        | \$45.67        | \$74.41        |
| 90th Percentile                 | \$43.20        | \$43.20        | \$52.35        | \$43.20        | \$23.69        | \$77.82        | \$52.43        | \$77.82        | \$52.43        | \$94.26        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$17.45        | \$17.45        | \$19.00        | \$17.45        | \$15.75        | \$35.31        | \$28.64        | \$35.31        | \$28.64        | \$29.96        |
| 25th Percentile                 | \$19.48        | \$19.48        | \$22.34        | \$19.48        | \$15.96        | \$44.56        | \$33.16        | \$44.56        | \$33.16        | \$43.37        |
| <b>50th Percentile (Median)</b> | <b>\$23.31</b> | <b>\$23.31</b> | <b>\$29.01</b> | <b>\$23.31</b> | <b>\$16.89</b> | <b>\$54.96</b> | <b>\$38.58</b> | <b>\$54.96</b> | <b>\$38.58</b> | <b>\$55.77</b> |
| 75th Percentile                 | \$31.03        | \$31.03        | \$39.02        | \$31.03        | \$18.33        | \$65.51        | \$43.39        | \$65.51        | \$43.39        | \$70.69        |
| 90th Percentile                 | \$41.04        | \$41.04        | \$49.73        | \$41.04        | \$22.51        | \$73.93        | \$49.81        | \$73.93        | \$49.81        | \$89.55        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$18.37        | \$18.37        | \$20.00        | \$18.37        | \$16.58        | \$37.17        | \$30.15        | \$37.17        | \$30.15        | \$31.54        |
| 25th Percentile                 | \$20.50        | \$20.50        | \$23.52        | \$20.50        | \$16.80        | \$46.91        | \$34.90        | \$46.91        | \$34.90        | \$45.65        |
| <b>50th Percentile (Median)</b> | <b>\$24.54</b> | <b>\$24.54</b> | <b>\$30.54</b> | <b>\$24.54</b> | <b>\$17.78</b> | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$58.70</b> |
| 75th Percentile                 | \$32.66        | \$32.66        | \$41.07        | \$32.66        | \$19.29        | \$68.96        | \$45.67        | \$68.96        | \$45.67        | \$74.41        |
| 90th Percentile                 | \$43.20        | \$43.20        | \$52.35        | \$43.20        | \$23.69        | \$77.82        | \$52.43        | \$77.82        | \$52.43        | \$94.26        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$21.13        | \$21.13        | \$23.00        | \$21.13        | \$19.07        | \$42.75        | \$34.67        | \$42.75        | \$34.67        | \$36.27        |
| 25th Percentile                 | \$23.58        | \$23.58        | \$27.05        | \$23.58        | \$19.32        | \$53.95        | \$40.14        | \$53.95        | \$40.14        | \$52.50        |
| <b>50th Percentile (Median)</b> | <b>\$28.22</b> | <b>\$28.22</b> | <b>\$35.12</b> | <b>\$28.22</b> | <b>\$20.45</b> | <b>\$66.53</b> | <b>\$46.70</b> | <b>\$66.53</b> | <b>\$46.70</b> | <b>\$67.51</b> |
| 75th Percentile                 | \$37.56        | \$37.56        | \$47.23        | \$37.56        | \$22.18        | \$79.30        | \$52.52        | \$79.30        | \$52.52        | \$85.57        |
| 90th Percentile                 | \$49.68        | \$49.68        | \$60.20        | \$49.68        | \$27.24        | \$89.49        | \$60.29        | \$89.49        | \$60.29        | \$108.40       |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Associate Behavior Analyst | Behavior Management Assistant | Behavior Technician -<br>Paraprofessional | Behavior Management Consultant | Infant Development Program,<br>Early Intervention Specialist | Infant Development Program,<br>Early Intervention Assistant | Infant Development Program,<br>Early Intervention Technician | Infant Development Program,<br>PT/OT/SLP | Infant Development Program,<br>PT/OT/SLP Assistant | Infant Development Program,<br>Audiologist |
|----------------------------|-------------------------------|-------------------------------------------|--------------------------------|--------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------|----------------------------------------------------|--------------------------------------------|
|----------------------------|-------------------------------|-------------------------------------------|--------------------------------|--------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------|----------------------------------------------------|--------------------------------------------|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$18.66        | \$18.66        | \$16.96        | \$19.10        | \$21.99        | \$19.67        | \$17.05        | \$37.17        | \$30.15        | \$40.95        |
| 25th Percentile                 | \$20.72        | \$20.72        | \$17.76        | \$23.06        | \$29.90        | \$21.60        | \$17.56        | \$46.91        | \$34.90        | \$52.13        |
| <b>50th Percentile (Median)</b> | <b>\$27.36</b> | <b>\$27.36</b> | \$18.79        | <b>\$32.17</b> | <b>\$35.65</b> | <b>\$25.38</b> | <b>\$18.97</b> | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$63.47</b> |
| 75th Percentile                 | \$36.10        | \$36.10        | <b>\$21.46</b> | \$44.96        | \$55.47        | \$30.09        | \$21.05        | \$68.96        | \$45.67        | \$71.96        |
| 90th Percentile                 | \$52.93        | \$52.93        | \$31.32        | \$57.59        | \$70.81        | \$35.25        | \$25.78        | \$77.82        | \$52.43        | \$80.97        |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$17.73        | \$17.73        | \$16.11        | \$18.15        | \$20.89        | \$18.69        | \$16.20        | \$35.31        | \$28.64        | \$38.90        |
| 25th Percentile                 | \$19.68        | \$19.68        | \$16.87        | \$21.91        | \$28.41        | \$20.52        | \$16.68        | \$44.56        | \$33.16        | \$49.52        |
| <b>50th Percentile (Median)</b> | <b>\$25.99</b> | <b>\$25.99</b> | \$17.85        | <b>\$30.56</b> | \$33.87        | \$24.11        | \$18.02        | <b>\$54.96</b> | <b>\$38.58</b> | <b>\$60.30</b> |
| 75th Percentile                 | \$34.30        | \$34.30        | <b>\$20.39</b> | \$42.71        | <b>\$52.70</b> | <b>\$28.59</b> | <b>\$20.00</b> | \$65.51        | \$43.39        | \$68.36        |
| 90th Percentile                 | \$50.28        | \$50.28        | \$29.75        | \$54.71        | \$67.27        | \$33.49        | \$24.49        | \$73.93        | \$49.81        | \$76.92        |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$18.66        | \$18.66        | \$16.96        | \$19.10        | \$21.99        | \$19.67        | \$17.05        | \$37.17        | \$30.15        | \$40.95        |
| 25th Percentile                 | \$20.72        | \$20.72        | \$17.76        | \$23.06        | \$29.90        | \$21.60        | \$17.56        | \$46.91        | \$34.90        | \$52.13        |
| <b>50th Percentile (Median)</b> | <b>\$27.36</b> | <b>\$27.36</b> | \$18.79        | <b>\$32.17</b> | \$35.65        | \$25.38        | \$18.97        | <b>\$57.85</b> | <b>\$40.61</b> | <b>\$63.47</b> |
| 75th Percentile                 | \$36.10        | \$36.10        | <b>\$21.46</b> | \$44.96        | <b>\$55.47</b> | <b>\$30.09</b> | <b>\$21.05</b> | \$68.96        | \$45.67        | \$71.96        |
| 90th Percentile                 | \$52.93        | \$52.93        | \$31.32        | \$57.59        | \$70.81        | \$35.25        | \$25.78        | \$77.82        | \$52.43        | \$80.97        |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |                |                |                |                |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th Percentile                 | \$21.46        | \$21.46        | \$19.50        | \$21.97        | \$25.29        | \$22.62        | \$19.61        | \$42.75        | \$34.67        | \$47.09        |
| 25th Percentile                 | \$23.83        | \$23.83        | \$20.42        | \$26.52        | \$34.39        | \$24.84        | \$20.19        | \$53.95        | \$40.14        | \$59.95        |
| <b>50th Percentile (Median)</b> | <b>\$31.46</b> | <b>\$31.46</b> | \$21.61        | <b>\$37.00</b> | \$41.00        | \$29.19        | \$21.82        | <b>\$66.53</b> | <b>\$46.70</b> | <b>\$72.99</b> |
| 75th Percentile                 | \$41.52        | \$41.52        | <b>\$24.68</b> | \$51.70        | <b>\$63.79</b> | <b>\$34.60</b> | <b>\$24.21</b> | \$79.30        | \$52.52        | \$82.75        |
| 90th Percentile                 | \$60.87        | \$60.87        | \$36.02        | \$66.23        | \$81.43        | \$40.54        | \$29.65        | \$89.49        | \$60.29        | \$93.12        |

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

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

| Infant Development Program,<br>Family Therapist | Infant Development Program,<br>Registered Nurse | Infant Development Program,<br>Licensed Vocational Nurse | Infant Development Program,<br>Registered Dietician | Infant Development Program,<br>Social Worker | Infant Development Program,<br>Psychologist |  |  |  |  |
|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|----------------------------------------------|---------------------------------------------|--|--|--|--|
|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------|----------------------------------------------|---------------------------------------------|--|--|--|--|

***Based on Statewide BLS***

|                                 |                |                |                |                |                |                |  |  |  |  |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--|--|--|--|
| 10th Percentile                 | \$18.64        | \$41.60        | \$24.65        | \$28.24        | \$21.78        | \$31.54        |  |  |  |  |
| 25th Percentile                 | \$20.59        | \$51.33        | \$29.00        | \$37.69        | \$29.26        | \$45.65        |  |  |  |  |
| <b>50th Percentile (Median)</b> | <b>\$26.89</b> | <b>\$64.68</b> | <b>\$34.09</b> | <b>\$44.90</b> | <b>\$39.35</b> | <b>\$58.70</b> |  |  |  |  |
| 75th Percentile                 | \$35.89        | \$80.74        | \$41.22        | \$52.75        | \$52.29        | \$74.41        |  |  |  |  |
| 90th Percentile                 | \$50.32        | \$94.69        | \$46.82        | \$59.02        | \$67.94        | \$94.26        |  |  |  |  |

***Wage Category A (x 95%)***

|                                 |                |                |                |                |                |                |  |  |  |  |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--|--|--|--|
| 10th Percentile                 | \$17.71        | \$39.52        | \$23.42        | \$26.83        | \$20.69        | \$29.96        |  |  |  |  |
| 25th Percentile                 | \$19.56        | \$48.76        | \$27.55        | \$35.81        | \$27.80        | \$43.37        |  |  |  |  |
| <b>50th Percentile (Median)</b> | <b>\$25.55</b> | <b>\$61.45</b> | <b>\$32.39</b> | <b>\$42.66</b> | <b>\$37.38</b> | <b>\$55.77</b> |  |  |  |  |
| 75th Percentile                 | \$34.10        | \$76.70        | \$39.16        | \$50.11        | \$49.68        | \$70.69        |  |  |  |  |
| 90th Percentile                 | \$47.80        | \$89.96        | \$44.48        | \$56.07        | \$64.54        | \$89.55        |  |  |  |  |

***Wage Category B (x 100%)***

|                                 |                |                |                |                |                |                |  |  |  |  |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--|--|--|--|
| 10th Percentile                 | \$18.64        | \$41.60        | \$24.65        | \$28.24        | \$21.78        | \$31.54        |  |  |  |  |
| 25th Percentile                 | \$20.59        | \$51.33        | \$29.00        | \$37.69        | \$29.26        | \$45.65        |  |  |  |  |
| <b>50th Percentile (Median)</b> | <b>\$26.89</b> | <b>\$64.68</b> | <b>\$34.09</b> | <b>\$44.90</b> | <b>\$39.35</b> | <b>\$58.70</b> |  |  |  |  |
| 75th Percentile                 | \$35.89        | \$80.74        | \$41.22        | \$52.75        | \$52.29        | \$74.41        |  |  |  |  |
| 90th Percentile                 | \$50.32        | \$94.69        | \$46.82        | \$59.02        | \$67.94        | \$94.26        |  |  |  |  |

***Wage Category C (x 115%)***

|                                 |                |                |                |                |                |                |  |  |  |  |
|---------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|--|--|--|--|
| 10th Percentile                 | \$21.44        | \$47.84        | \$28.35        | \$32.48        | \$25.05        | \$36.27        |  |  |  |  |
| 25th Percentile                 | \$23.68        | \$59.03        | \$33.35        | \$43.34        | \$33.65        | \$52.50        |  |  |  |  |
| <b>50th Percentile (Median)</b> | <b>\$30.92</b> | <b>\$74.38</b> | <b>\$39.20</b> | <b>\$51.64</b> | <b>\$45.25</b> | <b>\$67.51</b> |  |  |  |  |
| 75th Percentile                 | \$41.27        | \$92.85        | \$47.40        | \$60.66        | \$60.13        | \$85.57        |  |  |  |  |
| 90th Percentile                 | \$57.87        | \$108.89       | \$53.84        | \$67.87        | \$78.13        | \$108.40       |  |  |  |  |

1/ Rate model assumptions have been set at the median wage

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**Appendix C: Benefits Assumptions**

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

| % of Employees with Access |             | % of Employees with Access Who Participate ('Take-Up Rate') |             | Overall Employee Participation (Access x Take-Up Rate) |             | Benefit Level for Participating Employees |             | Effective Benefit Level (Accounts for Participation) |             |
|----------------------------|-------------|-------------------------------------------------------------|-------------|--------------------------------------------------------|-------------|-------------------------------------------|-------------|------------------------------------------------------|-------------|
| BLS Data <sup>1</sup>      | Rate Models | BLS Data <sup>1</sup>                                       | Rate Models | BLS Data <sup>1</sup>                                  | Rate Models | BLS Data <sup>1</sup>                     | Rate Models | BLS Data <sup>1</sup>                                | Rate Models |

**Payroll Taxes**

|                               |   |      |   |      |   |      |   |       |   |       |
|-------------------------------|---|------|---|------|---|------|---|-------|---|-------|
| Social Security <sup>2</sup>  | - | 100% | - | 100% | - | 100% | - | 6.20% | - | 6.20% |
| Medicare <sup>3</sup>         | - | 100% | - | 100% | - | 100% | - | 1.45% | - | 1.45% |
| Federal UI <sup>4</sup>       | - | 100% | - | 100% | - | 100% | - | 0.60% | - | 0.60% |
| State UI <sup>4,5</sup>       | - | 100% | - | 100% | - | 100% | - | 3.40% | - | 3.40% |
| Employ. & Train. <sup>4</sup> | - | 100% | - | 100% | - | 100% | - | 0.10% | - | 0.10% |

**Paid Time Off<sup>6</sup>**

|                |     |      |      |      |     |      |             |             |             |             |
|----------------|-----|------|------|------|-----|------|-------------|-------------|-------------|-------------|
| Holidays       | 78% | 100% | 100% | 100% | 78% | 100% | 8.0         | 10.0        | 6.2         | 10.0        |
| Vacation Leave | 76% | 100% | 100% | 100% | 76% | 100% | 10.0        | 15.0        | 7.6         | 15.0        |
| Sick Leave     | 86% | 100% | 100% | 100% | 86% | 100% | 7.0         | 6.0         | 6.0         | 6.0         |
| <b>Total</b>   | -   | -    | -    | -    | -   | -    | <b>25.0</b> | <b>25.0</b> | <b>19.8</b> | <b>25.0</b> |

**Health Insurance<sup>7</sup>**

|  |     |      |     |     |     |        |          |          |          |          |
|--|-----|------|-----|-----|-----|--------|----------|----------|----------|----------|
|  | 70% | 100% | 77% | 80% | 54% | 80.00% | \$453.69 | \$525.00 | \$244.50 | \$420.00 |
|--|-----|------|-----|-----|-----|--------|----------|----------|----------|----------|

**Other Benefits<sup>8</sup>**

|  |   |      |   |      |   |      |   |       |   |          |
|--|---|------|---|------|---|------|---|-------|---|----------|
|  | - | 100% | - | 100% | - | 100% | - | \$100 | - | \$100.00 |
|--|---|------|---|------|---|------|---|-------|---|----------|

<sup>1</sup>BLS' 2018 National Compensation Survey ([https://www.bls.gov/ncs/ebs/benefits/2018/ownership\\_private.htm](https://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm)); data reported is for private employers in the Pacific region unless otherwise noted

<sup>2</sup>Applies to the first \$132,900 in earnings

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

<sup>4</sup>Applies to first \$7,000 in wages

<sup>5</sup>The rate models use the new employer tax rate in 2018

<sup>6</sup>BLS data for vacation and sick leave is based on national data (means) for private employers' employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave); it is assumed that all staff with access to paid time off 'participate'

<sup>7</sup>In addition to BLS data, other sources were considered. According to U.S. DHHS' 2020 Medical Expenditure Panel, the average premium across all California employers was \$524.58 with an employer share of \$405.16 (Tables ILC.1 and ILC.2).

<sup>8</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Appendix C: Benefits Assumptions**

**Benefit Rates by Wage Level Based on Benefits Assumptions (Excluding Workers' Compensation)**

| Hourly Wage | Full-Time Annual Salary | Effective Benefit Rate -<br>Model Assumptions <sup>1,2</sup> |         |
|-------------|-------------------------|--------------------------------------------------------------|---------|
|             |                         | w/ PTO                                                       | w/o PTO |
| \$13        | \$27,040                | 41.40%                                                       | 31.79%  |
| \$14        | \$29,120                | 39.68%                                                       | 30.06%  |
| \$15        | \$31,200                | 38.19%                                                       | 28.57%  |
| \$16        | \$33,280                | 36.88%                                                       | 27.26%  |
| \$17        | \$35,360                | 35.72%                                                       | 26.11%  |
| \$18        | \$37,440                | 34.70%                                                       | 25.08%  |
| \$19        | \$39,520                | 33.78%                                                       | 24.17%  |
| \$20        | \$41,600                | 32.96%                                                       | 23.34%  |
| \$21        | \$43,680                | 32.21%                                                       | 22.59%  |
| \$22        | \$45,760                | 31.53%                                                       | 21.91%  |
| \$23        | \$47,840                | 30.91%                                                       | 21.29%  |
| \$24        | \$49,920                | 30.34%                                                       | 20.72%  |
| \$25        | \$52,000                | 29.82%                                                       | 20.20%  |
| \$26        | \$54,080                | 29.33%                                                       | 19.72%  |
| \$27        | \$56,160                | 28.89%                                                       | 19.27%  |
| \$28        | \$58,240                | 28.47%                                                       | 18.86%  |
| \$29        | \$60,320                | 28.09%                                                       | 18.47%  |
| \$30        | \$62,400                | 27.73%                                                       | 18.11%  |
| \$31        | \$64,480                | 27.39%                                                       | 17.77%  |
| \$32        | \$66,560                | 27.07%                                                       | 17.46%  |
| \$33        | \$68,640                | 26.77%                                                       | 17.16%  |
| \$34        | \$70,720                | 26.49%                                                       | 16.88%  |
| \$35        | \$72,800                | 26.23%                                                       | 16.62%  |
| \$36        | \$74,880                | 25.98%                                                       | 16.37%  |
| \$37        | \$76,960                | 25.75%                                                       | 16.13%  |
| \$38        | \$79,040                | 25.52%                                                       | 15.91%  |
| \$39        | \$81,120                | 25.31%                                                       | 15.70%  |
| \$40        | \$83,200                | 25.11%                                                       | 15.49%  |
| \$41        | \$85,280                | 24.92%                                                       | 15.30%  |
| \$42        | \$87,360                | 24.74%                                                       | 15.12%  |
| \$43        | \$89,440                | 24.56%                                                       | 14.95%  |
| \$44        | \$91,520                | 24.40%                                                       | 14.78%  |
| \$45        | \$93,600                | 24.24%                                                       | 14.62%  |
| \$46        | \$95,680                | 24.09%                                                       | 14.47%  |
| \$47        | \$97,760                | 23.94%                                                       | 14.33%  |
| \$48        | \$99,840                | 23.80%                                                       | 14.19%  |
| \$49        | \$101,920               | 23.67%                                                       | 14.05%  |
| \$50        | \$104,000               | 23.54%                                                       | 13.93%  |
| \$51        | \$106,080               | 23.42%                                                       | 13.80%  |
| \$52        | \$108,160               | 23.30%                                                       | 13.68%  |
| \$53        | \$110,240               | 23.19%                                                       | 13.57%  |
| \$54        | \$112,320               | 23.08%                                                       | 13.46%  |
| \$55        | \$114,400               | 22.97%                                                       | 13.36%  |
| \$56        | \$116,480               | 22.87%                                                       | 13.25%  |
| \$57        | \$118,560               | 22.77%                                                       | 13.16%  |
| \$58        | \$120,640               | 22.68%                                                       | 13.06%  |
| \$59        | \$122,720               | 22.58%                                                       | 12.97%  |
| \$60        | \$124,800               | 22.50%                                                       | 12.88%  |

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

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

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**Appendix C: Benefits Assumptions**  
**Workers' Compensation Rates by Service (premium amounts per \$100 in wages paid)**

| Assumed Insurer Expenses/ Profit              |     |                                                 |     | 18%                                                 |                                                         |
|-----------------------------------------------|-----|-------------------------------------------------|-----|-----------------------------------------------------|---------------------------------------------------------|
| Service/ Service Codes                        |     | Workers' Compensation Class Code                |     | WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages) | Assumed Workers' Compensation Rate (per \$100 in Wages) |
| Independent Living Program                    |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 055                                           | 063 | 062                                             | 108 |                                                     |                                                         |
| 520                                           | 635 | 645                                             | 650 |                                                     |                                                         |
| Supported Living Services                     |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 073                                           | 896 |                                                 |     |                                                     |                                                         |
| Tutor Services                                |     | 8868 - College & Schools                        |     | \$0.66                                              | \$0.80                                                  |
| 025                                           | 680 |                                                 |     |                                                     |                                                         |
| Housekeeping                                  |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 858                                           | 860 |                                                 |     |                                                     |                                                         |
| Respite                                       |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 420                                           | 465 | 862                                             | 864 |                                                     |                                                         |
| Day Services                                  |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 028                                           | 055 | 063                                             | 094 |                                                     |                                                         |
| 505                                           | 510 | 525                                             | 880 |                                                     |                                                         |
| Participant-Directed Community-Based Training |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 475                                           |     |                                                 |     |                                                     |                                                         |
| In-home/Mobile Day Program                    |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 091                                           |     |                                                 |     |                                                     |                                                         |
| Behavioral Day Services                       |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 515                                           |     |                                                 |     |                                                     |                                                         |
| Infant Development Program                    |     | 8827 - Home Care Services (50%)                 |     | \$2.31                                              | \$2.82                                                  |
| 805                                           |     |                                                 |     | 8868 - College & Schools (50%)                      |                                                         |
| Supported Employment - Individual             |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 952                                           |     |                                                 |     |                                                     |                                                         |
| Supported Employment - Group                  |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 950                                           |     |                                                 |     |                                                     |                                                         |
| Work Activity Program                         |     | 8806 - Sheltered Workshop/ Work Activity Center |     | \$4.26                                              | \$5.20                                                  |
| 954                                           |     |                                                 |     |                                                     |                                                         |
| Residential Facility - Owner-Operated         |     | 9085 - Residential Care Facility/ DD            |     | \$2.99                                              | \$3.65                                                  |
| 905                                           | 910 |                                                 |     |                                                     |                                                         |
| Residential Facility - Staff-Operated         |     | 9085 - Residential Care Facility/ DD            |     | \$2.99                                              | \$3.65                                                  |
| 113                                           | 915 | 920                                             |     |                                                     |                                                         |
| Family Home Agency                            |     | 9085 - Residential Care Facility/ DD            |     | \$2.99                                              | \$3.65                                                  |
| 904                                           |     |                                                 |     |                                                     |                                                         |
| Program Support                               |     | 9085 - Residential Care Facility/ DD            |     | \$2.99                                              | \$3.65                                                  |
| 109                                           |     |                                                 |     |                                                     |                                                         |
| Program Support                               |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 110                                           |     |                                                 |     |                                                     |                                                         |
| Program Support                               |     | 8827 - Home Care Services                       |     | \$3.96                                              | \$4.83                                                  |
| 111                                           |     |                                                 |     |                                                     |                                                         |
| Behavioral Services                           |     | 8827 - Home Care Services (50%)                 |     | \$2.31                                              | \$2.82                                                  |
| 612                                           | 613 | 615                                             | 616 | 8868 - College & Schools (50%)                      |                                                         |
| 620                                           | 048 |                                                 |     |                                                     |                                                         |
| Transportation                                |     | 7382 - Bus, Shuttle Van or Limo Operations      |     | \$6.70                                              | \$8.17                                                  |
| 875                                           |     |                                                 |     |                                                     |                                                         |
| Transportation Assistant                      |     | 9101 - Adult Day Care                           |     | \$4.71                                              | \$5.74                                                  |
| 882                                           |     |                                                 |     |                                                     |                                                         |

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**Appendix D: Productivity Assumptions**

| Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Participant-Directed Personal Assistance, 1:1 | Participant-Directed Personal Assistance, 1:2 | Participant-Directed Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living Program, 1:1 |
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 37.50        | 37.00        | 36.75        | 39.50        | 39.12        | 38.88        | 39.50        | 39.12        | 38.88        | 34.75        |
| Travel Time Between Individuals                     | 0.75         | 0.75         | 0.75         | -            | -            | -            | -            | -            | -            | 3.00         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.75         | 1.25         | 1.50         | 0.50         | 0.88         | 1.12         | 0.50         | 0.88         | 1.12         | 1.25         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | -            | -            | -            | -            | -            | -            | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 35.00  | 6.00   | 6.00   | 6.00   | 6.00   | 6.00   | 6.00   | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 33.25        | 32.81        | 32.59        | 35.58        | 35.24        | 35.02        | 35.58        | 35.24        | 35.02        | 30.82        |
| Travel Time Between Individuals                     | 0.67         | 0.67         | 0.67         | -            | -            | -            | -            | -            | -            | 2.66         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.67         | 1.11         | 1.33         | 0.45         | 0.79         | 1.01         | 0.45         | 0.79         | 1.01         | 1.11         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.89         | -            | -            | -            | -            | -            | -            | 0.89         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

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**Appendix D: Productivity Assumptions**

| Independent Living Program, 1:2 | Independent Living Program, 1:3 | Participant-Directed Independent Living, 1:1 | Participant-Directed Independent Living, 1:2 | Participant-Directed Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 34.00        | 33.50        | 39.50        | 39.12        | 38.88        | 35.75        | 35.00        | 34.50        | 39.50        | 39.12        |
| Travel Time Between Individuals                     | 3.00         | 3.00         | -            | -            | -            | 3.00         | 3.00         | 3.00         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.00         | 2.50         | 0.50         | 0.88         | 1.12         | 1.25         | 2.00         | 2.50         | 0.50         | 0.88         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 6.00   | 6.00   | 6.00   | 35.00  | 35.00  | 35.00  | 6.00   | 6.00   |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.16        | 29.71        | 35.58        | 35.24        | 35.02        | 31.71        | 31.05        | 30.60        | 35.58        | 35.24        |
| Travel Time Between Individuals                     | 2.66         | 2.66         | -            | -            | -            | 2.66         | 2.66         | 2.66         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.77         | 2.22         | 0.45         | 0.79         | 1.01         | 1.11         | 1.77         | 2.22         | 0.45         | 0.79         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Parent Coordinated Supported Living,<br>1:3 | Supported Living Services, 1:1 | Supported Living Services, 1:2 | Supported Living Services, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, 1:1 | Respite, 1:2 | Respite, 1:3 |
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 38.88        | 40.00        | 39.50        | 39.25        | 36.50        | 35.75        | 35.25        | 37.75        | 37.37        | 37.13        |
| Travel Time Between Individuals                     | -            | 0.75         | 0.75         | 0.75         | 1.50         | 1.50         | 1.50         | 0.75         | 0.75         | 0.75         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.12         | 0.75         | 1.25         | 1.50         | 1.00         | 1.75         | 2.25         | 0.50         | 0.88         | 1.12         |
| Supervision and Other Employer Time                 | -            | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>42.50</b> | <b>42.50</b> | <b>42.50</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 6.00   | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 35.02        | 35.75        | 35.30        | 35.08        | 32.37        | 31.71        | 31.26        | 33.48        | 33.14        | 32.93        |
| Travel Time Between Individuals                     | -            | 0.67         | 0.67         | 0.67         | 1.33         | 1.33         | 1.33         | 0.67         | 0.67         | 0.67         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.01         | 0.67         | 1.12         | 1.34         | 0.89         | 1.55         | 2.00         | 0.44         | 0.78         | 0.99         |
| Supervision and Other Employer Time                 | -            | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>42.50</b> | <b>42.50</b> | <b>42.50</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 39.50        | 39.12        | 38.88        | 35.50        | 34.75        | 34.25        | 36.50        | 39.00        | 41.50        | 41.50        |
| Travel Time Between Individuals                     | -            | -            | -            | 3.00         | 3.00         | 3.00         | 3.00         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.50         | 0.88         | 1.12         | 1.00         | 1.75         | 2.25         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.50         | 0.50         | 0.50         | 0.50         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>42.50</b> | <b>42.50</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 6.00   | 6.00   | 6.00   | 35.00  | 35.00  | 35.00  | 0.00   | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 35.58        | 35.24        | 35.02        | 31.49        | 30.83        | 30.38        | 32.99        | 34.59        | 37.09        | 37.09        |
| Travel Time Between Individuals                     | -            | -            | -            | 2.66         | 2.66         | 2.66         | 2.71         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.45         | 0.79         | 1.01         | 0.89         | 1.55         | 2.00         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.44         | 0.44         | 0.44         | 0.45         | 0.89         | 0.89         | 0.89         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | -            | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>42.50</b> | <b>42.50</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Residential Facility for Persons with Special Health Care Needs | Supplemental Residential Prog. Supp. | Day Services, Center/Facility, 1:10 | Day Services, Center/Facility, 1:9 | Day Services, Center/Facility, 1:8 | Day Services, Center/Facility, 1:7 | Day Services, Center/Facility, 1:6 | Day Services, Center/Facility, 1:5 | Day Services, Center/Facility, 1:4 | Day Services, Center/Facility, 1:3 |
|-----------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|-----------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 39.00        | 39.00        | 34.75        | 35.00        | 35.25        | 35.50        | 35.75        | 36.00        | 36.25        | 36.50        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 3.00         | 2.75         | 2.50         | 2.25         | 2.00         | 1.75         | 1.50         | 1.25         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 50.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 34.31        | 34.59        | 30.82        | 31.04        | 31.26        | 31.48        | 31.71        | 31.93        | 32.15        | 32.37        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 2.66         | 2.44         | 2.22         | 2.00         | 1.77         | 1.55         | 1.33         | 1.11         |
| Supervision and Other Employer Time                 | 0.88         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                              |                              |                              |                                   |                                   |                                   |                                               |                                               |                                            |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|
| Day Services, Center/Facility, 1:2 | Day Services, Community, 1:4 | Day Services, Community, 1:3 | Day Services, Community, 1:2 | Day Services, Community Only, 1:4 | Day Services, Community Only, 1:3 | Day Services, Community Only, 1:2 | Behavioral Day Services, Center/Facility, 1:3 | Behavioral Day Services, Center/Facility, 1:2 | Medical Day Services, Center/Facility, 1:3 |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 36.75        | 36.50        | 36.50        | 36.75        | 36.50        | 36.50        | 36.75        | 35.50        | 35.75        | 35.50        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.00         | 1.25         | 1.25         | 1.00         | 1.25         | 1.25         | 1.00         | 1.25         | 1.00         | 1.25         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 2.00         | 2.00         | 2.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 50.00  | 50.00  | 50.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 32.59        | 32.37        | 32.37        | 32.59        | 32.37        | 32.37        | 32.59        | 31.23        | 31.45        | 31.23        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.11         | 1.10         | 1.10         | 1.10         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.89         | 1.11         | 1.11         | 0.89         | 1.11         | 1.11         | 0.89         | 1.10         | 0.88         | 1.10         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 1.76         | 1.76         | 1.76         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Medical Day Services, Center/Facility, 1:2 | Behavioral Day Services, Community, 1:3 | Behavioral Day Services, Community, 1:2 | Medical Day Services, Community, 1:3 | Medical Day Services, Community, 1:2 | In-home/Mobile Day Program, 1:3 | In-home/Mobile Day Program, 1:2 | In-home/Mobile Day Program, 1:1 | Participant-Directed Community-Based Training, 1:3 | Participant-Directed Community-Based Training, 1:2 |
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 35.75        | 35.50        | 35.75        | 35.50        | 35.75        | 37.75        | 38.00        | 37.00        | 38.75        | 39.00        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.25         | 1.25         | 1.25         | 1.25         | 1.25         | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.00         | 1.25         | 1.00         | 1.25         | 1.00         | 1.25         | 1.00         | 1.00         | 1.25         | 1.00         |
| Supervision and Other Employer Time                 | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 1.00         | 1.00         | 1.00         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 1.00         | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 50.00  | 50.00  | 50.00  | 50.00  | 50.00  | 35.00  | 35.00  | 35.00  | 6.00   | 6.00   |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.45        | 31.23        | 31.45        | 31.23        | 31.45        | 33.48        | 33.70        | 32.81        | 34.90        | 35.13        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.10         | 1.10         | 1.10         | 1.10         | 1.10         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 1.10         | 0.88         | 1.10         | 0.88         | 1.11         | 0.89         | 0.89         | 1.13         | 0.90         |
| Supervision and Other Employer Time                 | 1.76         | 1.76         | 1.76         | 1.76         | 1.76         | 0.89         | 0.89         | 0.89         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.89         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 |
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 39.00        | 39.00        | 33.83        | 39.00        | 37.00        | 36.75        | 37.00        | 37.25        | 37.50        | 37.75        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            |              | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.00         | -            | -            | -            | -            | 2.50         | 2.25         | 2.00         | 1.75         | 1.50         |
| Supervision and Other Employer Time                 | -            | 1.00         | 1.00         | 1.00         | 1.00         | 0.75         | 0.75         | 0.75         | 0.75         | 0.75         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 5.17         | -            | 2.00         | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 6.00   | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 35.13        | 34.59        | 30.00        | 34.59        | 32.82        | 32.59        | 32.81        | 33.04        | 33.26        | 33.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.90         | -            | -            | -            | -            | 2.22         | 2.00         | 1.77         | 1.55         | 1.33         |
| Supervision and Other Employer Time                 | -            | 0.89         | 0.89         | 0.89         | 0.89         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 4.59         | -            | 1.77         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Participant-Directed Supported Employment, 1:1 | Participant-Directed Supported Employment, 1:2 | Participant-Directed Supported Employment, 1:3 | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 |
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 38.00        | 38.25        | 39.00        | 39.00        | 38.75        | 32.25        | 34.25        | 35.25        | 35.50        | 35.75        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 2.00         | 3.00         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 1.25         | 1.25         | 1.25         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 5.00         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.25         | 1.00         | 1.00         | 1.00         | 1.25         | -            | 1.00         | 2.50         | 2.25         | 2.00         |
| Supervision and Other Employer Time                 | 0.75         | 0.75         | -            | -            | -            | 0.75         | 0.75         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 1.00         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 6.00   | 6.00   | 6.00   | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 33.70        | 33.92        | 35.13        | 35.13        | 34.90        | 28.60        | 30.37        | 31.26        | 31.48        | 31.71        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.77         | 2.66         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 1.11         | 1.11         | 1.11         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 4.44         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.11         | 0.89         | 0.90         | 0.90         | 1.13         | -            | 0.89         | 2.22         | 2.00         | 1.77         |
| Supervision and Other Employer Time                 | 0.67         | 0.67         | -            | -            | -            | 0.67         | 0.67         | 0.89         | 0.89         | 0.89         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.89         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services,<br>Professional, Home and Community-<br>Based, 1:1 | Specialized Therapeutic Services,<br>Professional, Home and Community-<br>Based, 1:2 | Specialized Therapeutic Services,<br>Professional, Home and Community-<br>Based, 1:3 | Specialized Therapeutic Services,<br>Assistant, Home and Community-<br>Based, 1:1 | Specialized Therapeutic Services,<br>Assistant, Home and Community-<br>Based, 1:2 | Specialized Therapeutic Services,<br>Assistant, Home and Community-<br>Based, 1:3 |
|--------------------------------|--------------------------------|--------------------------------|-----------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
|--------------------------------|--------------------------------|--------------------------------|-----------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 36.00        | 36.25        | 36.50        | 36.75        | 26.25        | 25.00        | 24.50        | 29.00        | 27.75        | 26.75        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.25         | 1.25         | 1.25         | 1.25         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.75         | 1.50         | 1.25         | 1.00         | 3.75         | 5.00         | 5.50         | 2.50         | 3.75         | 4.75         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | 3.00         | 3.00         | 3.00         | 1.50         | 1.50         | 1.50         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 35.00  | 35.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.93        | 32.15        | 32.37        | 32.59        | 23.40        | 22.28        | 21.83        | 25.85        | 24.74        | 23.84        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.11         | 1.11         | 1.11         | 1.11         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.55         | 1.33         | 1.11         | 0.89         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 2.68         | 2.68         | 2.68         | 1.34         | 1.34         | 1.34         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                               |                                                                               |                                                                               |                                                                            |                                                                            |                                                                            |                                                |                                                |                                                |                                              |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|----------------------------------------------|
| Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:3 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:3 | Adaptive Skills Training, Professional,<br>1:1 | Adaptive Skills Training, Professional,<br>1:2 | Adaptive Skills Training, Professional,<br>1:3 | Adaptive Skills Training, Specialist,<br>1:1 |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|----------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.00        | 29.75        | 29.25        | 33.75        | 32.50        | 31.50        | 26.25        | 25.00        | 24.50        | 29.00        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.50         | 5.75         | 6.25         | 3.25         | 4.50         | 5.50         | 3.75         | 5.00         | 5.50         | 2.50         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 1.50         | 1.50         | 1.50         | 3.00         | 3.00         | 3.00         | 1.50         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.64        | 26.52        | 26.08        | 30.09        | 28.98        | 28.08        | 23.40        | 22.28        | 21.83        | 25.85        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 2.90         | 4.01         | 4.91         | 3.34         | 4.46         | 4.91         | 2.23         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 1.34         | 1.34         | 1.34         | 2.68         | 2.68         | 2.68         | 1.34         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                           |                                           |                       |                       |                       |                                 |                                 |                                 |                                    |                                    |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|
| Adaptive Skills Training, Specialist, 1:2 | Adaptive Skills Training, Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.75        | 26.75        | 26.25        | 25.00        | 24.50        | 29.00        | 27.75        | 26.75        | 29.00        | 27.75        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.75         | 4.75         | 3.75         | 5.00         | 5.50         | 2.50         | 3.75         | 4.75         | 2.50         | 3.75         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 1.50         | 1.50         | 3.00         | 3.00         | 3.00         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 23.84        | 23.40        | 22.28        | 21.83        | 25.85        | 24.74        | 23.84        | 25.85        | 24.74        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.34         | 4.24         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         | 2.23         | 3.34         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 1.34         | 1.34         | 2.68         | 2.68         | 2.68         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                                             |                                             |                                             |                                     |                                     |                                     |                                                                                          |                                                                                          |                                                                                          |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3 |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.75        | 29.00        | 27.75        | 26.75        | 26.25        | 25.00        | 24.50        | 26.00        | 24.75        | 23.75        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.75         | 2.50         | 3.75         | 4.75         | 3.75         | 5.00         | 5.50         | 2.50         | 3.75         | 4.75         |
| Supervision and Other Employer Time                 | 0.50         | 2.00         | 2.00         | 2.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 1.50         | -            | -            | -            | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 50.00  | 50.00  | 50.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.84        | 25.51        | 24.41        | 23.53        | 23.40        | 22.28        | 21.83        | 23.17        | 22.06        | 21.16        |
| Travel Time Between Individuals                     | 4.91         | 4.84         | 4.84         | 4.84         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.24         | 2.20         | 3.30         | 4.18         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         |
| Supervision and Other Employer Time                 | 0.45         | 1.76         | 1.76         | 1.76         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.88         | 0.88         | 0.88         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 1.34         | -            | -            | -            | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                         |                                                                                         |                                                                                         |                                                                                          |                                                                                          |                                                                                          |                                                                      |                                                                      |                                                                      |                                                                                |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:1 |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.50        | 27.25        | 26.25        | 31.25        | 30.62        | 30.12        | 24.75        | 23.50        | 23.00        | 24.75        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.50         | 3.75         | 4.75         | 1.25         | 1.88         | 2.38         | 3.75         | 5.00         | 5.50         | 3.75         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | -            | -            | -            | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 25.27        | 24.16        | 23.28        | 27.71        | 27.15        | 26.71        | 22.06        | 20.94        | 20.49        | 22.06        |
| Travel Time Between Individuals                     | 4.88         | 4.88         | 4.88         | 4.88         | 4.88         | 4.88         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.22         | 3.33         | 4.21         | 1.11         | 1.67         | 2.11         | 3.34         | 4.46         | 4.91         | 3.34         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.33         | 1.33         | 1.33         | -            | -            | -            | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                      |                                                                                      |                                                                               |                                                                               |                                                                               |                                                                                    |                                                                                    |                                                                                    |                                                                                   |                                                                                   |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:1 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:2 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:3 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:2 |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.50        | 23.00        | 24.75        | 23.50        | 23.00        | 24.75        | 23.50        | 23.00        | 24.75        | 23.50        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.00         | 5.50         | 3.75         | 5.00         | 5.50         | 3.75         | 5.00         | 5.50         | 3.75         | 5.00         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                             |                                                                                      |                                                                                      |                                                                                      |                                                                                 |                                                                                 |                                                                                 |                                                                          |                                                                          |                                                                          |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Infant Development Program, Registered Nurse, Home and Community-Based, 1:3 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:1 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:2 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:3 | Infant Development Program, Social Worker, Home and Community-Based, 1:1 | Infant Development Program, Social Worker, Home and Community-Based, 1:2 | Infant Development Program, Social Worker, Home and Community-Based, 1:3 |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.00        | 24.75        | 23.50        | 23.00        | 24.75        | 23.50        | 23.00        | 24.75        | 23.50        | 23.00        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         | 5.50         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.50         | 3.75         | 5.00         | 5.50         | 3.75         | 5.00         | 5.50         | 3.75         | 5.00         | 5.50         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.49        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.91         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                         |                                                                         |                                                                         |                                                                                       |                                                                                       |                                                                                       |                                                                                      |                                                                                      |                                                                                      |                                                                                          |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Infant Development Program, Psychologist, Home and Community-Based, 1:1 | Infant Development Program, Psychologist, Home and Community-Based, 1:2 | Infant Development Program, Psychologist, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:1 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:3 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:1 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3 | Infant Development Technician, Early Intervention Technician, Center/Facility Based, 1:1 |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.75        | 23.50        | 23.00        | 32.00        | 30.75        | 29.75        | 33.25        | 32.00        | 31.00        | 36.00        |
| Travel Time Between Individuals                     | 5.50         | 5.50         | 5.50         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 1.25         | 1.25         | 1.25         | 1.25         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.75         | 5.00         | 5.50         | 2.50         | 3.75         | 4.75         | 2.50         | 3.75         | 4.75         | 1.25         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 35.00  | 35.00  | 35.00  | 35.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 22.06        | 20.94        | 20.49        | 28.52        | 27.41        | 26.51        | 29.49        | 28.38        | 27.50        | 31.93        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 1.11         | 1.11         | 1.11         | 1.11         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         | 2.22         | 3.33         | 4.21         | 1.11         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.89         | 0.89         | 0.89         | 0.89         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.44         | 0.44         | 0.44         | 0.44         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.33         | 1.33         | 1.33         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                       |                                                                                       |                                                                   |                                                                   |                                                                   |                                                                             |                                                                             |                                                                             |                                                                     |                                                                     |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
| Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Infant Development Program, Audiologist, Center/Facility Based, 1:2 |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 35.37        | 34.87        | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.25         | 1.25         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.88         | 2.38         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.50         | 0.50         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | -            | -            | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 35.00  | 35.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.37        | 30.93        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 1.11         | 1.11         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.67         | 2.11         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.44         | 0.44         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                     |                                                                          |                                                                          |                                                                          |                                                                          |                                                                          |                                                                          |                                                                                   |                                                                                   |                                                                                   |
|---------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program, Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:1 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:2 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:3 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3 |
|---------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.75        | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        | 27.75        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 6.25         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         | 6.25         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                    |                                                                                    |                                                                                    |                                                                          |                                                                          |                                                                          |                                                                            |                                                                            |                                                                            |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:3 |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; FT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        | 27.75        | 29.50        | 28.25        | 27.75        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         | 6.25         | 4.50         | 5.75         | 6.25         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Collateral Contacts (not billable)                  | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         | 3.00         |
| Interdisciplinary team case reviews/planning        | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         | 1.50         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Annual Hours for Training and PTO**

|               |        |        |        |        |        |        |        |        |        |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  | 25.00  |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Participant-Directed Personal Assistance, 1:1 | Participant-Directed Personal Assistance, 1:2 | Participant-Directed Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living Program, 1:1 |
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.18        | 19.90        | 19.76        | 21.72        | 21.52        | 21.38        | 21.72        | 21.52        | 21.38        | 18.66        |
| Travel Time Between Individuals                     | 0.41         | 0.41         | 0.41         | -            | -            | -            | -            | -            | -            | 1.65         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.41         | 0.69         | 0.83         | 0.28         | 0.48         | 0.62         | 0.28         | 0.48         | 0.62         | 0.69         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | -            | -            | -            | -            | -            | -            | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 35.00 | 6.00  | 6.00  | 6.00  | 6.00  | 6.00  | 6.00  | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.50        | 18.25        | 18.12        | 20.47        | 20.28        | 20.15        | 20.47        | 20.28        | 20.15        | 17.12        |
| Travel Time Between Individuals                     | 0.38         | 0.38         | 0.38         | -            | -            | -            | -            | -            | -            | 1.51         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.38         | 0.63         | 0.76         | 0.26         | 0.45         | 0.58         | 0.26         | 0.45         | 0.58         | 0.63         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | 0.92         | -            | -            | -            | -            | -            | -            | 0.92         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Independent Living Program, 1:2 | Independent Living Program, 1:3 | Participant-Directed Independent Living, 1:1 | Participant-Directed Independent Living, 1:2 | Participant-Directed Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.25        | 17.97        | 21.72        | 21.52        | 21.38        | 19.66        | 19.25        | 18.97        | 21.72        | 21.52        |
| Travel Time Between Individuals                     | 1.65         | 1.65         | -            | -            | -            | 1.65         | 1.65         | 1.65         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.10         | 1.38         | 0.28         | 0.48         | 0.62         | 0.69         | 1.10         | 1.38         | 0.28         | 0.48         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 6.00  | 6.00  | 6.00  | 35.00 | 35.00 | 35.00 | 6.00  | 6.00  |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 16.74        | 16.48        | 20.47        | 20.28        | 20.15        | 18.04        | 17.66        | 17.40        | 20.47        | 20.28        |
| Travel Time Between Individuals                     | 1.51         | 1.51         | -            | -            | -            | 1.51         | 1.51         | 1.51         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.01         | 1.27         | 0.26         | 0.45         | 0.58         | 0.63         | 1.01         | 1.27         | 0.26         | 0.45         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Parent Coordinated Supported Living,<br>1:3 | Supported Living Services, 1:1 | Supported Living Services, 1:2 | Supported Living Services, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, 1:1 | Respite, 1:2 | Respite, 1:3 |
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.38        | 20.18        | 19.90        | 19.76        | 19.62        | 19.21        | 18.93        | 20.31        | 20.11        | 19.97        |
| Travel Time Between Individuals                     | -            | 0.41         | 0.41         | 0.41         | 0.83         | 0.83         | 0.83         | 0.41         | 0.41         | 0.41         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.62         | 0.41         | 0.69         | 0.83         | 0.55         | 0.96         | 1.24         | 0.28         | 0.48         | 0.62         |
| Supervision and Other Employer Time                 | -            | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 6.00  | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.15        | 18.50        | 18.25        | 18.12        | 18.00        | 17.62        | 17.36        | 18.62        | 18.44        | 18.31        |
| Travel Time Between Individuals                     | -            | 0.38         | 0.38         | 0.38         | 0.76         | 0.76         | 0.76         | 0.38         | 0.38         | 0.38         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.58         | 0.38         | 0.63         | 0.76         | 0.50         | 0.88         | 1.14         | 0.26         | 0.44         | 0.57         |
| Supervision and Other Employer Time                 | -            | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.72        | 21.52        | 21.38        | 19.30        | 18.89        | 18.61        | 19.85        | 21.00        | 21.00        | 21.00        |
| Travel Time Between Individuals                     | -            | -            | -            | 1.65         | 1.65         | 1.65         | 1.65         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.28         | 0.48         | 0.62         | 0.55         | 0.96         | 1.24         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.50         | 0.50         | 0.50         | 0.50         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 6.00  | 6.00  | 6.00  | 35.00 | 35.00 | 35.00 | 0.00  | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.47        | 20.28        | 20.15        | 17.71        | 17.33        | 17.07        | 18.82        | 19.26        | 19.26        | 19.26        |
| Travel Time Between Individuals                     | -            | -            | -            | 1.51         | 1.51         | 1.51         | 1.56         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.26         | 0.45         | 0.58         | 0.50         | 0.88         | 1.14         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.46         | 0.46         | 0.46         | 0.47         | 0.92         | 0.92         | 0.92         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.00         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Residential Facility for Persons with Special Health Care Needs | Supplemental Residential Prog. Supp. | Day Services, Center/Facility, 1:10 | Day Services, Center/Facility, 1:9 | Day Services, Center/Facility, 1:8 | Day Services, Center/Facility, 1:7 | Day Services, Center/Facility, 1:6 | Day Services, Center/Facility, 1:5 | Day Services, Center/Facility, 1:4 | Day Services, Center/Facility, 1:3 |
|-----------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|-----------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.00        | 21.00        | 18.66        | 18.80        | 18.93        | 19.07        | 19.21        | 19.35        | 19.48        | 19.62        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 1.65         | 1.51         | 1.38         | 1.24         | 1.10         | 0.96         | 0.83         | 0.69         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 50.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.99        | 19.26        | 17.12        | 17.25        | 17.36        | 17.49        | 17.62        | 17.75        | 17.87        | 18.00        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 1.51         | 1.38         | 1.27         | 1.14         | 1.01         | 0.88         | 0.76         | 0.63         |
| Supervision and Other Employer Time                 | 0.90         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                              |                              |                              |                                   |                                   |                                   |                                               |                                               |                                            |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|
| Day Services, Center/Facility, 1:2 | Day Services, Community, 1:4 | Day Services, Community, 1:3 | Day Services, Community, 1:2 | Day Services, Community Only, 1:4 | Day Services, Community Only, 1:3 | Day Services, Community Only, 1:2 | Behavioral Day Services, Center/Facility, 1:3 | Behavioral Day Services, Center/Facility, 1:2 | Medical Day Services, Center/Facility, 1:3 |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 19.76        | 19.62        | 19.62        | 19.76        | 19.62        | 19.62        | 19.76        | 18.62        | 18.76        | 18.62        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.55         | 0.69         | 0.69         | 0.55         | 0.69         | 0.69         | 0.55         | 0.69         | 0.55         | 0.69         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 2.00         | 2.00         | 2.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 50.00 | 50.00 | 50.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.13        | 18.00        | 18.00        | 18.13        | 18.00        | 18.00        | 18.13        | 16.84        | 16.96        | 16.84        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.63         | 0.62         | 0.62         | 0.62         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.50         | 0.63         | 0.63         | 0.50         | 0.63         | 0.63         | 0.50         | 0.62         | 0.50         | 0.62         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 1.81         | 1.81         | 1.81         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Medical Day Services, Center/Facility, 1:2 | Behavioral Day Services, Community, 1:3 | Behavioral Day Services, Community, 1:2 | Medical Day Services, Community, 1:3 | Medical Day Services, Community, 1:2 | In-home/Mobile Day Program, 1:3 | In-home/Mobile Day Program, 1:2 | In-home/Mobile Day Program, 1:1 | Participant-Directed Community-Based Training, 1:3 | Participant-Directed Community-Based Training, 1:2 |
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.76        | 18.62        | 18.76        | 18.62        | 18.76        | 20.31        | 20.45        | 19.90        | 21.31        | 21.45        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.55         | 0.69         | 0.55         | 0.69         | 0.55         | 0.69         | 0.55         | 0.55         | 0.69         | 0.55         |
| Supervision and Other Employer Time                 | 2.00         | 2.00         | 2.00         | 2.00         | 2.00         | 1.00         | 1.00         | 1.00         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.55         | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 50.00 | 50.00 | 50.00 | 50.00 | 50.00 | 35.00 | 35.00 | 35.00 | 6.00  | 6.00  |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 16.96        | 16.84        | 16.96        | 16.84        | 16.96        | 18.63        | 18.76        | 18.26        | 20.08        | 20.21        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.62         | 0.62         | 0.62         | 0.62         | 0.62         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.50         | 0.62         | 0.50         | 0.62         | 0.50         | 0.63         | 0.50         | 0.50         | 0.65         | 0.52         |
| Supervision and Other Employer Time                 | 1.81         | 1.81         | 1.81         | 1.81         | 1.81         | 0.92         | 0.92         | 0.92         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.50         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 |
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.45        | 21.00        | 18.16        | 21.00        | 19.90        | 19.87        | 20.01        | 20.15        | 20.29        | 20.42        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.55         | -            | -            | -            | -            | 1.38         | 1.24         | 1.10         | 0.96         | 0.83         |
| Supervision and Other Employer Time                 | -            | 1.00         | 1.00         | 1.00         | 1.00         | 0.75         | 0.75         | 0.75         | 0.75         | 0.75         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 2.84         | -            | 1.10         | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 6.00  | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.21        | 19.26        | 16.66        | 19.26        | 18.25        | 18.22        | 18.35        | 18.48        | 18.61        | 18.73        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.52         | -            | -            | -            | -            | 1.27         | 1.14         | 1.01         | 0.88         | 0.76         |
| Supervision and Other Employer Time                 | -            | 0.92         | 0.92         | 0.92         | 0.92         | 0.69         | 0.69         | 0.69         | 0.69         | 0.69         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 2.60         | -            | 1.01         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Participant-Directed Supported Employment, 1:1 | Participant-Directed Supported Employment, 1:2 | Participant-Directed Supported Employment, 1:3 | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 |
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.56        | 20.70        | 21.45        | 21.45        | 21.31        | 17.40        | 18.50        | 18.93        | 19.07        | 19.21        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.10         | 1.65         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.69         | 0.69         | 0.69         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 2.75         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.69         | 0.55         | 0.55         | 0.55         | 0.69         | -            | 0.55         | 1.38         | 1.24         | 1.10         |
| Supervision and Other Employer Time                 | 0.75         | 0.75         | -            | -            | -            | 0.75         | 0.75         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.55         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 6.00  | 6.00  | 6.00  | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.86        | 18.99        | 20.21        | 20.21        | 20.08        | 15.96        | 16.98        | 17.36        | 17.49        | 17.62        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.01         | 1.51         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.63         | 0.63         | 0.63         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 2.52         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.63         | 0.50         | 0.52         | 0.52         | 0.65         | -            | 0.50         | 1.27         | 1.14         | 1.01         |
| Supervision and Other Employer Time                 | 0.69         | 0.69         | -            | -            | -            | 0.69         | 0.69         | 0.92         | 0.92         | 0.92         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.50         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                |                                |                                |                       |                                                                               |                                                                               |                                                                               |                                                                            |                                                                            |                                                                            |
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3 |
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 19.35        | 19.48        | 19.62        | 19.76        | 14.21        | 13.52        | 13.24        | 15.71        | 15.03        | 14.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.69         | 0.69         | 0.69         | 0.69         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.96         | 0.83         | 0.69         | 0.55         | 2.06         | 2.75         | 3.03         | 1.38         | 2.06         | 2.61         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | 1.65         | 1.65         | 1.65         | 0.83         | 0.83         | 0.83         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 35.00 | 35.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 17.75        | 17.87        | 18.00        | 18.13        | 13.16        | 12.52        | 12.27        | 14.55        | 13.92        | 13.41        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.63         | 0.63         | 0.63         | 0.63         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 0.76         | 0.63         | 0.50         | 1.91         | 2.55         | 2.80         | 1.28         | 1.91         | 2.42         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | 0.92         | 0.92         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 1.53         | 1.53         | 1.53         | 0.77         | 0.77         | 0.77         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                               |                                                                               |                                                                               |                                                                            |                                                                            |                                                                            |                                                |                                                |                                                |                                              |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|----------------------------------------------|
| Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:3 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:3 | Adaptive Skills Training, Professional,<br>1:1 | Adaptive Skills Training, Professional,<br>1:2 | Adaptive Skills Training, Professional,<br>1:3 | Adaptive Skills Training, Specialist,<br>1:1 |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|----------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 16.82        | 16.14        | 15.86        | 18.33        | 17.64        | 17.09        | 14.21        | 13.52        | 13.24        | 15.71        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.48         | 3.16         | 3.44         | 1.79         | 2.48         | 3.03         | 2.06         | 2.75         | 3.03         | 1.38         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 0.83         | 0.83         | 0.83         | 1.65         | 1.65         | 1.65         | 0.83         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 15.57        | 14.94        | 14.69        | 16.97        | 16.33        | 15.83        | 13.16        | 12.52        | 12.27        | 14.55        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.30         | 2.93         | 3.18         | 1.66         | 2.30         | 2.80         | 1.91         | 2.55         | 2.80         | 1.28         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 0.77         | 0.77         | 0.77         | 1.53         | 1.53         | 1.53         | 0.77         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Adaptive Skills Training, Specialist,<br>1:2 | Adaptive Skills Training, Specialist,<br>1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 |
|----------------------------------------------|----------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|
|----------------------------------------------|----------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|

***Base Model Assumptions for 'Typical' Week; PT Employees***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 15.03        | 14.48        | 14.21        | 13.52        | 13.24        | 15.71        | 15.03        | 14.48        | 15.71        | 15.03        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.06         | 2.61         | 2.06         | 2.75         | 3.03         | 1.38         | 2.06         | 2.61         | 1.38         | 2.06         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 0.83         | 0.83         | 1.65         | 1.65         | 1.65         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

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

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 13.92        | 13.41        | 13.16        | 12.52        | 12.27        | 14.55        | 13.92        | 13.41        | 14.55        | 13.92        |
| Travel Time Between Individuals                     | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.91         | 2.42         | 1.91         | 2.55         | 2.80         | 1.28         | 1.91         | 2.42         | 1.28         | 1.91         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 0.77         | 0.77         | 1.53         | 1.53         | 1.53         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                                             |                                             |                                             |                                     |                                     |                                     |                                                                                          |                                                                                          |                                                                                          |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3 |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 14.48        | 15.04        | 14.36        | 13.81        | 14.21        | 13.52        | 13.24        | 14.06        | 13.38        | 12.83        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.61         | 1.38         | 2.06         | 2.61         | 2.06         | 2.75         | 3.03         | 1.38         | 2.06         | 2.61         |
| Supervision and Other Employer Time                 | 0.50         | 2.00         | 2.00         | 2.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 0.83         | -            | -            | -            | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 50.00 | 50.00 | 50.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 13.41        | 13.59        | 12.98        | 12.48        | 13.16        | 12.52        | 12.27        | 13.02        | 12.39        | 11.88        |
| Travel Time Between Individuals                     | 2.80         | 2.74         | 2.74         | 2.74         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.42         | 1.25         | 1.86         | 2.36         | 1.91         | 2.55         | 2.80         | 1.28         | 1.91         | 2.42         |
| Supervision and Other Employer Time                 | 0.46         | 1.81         | 1.81         | 1.81         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.50         | 0.50         | 0.50         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 0.77         | -            | -            | -            | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                         |                                                                                         |                                                                                         |                                                                                          |                                                                                          |                                                                                          |                                                                      |                                                                      |                                                                      |                                                                                |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:1 |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 15.21        | 14.53        | 13.98        | 16.73        | 16.39        | 16.11        | 13.38        | 12.69        | 12.41        | 13.38        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.38         | 2.06         | 2.61         | 0.69         | 1.03         | 1.31         | 2.06         | 2.75         | 3.03         | 2.06         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | -            | -            | -            | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 13.95        | 13.33        | 12.83        | 15.35        | 15.04        | 14.78        | 12.39        | 11.75        | 11.50        | 12.39        |
| Travel Time Between Individuals                     | 2.78         | 2.78         | 2.78         | 2.78         | 2.78         | 2.78         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.27         | 1.89         | 2.39         | 0.63         | 0.94         | 1.20         | 1.91         | 2.55         | 2.80         | 1.91         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.92         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | 0.76         | 0.76         | 0.76         | -            | -            | -            | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                      |                                                                                      |                                                                               |                                                                               |                                                                               |                                                                                    |                                                                                    |                                                                                    |                                                                                   |                                                                                   |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:1 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:2 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:3 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:2 |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 12.69        | 12.41        | 13.38        | 12.69        | 12.41        | 13.38        | 12.69        | 12.41        | 13.38        | 12.69        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.75         | 3.03         | 2.06         | 2.75         | 3.03         | 2.06         | 2.75         | 3.03         | 2.06         | 2.75         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 11.75        | 11.50        | 12.39        | 11.75        | 11.50        | 12.39        | 11.75        | 11.50        | 12.39        | 11.75        |
| Travel Time Between Individuals                     | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.55         | 2.80         | 1.91         | 2.55         | 2.80         | 1.91         | 2.55         | 2.80         | 1.91         | 2.55         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                             |                                                                                      |                                                                                      |                                                                                      |                                                                                 |                                                                                 |                                                                                 |                                                                          |                                                                          |                                                                          |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|
| Infant Development Program, Registered Nurse, Home and Community-Based, 1:3 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2 | Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:1 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:2 | Infant Development Program, Registered Dietician, Home and Community-Based, 1:3 | Infant Development Program, Social Worker, Home and Community-Based, 1:1 | Infant Development Program, Social Worker, Home and Community-Based, 1:2 | Infant Development Program, Social Worker, Home and Community-Based, 1:3 |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 12.41        | 13.38        | 12.69        | 12.41        | 13.38        | 12.69        | 12.41        | 13.38        | 12.69        | 12.41        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         | 3.03         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.03         | 2.06         | 2.75         | 3.03         | 2.06         | 2.75         | 3.03         | 2.06         | 2.75         | 3.03         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 11.50        | 12.39        | 11.75        | 11.50        | 12.39        | 11.75        | 11.50        | 12.39        | 11.75        | 11.50        |
| Travel Time Between Individuals                     | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         | 2.80         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.80         | 1.91         | 2.55         | 2.80         | 1.91         | 2.55         | 2.80         | 1.91         | 2.55         | 2.80         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                         |                                                                         |                                                                         |                                                                                       |                                                                                       |                                                                                       |                                                                                      |                                                                                      |                                                                                      |                                                                                          |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Infant Development Program, Psychologist, Home and Community-Based, 1:1 | Infant Development Program, Psychologist, Home and Community-Based, 1:2 | Infant Development Program, Psychologist, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:1 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Specialist, Center/Facility Based, 1:3 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:1 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3 | Infant Development Technician, Early Intervention Technician, Center/Facility Based, 1:1 |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 13.38        | 12.69        | 12.41        | 17.36        | 16.68        | 16.13        | 17.82        | 17.14        | 16.59        | 19.34        |
| Travel Time Between Individuals                     | 3.03         | 3.03         | 3.03         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.69         | 0.69         | 0.69         | 0.69         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.06         | 2.75         | 3.03         | 1.38         | 2.06         | 2.61         | 1.38         | 2.06         | 2.61         | 0.69         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 1.00         | 1.00         | 1.00         | 1.00         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.28         | 0.28         | 0.28         | 0.28         | 0.28         | 0.28         | 0.28         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 12.39        | 11.75        | 11.50        | 16.07        | 15.44        | 14.93        | 16.34        | 15.72        | 15.22        | 17.74        |
| Travel Time Between Individuals                     | 2.80         | 2.80         | 2.80         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.63         | 0.63         | 0.63         | 0.63         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.91         | 2.55         | 2.80         | 1.28         | 1.91         | 2.42         | 1.27         | 1.89         | 2.39         | 0.63         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.92         | 0.92         | 0.92         | 0.92         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.26         | 0.26         | 0.26         | 0.26         | 0.26         | 0.26         | 0.26         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.76         | 0.76         | 0.76         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                       |                                                                                       |                                                                   |                                                                   |                                                                   |                                                                             |                                                                             |                                                                             |                                                                     |                                                                     |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
| Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Infant Development Program, Audiologist, Center/Facility Based, 1:2 |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 19.00        | 18.72        | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.69         | 0.69         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.03         | 1.31         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         |
| Supervision and Other Employer Time                 | 1.00         | 1.00         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.28         | 0.28         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | -            | -            | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | -            | -            | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 35.00 | 35.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 17.43        | 17.17        | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.63         | 0.63         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.94         | 1.20         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         |
| Supervision and Other Employer Time                 | 0.92         | 0.92         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.26         | 0.26         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | -            | -            | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | -            | -            | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                     |                                                                          |                                                                          |                                                                          |                                                                          |                                                                          |                                                                          |                                                                                   |                                                                                   |                                                                                   |
|---------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program, Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:1 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:2 | Infant Development Program, Registered Nurse, Center/Facility Based, 1:3 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2 | Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3 |
|---------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 15.03        | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        | 15.03        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.44         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         | 3.44         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 13.92        | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        | 13.92        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.18         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         | 3.18         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                    |                                                                                    |                                                                                    |                                                                          |                                                                          |                                                                          |                                                                            |                                                                            |                                                                            |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based,<br>1:3 |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|

**Base Model Assumptions for 'Typical' Week; PT Employees**

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        | 15.03        | 15.99        | 15.31        | 15.03        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         | 3.44         | 2.48         | 3.16         | 3.44         |
| Supervision and Other Employer Time                 | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         | 0.50         |
| Missed Appointments (not redirected to other tasks) | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         | 0.55         |
| Collateral Contacts (not billable)                  | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         | 1.65         |
| Interdisciplinary team case reviews/planning        | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         | 0.83         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**Annual Hours for Training and PTO**

|               |       |       |       |       |       |       |       |       |       |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training      | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

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

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        | 13.92        | 14.80        | 14.17        | 13.92        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         | 3.18         | 2.30         | 2.93         | 3.18         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         | 0.51         |
| Collateral contacts (not billable)                  | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         | 1.53         |
| Interdisciplinary team case reviews/planning        | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         | 1.15         |
| <b>Total</b>                                        | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> | <b>22.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Participant-Directed Personal Assistance, 1:1 | Participant-Directed Personal Assistance, 1:2 | Participant-Directed Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living Program, 1:1 |
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.83        | 28.44        | 28.25        | 31.05        | 30.75        | 30.56        | 31.05        | 30.75        | 30.56        | 26.70        |
| Travel Time Between Individuals                     | 0.58         | 0.58         | 0.58         | -            | -            | -            | -            | -            | -            | 2.32         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.58         | 0.97         | 1.16         | 0.39         | 0.69         | 0.88         | 0.39         | 0.69         | 0.88         | 0.97         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.89        | 28.50        | 28.31        | 31.05        | 30.75        | 30.56        | 31.05        | 30.75        | 30.56        | 26.91        |
| Travel Time Between Individuals                     | 0.52         | 0.52         | 0.52         | -            | -            | -            | -            | -            | -            | 2.09         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.58         | 0.97         | 1.16         | 0.39         | 0.69         | 0.88         | 0.39         | 0.69         | 0.88         | 0.98         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | 0.91         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Participant-Directed Personal Assistance, 1:1 | Participant-Directed Personal Assistance, 1:2 | Participant-Directed Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living Program, 1:1 |
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|
|--------------------------|--------------------------|--------------------------|-----------------------------------------------|-----------------------------------------------|-----------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.80        | 28.41        | 28.22        | 31.05        | 30.75        | 30.56        | 31.05        | 30.75        | 30.56        | 26.58        |
| Travel Time Between Individuals                     | 0.61         | 0.61         | 0.61         | -            | -            | -            | -            | -            | -            | 2.44         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.58         | 0.97         | 1.16         | 0.39         | 0.69         | 0.88         | 0.39         | 0.69         | 0.88         | 0.97         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.68        | 28.29        | 28.11        | 31.05        | 30.75        | 30.56        | 31.05        | 30.75        | 30.56        | 26.16        |
| Travel Time Between Individuals                     | 0.73         | 0.73         | 0.73         | -            | -            | -            | -            | -            | -            | 2.90         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.58         | 0.97         | 1.15         | 0.39         | 0.69         | 0.88         | 0.39         | 0.69         | 0.88         | 0.95         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | 0.88         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.12         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Independent Living Program, 1:2 | Independent Living Program, 1:3 | Participant-Directed Independent Living, 1:1 | Participant-Directed Independent Living, 1:2 | Participant-Directed Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.13        | 25.73        | 31.05        | 30.75        | 30.56        | 27.60        | 27.03        | 26.63        | 31.05        | 30.75        |
| Travel Time Between Individuals                     | 2.32         | 2.32         | -            | -            | -            | 2.32         | 2.32         | 2.32         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.54         | 1.94         | 0.39         | 0.69         | 0.88         | 0.97         | 1.54         | 1.94         | 0.39         | 0.69         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.34        | 25.93        | 31.05        | 30.75        | 30.56        | 27.82        | 27.25        | 26.84        | 31.05        | 30.75        |
| Travel Time Between Individuals                     | 2.09         | 2.09         | -            | -            | -            | 2.09         | 2.09         | 2.09         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.55         | 1.96         | 0.39         | 0.69         | 0.88         | 0.98         | 1.55         | 1.96         | 0.39         | 0.69         |
| Supervision and Other Employer Time                 | 0.91         | 0.91         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Independent Living Program, 1:2 | Independent Living Program, 1:3 | Participant-Directed Independent Living, 1:1 | Participant-Directed Independent Living, 1:2 | Participant-Directed Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|
|---------------------------------|---------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------------|------------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.02        | 25.62        | 31.05        | 30.75        | 30.56        | 27.48        | 26.92        | 26.52        | 31.05        | 30.75        |
| Travel Time Between Individuals                     | 2.44         | 2.44         | -            | -            | -            | 2.44         | 2.44         | 2.44         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.53         | 1.93         | 0.39         | 0.69         | 0.88         | 0.97         | 1.53         | 1.93         | 0.39         | 0.69         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 25.60        | 25.21        | 31.05        | 30.75        | 30.56        | 27.04        | 26.48        | 26.09        | 31.05        | 30.75        |
| Travel Time Between Individuals                     | 2.90         | 2.90         | -            | -            | -            | 2.90         | 2.90         | 2.90         | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.51         | 1.90         | 0.39         | 0.69         | 0.88         | 0.95         | 1.51         | 1.90         | 0.39         | 0.69         |
| Supervision and Other Employer Time                 | 0.88         | 0.88         | -            | -            | -            | -            | -            | -            | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Parent Coordinated Supported Living,<br>1:3 | Supported Living Services, 1:1 | Supported Living Services, 1:2 | Supported Living Services, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, 1:1 | Respite, 1:2 | Respite, 1:3 |
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.56        | 30.58        | 30.19        | 29.99        | 28.06        | 27.48        | 27.09        | 29.02        | 28.73        | 28.55        |
| Travel Time Between Individuals                     | -            | 0.58         | 0.58         | 0.58         | 1.16         | 1.16         | 1.16         | 0.58         | 0.58         | 0.58         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 0.58         | 0.97         | 1.17         | 0.77         | 1.35         | 1.74         | 0.39         | 0.68         | 0.86         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> | <b>36.35</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.56        | 30.64        | 30.25        | 30.05        | 28.18        | 27.59        | 27.20        | 29.08        | 28.79        | 28.61        |
| Travel Time Between Individuals                     | -            | 0.52         | 0.52         | 0.52         | 1.04         | 1.04         | 1.04         | 0.52         | 0.52         | 0.52         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 0.58         | 0.97         | 1.17         | 0.77         | 1.36         | 1.75         | 0.39         | 0.68         | 0.86         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> | <b>36.35</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Parent Coordinated Supported Living,<br>1:3 | Supported Living Services, 1:1 | Supported Living Services, 1:2 | Supported Living Services, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, 1:1 | Respite, 1:2 | Respite, 1:3 |
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|
|---------------------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.56        | 30.55        | 30.16        | 29.96        | 28.00        | 27.42        | 27.03        | 28.99        | 28.70        | 28.52        |
| Travel Time Between Individuals                     | -            | 0.61         | 0.61         | 0.61         | 1.22         | 1.22         | 1.22         | 0.61         | 0.61         | 0.61         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 0.58         | 0.97         | 1.17         | 0.77         | 1.35         | 1.74         | 0.39         | 0.68         | 0.86         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> | <b>36.35</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.56        | 30.43        | 30.04        | 29.85        | 27.79        | 27.21        | 26.83        | 28.87        | 28.58        | 28.40        |
| Travel Time Between Individuals                     | -            | 0.73         | 0.73         | 0.73         | 1.45         | 1.45         | 1.45         | 0.73         | 0.73         | 0.73         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.88         | 0.58         | 0.97         | 1.16         | 0.76         | 1.34         | 1.72         | 0.39         | 0.68         | 0.86         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.89         | 0.89         | 0.89         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> | <b>36.35</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.05        | 30.75        | 30.56        | 27.35        | 26.77        | 26.38        | 28.73        | 29.99        | 31.74        | 31.74        |
| Travel Time Between Individuals                     | -            | -            | -            | 2.32         | 2.32         | 2.32         | 2.37         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.39         | 0.69         | 0.88         | 0.77         | 1.35         | 1.74         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.45         | 0.45         | 0.45         | 0.46         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | -            | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.05        | 30.75        | 30.56        | 27.57        | 26.99        | 26.60        | 28.97        | 29.99        | 31.74        | 31.74        |
| Travel Time Between Individuals                     | -            | -            | -            | 2.09         | 2.09         | 2.09         | 2.13         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.39         | 0.69         | 0.88         | 0.78         | 1.36         | 1.75         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.45         | 0.45         | 0.45         | 0.46         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | -            | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.05        | 30.75        | 30.56        | 27.23        | 26.66        | 26.27        | 28.61        | 29.99        | 31.74        | 31.74        |
| Travel Time Between Individuals                     | -            | -            | -            | 2.44         | 2.44         | 2.44         | 2.49         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.39         | 0.69         | 0.88         | 0.77         | 1.34         | 1.73         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.45         | 0.45         | 0.45         | 0.46         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | -            | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 31.05        | 30.75        | 30.56        | 26.80        | 26.23        | 25.85        | 28.15        | 29.99        | 31.74        | 31.74        |
| Travel Time Between Individuals                     | -            | -            | -            | 2.90         | 2.90         | 2.90         | 2.96         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.39         | 0.69         | 0.88         | 0.75         | 1.32         | 1.70         | -            | -            | -            | -            |
| Supervision and Other Employer Time                 | -            | -            | -            | 0.44         | 0.44         | 0.44         | 0.45         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | -            | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>36.35</b> | <b>36.35</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Residential Facility for Persons with<br>Special Health Care Needs | Supplemental Residential Prog. Supp. | Day Services, Center/Facility, 1:10 | Day Services, Center/Facility, 1:9 | Day Services, Center/Facility, 1:8 | Day Services, Center/Facility, 1:7 | Day Services, Center/Facility, 1:6 | Day Services, Center/Facility, 1:5 | Day Services, Center/Facility, 1:4 | Day Services, Center/Facility, 1:3 |
|--------------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|--------------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.71        | 29.99        | 26.70        | 26.90        | 27.08        | 27.28        | 27.48        | 27.67        | 27.86        | 28.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 2.32         | 2.12         | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         | 0.97         |
| Supervision and Other Employer Time                 | 0.89         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.71        | 29.99        | 26.70        | 26.90        | 27.08        | 27.28        | 27.48        | 27.67        | 27.86        | 28.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 2.32         | 2.12         | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         | 0.97         |
| Supervision and Other Employer Time                 | 0.89         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Residential Facility for Persons with<br>Special Health Care Needs | Supplemental Residential Prog. Supp. | Day Services, Center/Facility, 1:10 | Day Services, Center/Facility, 1:9 | Day Services, Center/Facility, 1:8 | Day Services, Center/Facility, 1:7 | Day Services, Center/Facility, 1:6 | Day Services, Center/Facility, 1:5 | Day Services, Center/Facility, 1:4 | Day Services, Center/Facility, 1:3 |
|--------------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
|--------------------------------------------------------------------|--------------------------------------|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.71        | 29.99        | 26.70        | 26.90        | 27.08        | 27.28        | 27.48        | 27.67        | 27.86        | 28.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 2.32         | 2.12         | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         | 0.97         |
| Supervision and Other Employer Time                 | 0.89         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.71        | 29.99        | 26.70        | 26.90        | 27.08        | 27.28        | 27.48        | 27.67        | 27.86        | 28.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | -            | -            | 2.32         | 2.12         | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         | 0.97         |
| Supervision and Other Employer Time                 | 0.89         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                              |                              |                              |                                   |                                   |                                   |                                               |                                               |                                            |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|
| Day Services, Center/Facility, 1:2 | Day Services, Community, 1:4 | Day Services, Community, 1:3 | Day Services, Community, 1:2 | Day Services, Community Only, 1:4 | Day Services, Community Only, 1:3 | Day Services, Community Only, 1:2 | Behavioral Day Services, Center/Facility, 1:3 | Behavioral Day Services, Center/Facility, 1:2 | Medical Day Services, Center/Facility, 1:3 |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.25        | 28.05        | 28.05        | 28.25        | 28.05        | 28.05        | 28.25        | 26.90        | 27.09        | 26.90        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.96         | 0.96         | 0.96         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.97         | 0.97         | 0.77         | 0.97         | 0.97         | 0.77         | 0.96         | 0.77         | 0.96         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 1.78         | 1.78         | 1.78         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.25        | 28.05        | 28.05        | 28.25        | 28.05        | 28.05        | 28.25        | 26.90        | 27.09        | 26.90        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.96         | 0.96         | 0.96         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.97         | 0.97         | 0.77         | 0.97         | 0.97         | 0.77         | 0.96         | 0.77         | 0.96         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 1.78         | 1.78         | 1.78         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                              |                              |                              |                                   |                                   |                                   |                                               |                                               |                                            |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|
| Day Services, Center/Facility, 1:2 | Day Services, Community, 1:4 | Day Services, Community, 1:3 | Day Services, Community, 1:2 | Day Services, Community Only, 1:4 | Day Services, Community Only, 1:3 | Day Services, Community Only, 1:2 | Behavioral Day Services, Center/Facility, 1:3 | Behavioral Day Services, Center/Facility, 1:2 | Medical Day Services, Center/Facility, 1:3 |
|------------------------------------|------------------------------|------------------------------|------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------------------|-----------------------------------------------|--------------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.25        | 28.05        | 28.05        | 28.25        | 28.05        | 28.05        | 28.25        | 26.90        | 27.09        | 26.90        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.96         | 0.96         | 0.96         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.97         | 0.97         | 0.77         | 0.97         | 0.97         | 0.77         | 0.96         | 0.77         | 0.96         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 1.78         | 1.78         | 1.78         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 28.25        | 28.05        | 28.05        | 28.25        | 28.05        | 28.05        | 28.25        | 26.90        | 27.09        | 26.90        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.97         | 0.96         | 0.96         | 0.96         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.97         | 0.97         | 0.77         | 0.97         | 0.97         | 0.77         | 0.96         | 0.77         | 0.96         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 1.78         | 1.78         | 1.78         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.96         | 0.96         | 0.96         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Medical Day Services, Center/Facility, 1:2 | Behavioral Day Services, Community, 1:3 | Behavioral Day Services, Community, 1:2 | Medical Day Services, Community, 1:3 | Medical Day Services, Community, 1:2 | In-home/Mobile Day Program, 1:3 | In-home/Mobile Day Program, 1:2 | In-home/Mobile Day Program, 1:1 | Participant-Directed Community-Based Training, 1:3 | Participant-Directed Community-Based Training, 1:2 |
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.09        | 26.90        | 27.09        | 26.90        | 27.09        | 29.02        | 29.22        | 28.45        | 30.45        | 30.65        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.96         | 0.77         | 0.96         | 0.77         | 0.97         | 0.77         | 0.77         | 0.99         | 0.79         |
| Supervision and Other Employer Time                 | 1.78         | 1.78         | 1.78         | 1.78         | 1.78         | 0.90         | 0.90         | 0.90         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.09        | 26.90        | 27.09        | 26.90        | 27.09        | 29.02        | 29.22        | 28.45        | 30.45        | 30.65        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.96         | 0.77         | 0.96         | 0.77         | 0.97         | 0.77         | 0.77         | 0.99         | 0.79         |
| Supervision and Other Employer Time                 | 1.78         | 1.78         | 1.78         | 1.78         | 1.78         | 0.90         | 0.90         | 0.90         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Medical Day Services, Center/Facility, 1:2 | Behavioral Day Services, Community, 1:3 | Behavioral Day Services, Community, 1:2 | Medical Day Services, Community, 1:3 | Medical Day Services, Community, 1:2 | In-home/Mobile Day Program, 1:3 | In-home/Mobile Day Program, 1:2 | In-home/Mobile Day Program, 1:1 | Participant-Directed Community-Based Training, 1:3 | Participant-Directed Community-Based Training, 1:2 |
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|
|--------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------------------------|----------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.09        | 26.90        | 27.09        | 26.90        | 27.09        | 29.02        | 29.22        | 28.45        | 30.45        | 30.65        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.96         | 0.77         | 0.96         | 0.77         | 0.97         | 0.77         | 0.77         | 0.99         | 0.79         |
| Supervision and Other Employer Time                 | 1.78         | 1.78         | 1.78         | 1.78         | 1.78         | 0.90         | 0.90         | 0.90         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.09        | 26.90        | 27.09        | 26.90        | 27.09        | 29.02        | 29.22        | 28.45        | 30.45        | 30.65        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | -            | -            | 0.00         | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.77         | 0.96         | 0.77         | 0.96         | 0.77         | 0.97         | 0.77         | 0.77         | 0.99         | 0.79         |
| Supervision and Other Employer Time                 | 1.78         | 1.78         | 1.78         | 1.78         | 1.78         | 0.90         | 0.90         | 0.90         | -            | -            |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.96         | 0.96         | 0.96         | 0.96         | 0.96         | 0.67         | 0.67         | 0.67         | 0.12         | 0.12         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 |
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.65        | 29.99        | 26.00        | 29.99        | 28.45        | 28.27        | 28.47        | 28.67        | 28.86        | 29.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.79         | -            | -            | -            | -            | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.68         | 0.68         | 0.68         | 0.68         | 0.68         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 3.99         | -            | 1.54         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.65        | 29.99        | 26.40        | 29.99        | 28.60        | 28.27        | 28.47        | 28.67        | 28.86        | 29.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.79         | -            | -            | -            | -            | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.68         | 0.68         | 0.68         | 0.68         | 0.68         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 3.59         | -            | 1.39         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 |
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|----------------------------------------------------|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.65        | 29.99        | 25.80        | 29.99        | 28.37        | 28.27        | 28.47        | 28.67        | 28.86        | 29.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.79         | -            | -            | -            | -            | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.68         | 0.68         | 0.68         | 0.68         | 0.68         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 4.19         | -            | 1.62         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 30.65        | 29.99        | 25.00        | 29.99        | 28.06        | 28.27        | 28.47        | 28.67        | 28.86        | 29.05        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.00         | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.79         | -            | -            | -            | -            | 1.94         | 1.74         | 1.54         | 1.35         | 1.16         |
| Supervision and Other Employer Time                 | -            | 0.90         | 0.90         | 0.90         | 0.90         | 0.68         | 0.68         | 0.68         | 0.68         | 0.68         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | 4.99         | -            | 1.93         | -            | -            | -            | -            | -            |
| Training                                            | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Participant-Directed Supported Employment, 1:1 | Participant-Directed Supported Employment, 1:2 | Participant-Directed Supported Employment, 1:3 | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 |
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.24        | 29.44        | 30.65        | 30.65        | 30.45        | 24.81        | 26.35        | 27.08        | 27.28        | 27.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.54         | 2.32         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 3.86         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.97         | 0.77         | 0.79         | 0.79         | 0.99         | -            | 0.77         | 1.94         | 1.74         | 1.54         |
| Supervision and Other Employer Time                 | 0.68         | 0.68         | -            | -            | -            | 0.68         | 0.68         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.24        | 29.44        | 30.65        | 30.65        | 30.45        | 24.94        | 26.55        | 27.08        | 27.28        | 27.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.39         | 2.09         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 3.88         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.97         | 0.77         | 0.79         | 0.79         | 0.99         | -            | 0.78         | 1.94         | 1.74         | 1.54         |
| Supervision and Other Employer Time                 | 0.68         | 0.68         | -            | -            | -            | 0.68         | 0.69         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.78         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Participant-Directed Supported Employment, 1:1 | Participant-Directed Supported Employment, 1:2 | Participant-Directed Supported Employment, 1:3 | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 |
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|
|---------------------------------|---------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|--------------------------------------------------|-----------------------------------------------|------------------------------|--------------------------------|--------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.24        | 29.44        | 30.65        | 30.65        | 30.45        | 24.74        | 26.23        | 27.08        | 27.28        | 27.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.62         | 2.44         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 3.85         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.97         | 0.77         | 0.79         | 0.79         | 0.99         | -            | 0.77         | 1.94         | 1.74         | 1.54         |
| Supervision and Other Employer Time                 | 0.68         | 0.68         | -            | -            | -            | 0.68         | 0.68         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.77         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 29.24        | 29.44        | 30.65        | 30.65        | 30.45        | 24.48        | 25.82        | 27.08        | 27.28        | 27.48        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | 1.93         | 2.90         | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | 3.81         | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 0.97         | 0.77         | 0.79         | 0.79         | 0.99         | -            | 0.75         | 1.94         | 1.74         | 1.54         |
| Supervision and Other Employer Time                 | 0.68         | 0.68         | -            | -            | -            | 0.67         | 0.67         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 0.75         | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.12         | 0.12         | 0.12         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3 |
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.67        | 27.86        | 28.05        | 28.25        | 23.40        | 22.28        | 21.83        | 22.45        | 21.49        | 20.71        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 4.91         | 4.91         | 4.91         | 4.28         | 4.28         | 4.28         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.35         | 1.16         | 0.97         | 0.77         | 3.34         | 4.46         | 4.91         | 1.95         | 2.91         | 3.69         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 2.68         | 2.68         | 2.68         | 1.17         | 1.17         | 1.17         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.67        | 27.86        | 28.05        | 28.25        | 23.78        | 22.64        | 22.18        | 22.81        | 21.83        | 21.04        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 4.42         | 4.42         | 4.42         | 3.85         | 3.85         | 3.85         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.35         | 1.16         | 0.97         | 0.77         | 3.39         | 4.53         | 4.99         | 1.98         | 2.96         | 3.75         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.90         | 0.90         | 0.90         | 0.79         | 0.79         | 0.79         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 2.72         | 2.72         | 2.72         | 1.19         | 1.19         | 1.19         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

| Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2 | Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3 |
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|
|--------------------------------|--------------------------------|--------------------------------|-----------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.67        | 27.86        | 28.05        | 28.25        | 23.21        | 22.10        | 21.65        | 22.28        | 21.32        | 20.55        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 5.16         | 5.16         | 5.16         | 4.49         | 4.49         | 4.49         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.35         | 1.16         | 0.97         | 0.77         | 3.31         | 4.42         | 4.87         | 1.93         | 2.89         | 3.66         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.88         | 0.88         | 0.88         | 0.77         | 0.77         | 0.77         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 2.66         | 2.66         | 2.66         | 1.16         | 1.16         | 1.16         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.67        | 27.86        | 28.05        | 28.25        | 22.47        | 21.40        | 20.97        | 21.56        | 20.64        | 19.89        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | 6.14         | 6.14         | 6.14         | 5.35         | 5.35         | 5.35         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.35         | 1.16         | 0.97         | 0.77         | 3.21         | 4.28         | 4.71         | 1.87         | 2.79         | 3.54         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | -            | -            | -            | -            | 0.85         | 0.85         | 0.85         | 0.75         | 0.75         | 0.75         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | 2.57         | 2.57         | 2.57         | 1.12         | 1.12         | 1.12         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                               |                                                                               |                                                                               |                                                                            |                                                                            |                                                                            |                                                |                                                |                                                |                                           |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------|
| Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:3 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:3 | Adaptive Skills Training, Professional,<br>1:1 | Adaptive Skills Training, Professional,<br>1:2 | Adaptive Skills Training, Professional,<br>1:3 | Adaptive Skills Training, Specialist, 1:1 |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.64        | 26.52        | 26.08        | 26.15        | 25.18        | 24.40        | 23.40        | 22.28        | 21.83        | 25.85        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 2.53         | 3.50         | 4.28         | 3.34         | 4.46         | 4.91         | 2.23         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 1.17         | 1.17         | 1.17         | 2.68         | 2.68         | 2.68         | 1.34         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.64        | 26.52        | 26.08        | 26.15        | 25.18        | 24.40        | 23.78        | 22.64        | 22.18        | 26.26        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 4.42         | 4.42         | 4.42         | 4.42         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 2.53         | 3.50         | 4.28         | 3.39         | 4.53         | 4.99         | 2.27         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.90         | 0.90         | 0.90         | 0.90         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 1.17         | 1.17         | 1.17         | 2.72         | 2.72         | 2.72         | 1.36         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                               |                                                                               |                                                                               |                                                                            |                                                                            |                                                                            |                                                |                                                |                                                |                                           |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------|
| Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Professional, Center/Facility Based, 1:3 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:1 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:2 | Specialized Therapeutic Services,<br>Assistant, Center/Facility Based, 1:3 | Adaptive Skills Training, Professional,<br>1:1 | Adaptive Skills Training, Professional,<br>1:2 | Adaptive Skills Training, Professional,<br>1:3 | Adaptive Skills Training, Specialist, 1:1 |
|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------|------------------------------------------------|------------------------------------------------|------------------------------------------------|-------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.64        | 26.52        | 26.08        | 26.15        | 25.18        | 24.40        | 23.21        | 22.10        | 21.65        | 25.64        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 5.16         | 5.16         | 5.16         | 5.16         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 2.53         | 3.50         | 4.28         | 3.31         | 4.42         | 4.87         | 2.21         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.88         | 0.88         | 0.88         | 0.88         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 1.17         | 1.17         | 1.17         | 2.66         | 2.66         | 2.66         | 1.33         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.64        | 26.52        | 26.08        | 26.15        | 25.18        | 24.40        | 22.47        | 21.40        | 20.97        | 24.82        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | 6.14         | 6.14         | 6.14         | 6.14         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 2.53         | 3.50         | 4.28         | 3.21         | 4.28         | 4.71         | 2.14         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.85         | 0.85         | 0.85         | 0.85         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 1.17         | 1.17         | 1.17         | 2.57         | 2.57         | 2.57         | 1.29         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                           |                                           |                       |                       |                       |                                 |                                 |                                 |                                    |                                    |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|
| Adaptive Skills Training, Specialist, 1:2 | Adaptive Skills Training, Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 23.84        | 23.40        | 22.28        | 21.83        | 25.85        | 24.74        | 23.84        | 25.85        | 24.74        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.34         | 4.24         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         | 2.23         | 3.34         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 1.34         | 1.34         | 2.68         | 2.68         | 2.68         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 25.14        | 24.22        | 23.78        | 22.64        | 22.18        | 26.26        | 25.14        | 24.22        | 26.26        | 25.14        |
| Travel Time Between Individuals                     | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.39         | 4.31         | 3.39         | 4.53         | 4.99         | 2.27         | 3.39         | 4.31         | 2.27         | 3.39         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Collateral contacts (not billable)                  | 1.36         | 1.36         | 2.72         | 2.72         | 2.72         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                           |                                           |                       |                       |                       |                                 |                                 |                                 |                                    |                                    |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|
| Adaptive Skills Training, Specialist, 1:2 | Adaptive Skills Training, Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 |
|-------------------------------------------|-------------------------------------------|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.54        | 23.64        | 23.21        | 22.10        | 21.65        | 25.64        | 24.54        | 23.64        | 25.64        | 24.54        |
| Travel Time Between Individuals                     | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.31         | 4.21         | 3.31         | 4.42         | 4.87         | 2.21         | 3.31         | 4.21         | 2.21         | 3.31         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         |
| Collateral contacts (not billable)                  | 1.33         | 1.33         | 2.66         | 2.66         | 2.66         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.75        | 22.89        | 22.47        | 21.40        | 20.97        | 24.82        | 23.75        | 22.89        | 24.82        | 23.75        |
| Travel Time Between Individuals                     | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.21         | 4.07         | 3.21         | 4.28         | 4.71         | 2.14         | 3.21         | 4.07         | 2.14         | 3.21         |
| Supervision and Other Employer Time                 | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         |
| Collateral contacts (not billable)                  | 1.29         | 1.29         | 2.57         | 2.57         | 2.57         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                                             |                                             |                                             |                                     |                                     |                                     |                                                                                          |                                                                                          |                                                                                          |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3 |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.84        | 21.92        | 20.97        | 20.21        | 23.40        | 22.28        | 21.83        | 23.17        | 22.06        | 21.16        |
| Travel Time Between Individuals                     | 4.91         | 4.21         | 4.21         | 4.21         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.24         | 1.92         | 2.87         | 3.63         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         |
| Supervision and Other Employer Time                 | 0.45         | 1.78         | 1.78         | 1.78         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.77         | 0.77         | 0.77         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 1.34         | -            | -            | -            | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.22        | 22.27        | 21.30        | 20.53        | 23.78        | 22.64        | 22.18        | 23.54        | 22.42        | 21.50        |
| Travel Time Between Individuals                     | 4.42         | 3.79         | 3.79         | 3.79         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.31         | 1.95         | 2.92         | 3.69         | 3.39         | 4.53         | 4.99         | 2.27         | 3.39         | 4.31         |
| Supervision and Other Employer Time                 | 0.46         | 1.81         | 1.81         | 1.81         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.90         | 0.78         | 0.78         | 0.78         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Collateral contacts (not billable)                  | 1.36         | -            | -            | -            | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.36         | 1.36         | 1.36         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                    |                                             |                                             |                                             |                                     |                                     |                                     |                                                                                          |                                                                                          |                                                                                          |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3 |
|------------------------------------|---------------------------------------------|---------------------------------------------|---------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 23.64        | 21.75        | 20.80        | 20.05        | 23.21        | 22.10        | 21.65        | 22.98        | 21.88        | 20.98        |
| Travel Time Between Individuals                     | 5.16         | 4.42         | 4.42         | 4.42         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.21         | 1.90         | 2.85         | 3.60         | 3.31         | 4.42         | 4.87         | 2.21         | 3.31         | 4.21         |
| Supervision and Other Employer Time                 | 0.45         | 1.77         | 1.77         | 1.77         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.88         | 0.76         | 0.76         | 0.76         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         |
| Collateral contacts (not billable)                  | 1.33         | -            | -            | -            | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.33         | 1.33         | 1.33         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 22.89        | 21.05        | 20.13        | 19.40        | 22.47        | 21.40        | 20.97        | 22.25        | 21.18        | 20.32        |
| Travel Time Between Individuals                     | 6.14         | 5.26         | 5.26         | 5.26         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.07         | 1.84         | 2.76         | 3.49         | 3.21         | 4.28         | 4.71         | 2.14         | 3.21         | 4.07         |
| Supervision and Other Employer Time                 | 0.43         | 1.71         | 1.71         | 1.71         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.85         | 0.74         | 0.74         | 0.74         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         |
| Collateral contacts (not billable)                  | 1.29         | -            | -            | -            | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         |
| Interdisciplinary team case reviews/planning        | -            | -            | -            | -            | -            | -            | -            | 1.29         | 1.29         | 1.29         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.96         | 0.96         | 0.96         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                         |                                                                                         |                                                                                         |                                                                                          |                                                                                          |                                                                                          |                                                                      |                                                                      |                                                                      |                                                                                |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:1 |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.87        | 20.91        | 20.15        | 24.00        | 23.52        | 23.13        | 22.06        | 20.94        | 20.49        | 19.15        |
| Travel Time Between Individuals                     | 4.25         | 4.25         | 4.25         | 4.25         | 4.25         | 4.25         | 4.91         | 4.91         | 4.91         | 4.28         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.94         | 2.90         | 3.66         | 0.97         | 1.45         | 1.84         | 3.34         | 4.46         | 4.91         | 2.91         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.77         | 0.89         | 0.89         | 0.89         | 0.78         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 2.68         | 2.68         | 2.68         | 2.34         |
| Interdisciplinary team case reviews/planning        | 1.16         | 1.16         | 1.16         | -            | -            | -            | 1.34         | 1.34         | 1.34         | 1.17         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 22.22        | 21.24        | 20.47        | 24.38        | 23.90        | 23.50        | 22.42        | 21.28        | 20.82        | 19.45        |
| Travel Time Between Individuals                     | 3.83         | 3.83         | 3.83         | 3.83         | 3.83         | 3.83         | 4.42         | 4.42         | 4.42         | 3.85         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.97         | 2.95         | 3.72         | 0.99         | 1.47         | 1.87         | 3.39         | 4.53         | 4.99         | 2.96         |
| Supervision and Other Employer Time                 | 0.91         | 0.91         | 0.91         | 0.91         | 0.91         | 0.91         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.78         | 0.78         | 0.78         | 0.78         | 0.78         | 0.78         | 0.90         | 0.90         | 0.90         | 0.79         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 2.72         | 2.72         | 2.72         | 2.38         |
| Interdisciplinary team case reviews/planning        | 1.18         | 1.18         | 1.18         | -            | -            | -            | 1.36         | 1.36         | 1.36         | 1.19         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                         |                                                                                         |                                                                                         |                                                                                          |                                                                                          |                                                                                          |                                                                      |                                                                      |                                                                      |                                                                                |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2 | Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:1 |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.71        | 20.75        | 20.00        | 23.82        | 23.34        | 22.95        | 21.88        | 20.77        | 20.32        | 19.00        |
| Travel Time Between Individuals                     | 4.46         | 4.46         | 4.46         | 4.46         | 4.46         | 4.46         | 5.16         | 5.16         | 5.16         | 4.49         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.92         | 2.88         | 3.63         | 0.96         | 1.44         | 1.83         | 3.31         | 4.42         | 4.87         | 2.89         |
| Supervision and Other Employer Time                 | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.76         | 0.76         | 0.76         | 0.76         | 0.76         | 0.76         | 0.88         | 0.88         | 0.88         | 0.77         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 2.66         | 2.66         | 2.66         | 2.32         |
| Interdisciplinary team case reviews/planning        | 1.15         | 1.15         | 1.15         | -            | -            | -            | 1.33         | 1.33         | 1.33         | 1.16         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.01        | 20.09        | 19.36        | 23.05        | 22.59        | 22.21        | 21.18        | 20.11        | 19.68        | 18.39        |
| Travel Time Between Individuals                     | 5.31         | 5.31         | 5.31         | 5.31         | 5.31         | 5.31         | 6.14         | 6.14         | 6.14         | 5.35         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.86         | 2.78         | 3.51         | 0.93         | 1.39         | 1.77         | 3.21         | 4.28         | 4.71         | 2.79         |
| Supervision and Other Employer Time                 | 0.86         | 0.86         | 0.86         | 0.86         | 0.86         | 0.86         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.74         | 0.74         | 0.74         | 0.74         | 0.74         | 0.74         | 0.85         | 0.85         | 0.85         | 0.75         |
| Collateral contacts (not billable)                  | -            | -            | -            | -            | -            | -            | 2.57         | 2.57         | 2.57         | 2.25         |
| Interdisciplinary team case reviews/planning        | 1.11         | 1.11         | 1.11         | -            | -            | -            | 1.29         | 1.29         | 1.29         | 1.12         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                      |                                                                                      |                                                                               |                                                                               |                                                                               |                                                                                    |                                                                                    |                                                                                    |                                                                                   |                                                                                   |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:1 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:2 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:3 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:2 |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.17        | 17.78        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        |
| Travel Time Between Individuals                     | 4.28         | 4.28         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.89         | 4.28         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.78         | 0.78         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.34         | 2.34         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.17         | 1.17         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.46        | 18.06        | 22.42        | 21.28        | 20.82        | 22.42        | 21.28        | 20.82        | 22.42        | 21.28        |
| Travel Time Between Individuals                     | 3.85         | 3.85         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.95         | 4.35         | 3.39         | 4.53         | 4.99         | 3.39         | 4.53         | 4.99         | 3.39         | 4.53         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.79         | 0.79         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Collateral contacts (not billable)                  | 2.38         | 2.38         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         |
| Interdisciplinary team case reviews/planning        | 1.19         | 1.19         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                      |                                                                                      |                                                                               |                                                                               |                                                                               |                                                                                    |                                                                                    |                                                                                    |                                                                                   |                                                                                   |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Audiologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:1 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:2 | Infant Development Program, Family<br>Therapist, Home and Community-<br>Based, 1:3 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:2 |
|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 18.03        | 17.64        | 21.88        | 20.77        | 20.32        | 21.88        | 20.77        | 20.32        | 21.88        | 20.77        |
| Travel Time Between Individuals                     | 4.49         | 4.49         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.86         | 4.25         | 3.31         | 4.42         | 4.87         | 3.31         | 4.42         | 4.87         | 3.31         | 4.42         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.77         | 0.77         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         |
| Collateral contacts (not billable)                  | 2.32         | 2.32         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         |
| Interdisciplinary team case reviews/planning        | 1.16         | 1.16         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 17.45        | 17.07        | 21.18        | 20.11        | 19.68        | 21.18        | 20.11        | 19.68        | 21.18        | 20.11        |
| Travel Time Between Individuals                     | 5.35         | 5.35         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.73         | 4.11         | 3.21         | 4.28         | 4.71         | 3.21         | 4.28         | 4.71         | 3.21         | 4.28         |
| Supervision and Other Employer Time                 | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.75         | 0.75         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         |
| Collateral contacts (not billable)                  | 2.25         | 2.25         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         |
| Interdisciplinary team case reviews/planning        | 1.12         | 1.12         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                   |                                                                                            |                                                                                            |                                                                                            |                                                                                       |                                                                                       |                                                                                       |                                                                                |                                                                                |                                                                                |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:3 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:2 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:3 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:1 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:2 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:3 |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.49        | 19.15        | 18.17        | 17.78        | 22.06        | 20.94        | 20.49        | 22.06        | 20.94        | 20.49        |
| Travel Time Between Individuals                     | 4.91         | 4.28         | 4.28         | 4.28         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         | 4.91         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.91         | 2.91         | 3.89         | 4.28         | 3.34         | 4.46         | 4.91         | 3.34         | 4.46         | 4.91         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.34         | 2.34         | 2.34         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.17         | 1.17         | 1.17         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.82        | 19.45        | 18.46        | 18.06        | 22.42        | 21.28        | 20.82        | 22.42        | 21.28        | 20.82        |
| Travel Time Between Individuals                     | 4.42         | 3.85         | 3.85         | 3.85         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         | 4.42         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.99         | 2.96         | 3.95         | 4.35         | 3.39         | 4.53         | 4.99         | 3.39         | 4.53         | 4.99         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         | 0.46         |
| Missed Appointments (not redirected to other tasks) | 0.90         | 0.79         | 0.79         | 0.79         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         | 0.90         |
| Collateral contacts (not billable)                  | 2.72         | 2.38         | 2.38         | 2.38         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         | 2.72         |
| Interdisciplinary team case reviews/planning        | 1.36         | 1.19         | 1.19         | 1.19         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         | 1.36         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                   |                                                                                            |                                                                                            |                                                                                            |                                                                                       |                                                                                       |                                                                                       |                                                                                |                                                                                |                                                                                |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Nurse, Home and<br>Community-Based, 1:3 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:1 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:2 | Infant Development Program, Licensed<br>Vocational Nurse, Home and<br>Community-Based, 1:3 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:1 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:2 | Infant Development Program,<br>Registered Dietician, Home and<br>Community-Based, 1:3 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:1 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:2 | Infant Development Program, Social<br>Worker, Home and Community-Based,<br>1:3 |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 20.32        | 19.00        | 18.03        | 17.64        | 21.88        | 20.77        | 20.32        | 21.88        | 20.77        | 20.32        |
| Travel Time Between Individuals                     | 5.16         | 4.49         | 4.49         | 4.49         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         | 5.16         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.87         | 2.89         | 3.86         | 4.25         | 3.31         | 4.42         | 4.87         | 3.31         | 4.42         | 4.87         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.88         | 0.77         | 0.77         | 0.77         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         | 0.88         |
| Collateral contacts (not billable)                  | 2.66         | 2.32         | 2.32         | 2.32         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         | 2.66         |
| Interdisciplinary team case reviews/planning        | 1.33         | 1.16         | 1.16         | 1.16         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         | 1.33         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 19.68        | 18.39        | 17.45        | 17.07        | 21.18        | 20.11        | 19.68        | 21.18        | 20.11        | 19.68        |
| Travel Time Between Individuals                     | 6.14         | 5.35         | 5.35         | 5.35         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         | 6.14         |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.71         | 2.79         | 3.73         | 4.11         | 3.21         | 4.28         | 4.71         | 3.21         | 4.28         | 4.71         |
| Supervision and Other Employer Time                 | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         | 0.43         |
| Missed Appointments (not redirected to other tasks) | 0.85         | 0.75         | 0.75         | 0.75         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         | 0.85         |
| Collateral contacts (not billable)                  | 2.57         | 2.25         | 2.25         | 2.25         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         | 2.57         |
| Interdisciplinary team case reviews/planning        | 1.29         | 1.12         | 1.12         | 1.12         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         | 1.29         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                |                                                                                |                                                                                |                                                                                             |                                                                                             |                                                                                             |                                                                                            |                                                                                            |                                                                                            |                                                                                             |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Technician, Center/Facility<br>Based, 1:1 |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 22.06        | 20.94        | 20.49        | 28.52        | 27.41        | 26.51        | 25.53        | 24.57        | 23.81        | 27.66        |
| Travel Time Between Individuals                     | 4.91         | 4.91         | 4.91         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.34         | 4.46         | 4.91         | 2.23         | 3.34         | 4.24         | 1.94         | 2.90         | 3.66         | 0.97         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.45         | 0.45         | 0.45         | 0.39         | 0.39         | 0.39         | 0.39         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.16         | 1.16         | 1.16         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 22.42        | 21.28        | 20.82        | 28.52        | 27.41        | 26.51        | 25.53        | 24.57        | 23.81        | 27.66        |
| Travel Time Between Individuals                     | 4.42         | 4.42         | 4.42         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.39         | 4.53         | 4.99         | 2.23         | 3.34         | 4.24         | 1.94         | 2.90         | 3.66         | 0.97         |
| Supervision and Other Employer Time                 | 0.46         | 0.46         | 0.46         | 0.45         | 0.45         | 0.45         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | 0.90         | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.39         | 0.39         | 0.39         | 0.39         |
| Collateral contacts (not billable)                  | 2.72         | 2.72         | 2.72         | 2.68         | 2.68         | 2.68         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.36         | 1.36         | 1.36         | 1.34         | 1.34         | 1.34         | 1.16         | 1.16         | 1.16         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                |                                                                                |                                                                                |                                                                                             |                                                                                             |                                                                                             |                                                                                            |                                                                                            |                                                                                            |                                                                                             |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:1 | Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:2 | Infant Development Program,<br>Psychologist, Home and Community-<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program, Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program, Early<br>Intervention Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program, Early<br>Intervention Technician, Center/Facility<br>Based, 1:1 |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.88        | 20.77        | 20.32        | 28.52        | 27.41        | 26.51        | 25.53        | 24.57        | 23.81        | 27.66        |
| Travel Time Between Individuals                     | 5.16         | 5.16         | 5.16         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.31         | 4.42         | 4.87         | 2.23         | 3.34         | 4.24         | 1.94         | 2.90         | 3.66         | 0.97         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | 0.88         | 0.88         | 0.88         | 0.45         | 0.45         | 0.45         | 0.39         | 0.39         | 0.39         | 0.39         |
| Collateral contacts (not billable)                  | 2.66         | 2.66         | 2.66         | 2.68         | 2.68         | 2.68         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.33         | 1.33         | 1.33         | 1.34         | 1.34         | 1.34         | 1.16         | 1.16         | 1.16         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 21.18        | 20.11        | 19.68        | 28.52        | 27.41        | 26.51        | 25.53        | 24.57        | 23.81        | 27.66        |
| Travel Time Between Individuals                     | 6.14         | 6.14         | 6.14         | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | 0.97         | 0.97         | 0.97         | 0.97         |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 3.21         | 4.28         | 4.71         | 2.23         | 3.34         | 4.24         | 1.94         | 2.90         | 3.66         | 0.97         |
| Supervision and Other Employer Time                 | 0.43         | 0.43         | 0.43         | 0.45         | 0.45         | 0.45         | 0.90         | 0.90         | 0.90         | 0.90         |
| Missed Appointments (not redirected to other tasks) | 0.85         | 0.85         | 0.85         | 0.45         | 0.45         | 0.45         | 0.39         | 0.39         | 0.39         | 0.39         |
| Collateral contacts (not billable)                  | 2.57         | 2.57         | 2.57         | 2.68         | 2.68         | 2.68         | -            | -            | -            | -            |
| Interdisciplinary team case reviews/planning        | 1.29         | 1.29         | 1.29         | 1.34         | 1.34         | 1.34         | 1.16         | 1.16         | 1.16         | -            |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.67         | 0.67         | 0.67         | 0.67         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                       |                                                                                       |                                                                   |                                                                   |                                                                   |                                                                             |                                                                             |                                                                             |                                                                     |                                                                     |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
| Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Infant Development Program, Audiologist, Center/Facility Based, 1:2 |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.18        | 26.79        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        | 26.30        | 25.18        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.45         | 1.84         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         | 4.01         | 5.13         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.39         | 0.39         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.18        | 26.79        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        | 26.30        | 25.18        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.45         | 1.84         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         | 4.01         | 5.13         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.39         | 0.39         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                       |                                                                                       |                                                                   |                                                                   |                                                                   |                                                                             |                                                                             |                                                                             |                                                                     |                                                                     |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|
| Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2 | Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Infant Development Program, Audiologist, Center/Facility Based, 1:2 |
|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.18        | 26.79        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        | 26.30        | 25.18        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.45         | 1.84         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         | 4.01         | 5.13         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.39         | 0.39         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 27.18        | 26.79        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        | 26.30        | 25.18        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | 0.97         | 0.97         | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 1.45         | 1.84         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         | 4.01         | 5.13         |
| Supervision and Other Employer Time                 | 0.90         | 0.90         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.39         | 0.39         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | -            | -            | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | -            | -            | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.67         | 0.67         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.04         | 3.04         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                        |                                                                             |                                                                             |                                                                             |                                                                                |                                                                                |                                                                                |                                                                                         |                                                                                         |                                                                                         |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:3 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:1 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:2 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:3 |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                        |                                                                             |                                                                             |                                                                             |                                                                                |                                                                                |                                                                                |                                                                                         |                                                                                         |                                                                                         |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Nurse, Center/Facility<br>Based, 1:3 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:1 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:2 | Infant Development Program, Licensed<br>Vocational Nurse, Center/Facility<br>Based, 1:3 |
|------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|

**Category B Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**Category C Assumptions Adjusted for Training and PTO**

|                                                     |              |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 22.84        | 21.87        | 21.49        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 3.50         | 4.47         | 4.85         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.78         | 0.78         | 0.78         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.34         | 2.34         | 2.34         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.17         | 1.17         | 1.17         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.04         | 3.04         | 3.04         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>34.60</b> | <b>34.60</b> | <b>34.60</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center**  
**prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                    |                                                                                    |                                                                                    |                                                                          |                                                                          |                                                                          |                                                                         |                                                                         |                                                                         |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|

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

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category A Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

**DDS Vendor Rate Study - Rate Models - Harbor Regional Center  
prepared for California Department of Developmental Services**

**Appendix D: Productivity Assumptions**

|                                                                                    |                                                                                    |                                                                                    |                                                                          |                                                                          |                                                                          |                                                                         |                                                                         |                                                                         |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|
| Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>Registered Dietician, Center/Facility<br>Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------------------------------|

***Category B Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |

***Category C Assumptions Adjusted for Training and PTO***

|                                                     |              |              |              |              |              |              |              |              |              |
|-----------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services                                     | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        | 26.30        | 25.18        | 24.74        |
| Travel Time Between Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| IPP/IEP Attendance                                  |              |              |              |              |              |              |              |              |              |
| Program Set-Up/ Clean-Up                            | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Networking/ General Development Activities          | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Recordkeeping and Reporting                         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         | 4.01         | 5.13         | 5.57         |
| Supervision and Other Employer Time                 | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         | 0.45         |
| Missed Appointments (not redirected to other tasks) | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         | 0.89         |
| Collateral contacts (not billable)                  | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         | 2.68         |
| Interdisciplinary team case reviews/planning        | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         | 1.34         |
| Travel Time without Individuals                     | -            | -            | -            | -            | -            | -            | -            | -            | -            |
| Training                                            | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         | 0.48         |
| Paid time off                                       | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         | 3.85         |
| <b>Total</b>                                        | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> | <b>40.00</b> |