

I/DD Waiver Rate Studies

Proposed Rate Models

- prepared for -

Alabama Department of Mental Health

- prepared by -

Burns & Associates
A Division of Health Management Associates
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

October 30, 2022

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

Table of Contents

Comparison of Proposed Rates to Current Published Rates.....	1
Proposed Rate Models	
Case Management.....	4
Residential Habilitation (Group Home)	
3 Bed Homes.....	5
4/5 Bed Homes.....	6
6(+) Bed Homes.....	7
Personal Care.....	8
Personal Care, Self-Directed.....	9
Respite.....	10
Respite, Self-Directed.....	11
Adult Companion Services.....	12
Adult Companion Services, Self-Directed.....	13
Remote Supports.....	14
Day Habilitation	
Community.....	15
Center/Facility.....	17
Community Experience.....	19
Prevocational Services	
Community.....	20
Center/Facility.....	21
Individual Employment Supports	
Assessment/Discovery.....	22
Development.....	23
Coaching.....	24
Personal Care, on Worksite.....	25
Group Employment.....	26
Benefits and Career Counseling.....	27
Assistance in Community Integration.....	28
Therapy (OT, PT, SLP).....	29
Skilled Nursing.....	31
Skilled Nursing, Self-Directed.....	33
Positive Behavior Supports.....	34
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	
Appendix D: Group Home Staffing Assumption	

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

Comparison of Rates

Service	Unit	Current Rate	Proposed Rate	Notes
----------------	-------------	---------------------	----------------------	--------------

Case Management

Case Management	Month	\$238.45	\$267.23	Current effective rate is calculated as actual spend divided by number of months in which individuals received service
-----------------	-------	----------	----------	--

Group Home

Low	3 or Fewer Bed Homes	Day		\$274.67	Proposed rates are based on a 344-day billing year Overall average rate is projected to be \$358 per day compared to current average (without temporary adjustments of \$261)
	4/5 Bed Homes	Day	per IRBI	\$261.87	
	6+ or More Bed Homes	Day		\$244.74	
Mid	3 or Fewer Bed Homes	Day		\$372.28	
	4/5 Bed Homes	Day	per IRBI	\$312.70	
	6+ or More Bed Homes	Day		\$271.99	
High	3 or Fewer Bed Homes	Day		\$448.32	
	4/5 Bed Homes	Day	per IRBI	\$348.89	
	6+ or More Bed Homes	Day		\$307.36	

Personal Care

Personal Care, 1:1	15 Min.	\$5.50	\$9.19
Personal Care, 1:2	15 Min.		\$5.40
Personal Care, 1:3	15 Min.		\$3.65
Personal Care, Self-Directed	15 Min.	\$4.90	\$5.91

Respite

Respite, 1:1	15 Min.	\$5.50	\$8.61
Respite, 1:2	15 Min.		\$4.96
Respite, 1:3	15 Min.		\$3.33
Respite, Self-Directed	15 Min.	\$3.12	\$5.87

Adult Companion

Adult Companion Services	15 Min.	\$3.12	\$8.09
Adult Companion Services, Self-Directed	15 Min.	\$2.75	\$5.38

Remote Supports

Remote Supports, Monitoring	Month	\$3.50	\$3.80
-----------------------------	-------	--------	--------

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

Comparison of Rates

Service	Unit	Current Rate	Proposed Rate	Notes
----------------	-------------	---------------------	----------------------	--------------

Day Habilitation

Community, Level 1	15 Min.	\$4.16	\$4.15	
with Transportation	15 Min.	\$4.80	\$4.49	
Community, Level 2	15 Min.	\$4.76	\$5.34	
with Transportation	15 Min.	\$5.40	\$5.69	
Community, Level 3	15 Min.	\$5.94	\$7.66	
with Transportation	15 Min.	\$6.58	\$8.01	
Community, 1:1	15 Min.	\$9.06	\$10.71	
with Transportation	15 Min.	\$9.70	\$11.40	
Facility, Level 1	15 Min.	\$1.94	\$2.03	
with Transportation	15 Min.	\$2.26	\$2.38	
Facility, Level 2	15 Min.	\$2.74	\$2.62	
with Transportation	15 Min.	\$3.05	\$2.96	
Facility, Level 3	15 Min.	\$3.53	\$3.80	
with Transportation	15 Min.	\$3.84	\$4.15	
Facility, 1:1	15 Min.	\$4.53	\$9.33	
with Transportation	15 Min.	\$4.85	\$10.02	

Community Experience

Community Experience, 1:1	15 Min.	\$9.70	\$12.65	
Community Experience, 1:2	15 Min.	\$6.10	\$9.44	
Community Experience, 1:3	15 Min.	\$6.10	\$6.34	

Prevocational Services

Prevocational Services, Facility, 1:1 - 1:4	Hour		\$21.36	
Prevocational Services, Facility, 1:5 - 1:8	Hour	\$12.20	\$11.85	
Prevocational Services, Facility, 1:9 - 1:12	Hour		\$8.13	
Prevocational Services, Facility, 1:13 - 1:15	Hour		\$7.91	
Prevocational Services, Community, Group	Hour	\$24.40	\$20.51	
Prevocational Services, Community, 1:1	Hour		\$39.23	

Employment Supports

Individual Employment, Assessment/ Discovery	15 Min.	\$10.00	\$15.90	
Individual Employment, Development	15 Min.	\$10.00	\$18.77	
Individual Employment, Job Coaching	15 Min.	\$7.50	\$12.82	
Personal Care, on Worksite	15 Min.	\$6.00	\$9.77	
Group Employment, 1:2	15 Min.	\$7.90	\$7.87	
Group Employment, 1:3	15 Min.		\$5.28	
Group Employment, 1:4	15 Min.	\$4.52	\$3.98	

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

Comparison of Rates

Service	Unit	Current Rate	Proposed Rate	Notes
<i>Specialized Supports</i>				
Benefits and Career Counseling	15 Min.	\$5.00	\$12.47	
Assistance in Community Integration	15 Min.	\$10.00	\$13.94	
<i>Therapy Services</i>				
Therapy Services, Home and Community	15 Min.	\$14.30	\$30.52	Comparison is made to current OT/PT rates.
Therapy Services, Clinic/Office	15 Min.		\$25.79	
<i>Skilled Nursing</i>				
Skilled Nursing, RN, Home and Community	Hour	\$36.40	\$83.95	
Skilled Nursing, RN, Clinic/Office	Hour		\$70.16	
Skilled Nursing, LPN, Home and Community	Hour	\$20.80	\$63.53	
Skilled Nursing, LPN, Clinic/Office	Hour		\$52.49	
Skilled Nursing, RN, Self-Directed	Hour	\$36.40	\$46.64	
Skilled Nursing, LPN, Self-Directed	Hour	\$20.80	\$32.45	
<i>Positive Behavioral Supports</i>				
Positive Beh. Supports, Level 1, Home and Community	15 Min.	\$19.50	\$34.18	
Positive Beh. Supports, Level 2, Home and Community	15 Min.	\$14.30	\$21.54	
Positive Beh. Supports, Level 3, Home and Community	15 Min.	\$9.10	\$16.56	
Positive Beh. Supports, Level 1, Clinic/Office	15 Min.	\$19.50	\$28.96	
Positive Beh. Supports, Level 2, Clinic/Office	15 Min.	\$14.30	\$18.02	
Positive Beh. Supports, Level 3, Clinic/Office	15 Min.	\$9.10	\$13.11	

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

Case Management

	Unit of Service	Month
Case-load	Caseload per Case Manager	30
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$23.43
	- Employee Benefit Rate (as a percent of wages)	39.71%
	Hourly Staff Cost	\$32.73
	Staff Cost per Month	\$5,673.20
	Monthly Staff Cost per Participant	\$189.11
Mileage	- Number of Miles Traveled per Month	550
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$343.75
	Monthly Mileage Cost per Participant	\$11.46
Office Space	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost	\$1,500.00
	Facility Cost per Month	\$125.00
	Monthly Facility Cost per Participant	\$4.17
Admin. and Program Support	Cost per Month Before Program Support and Administration	\$204.74
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Month	\$912.50
	Monthly Program Operations Cost per Participant	\$30.42
	- Administration Percent	12.0%
	Monthly Administration Cost per Participant	\$32.07
	Rate per Month per Individual	\$267.23

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

Residential Habilitation; 3 Bed Group Homes

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

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

Residential Habilitation; 4/5 Bed Group Homes

		Low	Mid	High
Unit of Service		Day	Day	Day
Staff Wages and Benefits	<i>Regular</i>			
	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15
	<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$21.77	\$21.77	\$21.77
	- Employee Benefit Rate (payroll taxes only)	11.03%	11.03%	11.03%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.17	\$24.17	\$24.17
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$20.35	\$20.35	\$20.35
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$23.61	\$23.61	\$23.61
	<i>Staffing</i>			
	- Staff Hours per Residence per Week	240.0	296.0	336.0
Allocated Staff Hours per Participant per Week	53.3	65.8	74.7	
Weekly Staff Cost per Participant	\$1,258.41	\$1,553.54	\$1,763.67	
Mileage	Amount per Mile	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	375	375	375
	Allocated Miles per Participant per Week	83	83	83
	Weekly Mileage Cost per Participant	\$51.88	\$51.88	\$51.88
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,310.29	\$1,605.42	\$1,815.55
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00
	- Administration Percent	12.0%	12.0%	12.0%
	Administration Cost per Week per Participant	\$207.31	\$247.56	\$276.21
Total Cost per Participant per Week		\$1,727.60	\$2,062.98	\$2,301.76
Total Cost per Participant per Day		\$246.80	\$294.71	\$328.82
- Maximum Annual Billing Days (to cover occasional absences)		344	344	344
Rate per Day per Participant (at 344 Days)		\$261.87	\$312.70	\$348.89

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

Residential Habilitation; 6+ Bed Group Homes

		Low	Mid	High
Unit of Service		Day	Day	Day
Staff Wages and Benefits	<i>Regular</i>			
	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15
	<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$21.77	\$21.77	\$21.77
	- Employee Benefit Rate (payroll taxes only)	11.03%	11.03%	11.03%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.17	\$24.17	\$24.17
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$20.35	\$20.35	\$20.35
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	34.50	34.50	34.50
	Productivity Adjustment	1.16	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$23.61	\$23.61	\$23.61
	<i>Staffing</i>			
	- Staff Hours per Residence per Week	296.0	336.0	388.0
Allocated Staff Hours per Participant per Week	49.3	56.0	64.7	
Weekly Staff Cost per Participant	\$1,163.97	\$1,322.16	\$1,527.57	
Mileage	Amount per Mile	\$0.625	\$0.625	\$0.625
	- Number of Miles per Home per Week	450	450	450
	Allocated Miles per Participant per Week	75	75	75
	Weekly Mileage Cost per Participant	\$46.88	\$46.88	\$46.88
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,210.85	\$1,369.04	\$1,574.45
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00
	- Administration Percent	12.0%	12.0%	12.0%
	Administration Cost per Week per Participant	\$193.75	\$215.32	\$243.33
Total Cost per Participant per Week		\$1,614.60	\$1,794.36	\$2,027.78
Total Cost per Participant per Day		\$230.66	\$256.34	\$289.68
- Maximum Annual Billing Days (to cover occasional absences)		344	344	344
Rate per Day per Participant (at 344 Days)		\$244.74	\$271.99	\$307.36

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

Personal Care

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	1.33	1.33	1.33	
	- Individual Planning Meetings	0.44	0.66	0.66	
	- Recordkeeping and Reporting	0.88	1.33	1.77	
	- Missed Appointments	0.44	0.44	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	31.41	30.74	30.30	
	Productivity Factor	1.27	1.30	1.32	
Staff Cost After Productivity Adj. per Billable Hour		\$25.59	\$26.20	\$26.60	
Mileage	- Number of Miles Traveled per Week	100	100	100	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$62.50	\$62.50	
	Mileage Cost per Billable Hour	\$1.99	\$2.03	\$2.06	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$27.58	\$28.23	\$28.66	
	- Daily Program Support Costs	\$30.00	\$60.00	\$60.00	
	Program Support Cost per Billable Hour	\$4.78	\$9.76	\$9.90	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$4.41	\$5.18	\$5.26	
Cost per Billable Hour		\$36.77	\$43.17	\$43.82	
- Number of Participants Served		1	2	3	
Rate per 15 Minutes per Participant		\$9.19	\$5.40	\$3.65	

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

Personal Care, Self-Directed

	Unit of Service	15 Min.
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Recordkeeping and Reporting	-
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$22.77
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$0.88
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$23.65
	- Daily Program Support Costs	\$0.00
	Program Support Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$23.65
	Rate per 15 Minutes	\$5.91

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

Respite

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	0.88	0.88	0.88	
	- Recordkeeping and Reporting	0.44	0.66	0.88	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.18	32.96	32.74	
	Productivity Factor	1.21	1.21	1.22	
Staff Cost After Productivity Adj. per Billable Hour		\$24.38	\$24.38	\$24.58	
Mileage	- Number of Miles Traveled per Week	75	75	75	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$46.88	\$46.88	\$46.88	
	Mileage Cost per Billable Hour	\$1.41	\$1.42	\$1.43	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$25.79	\$25.80	\$26.01	
	- Daily Program Support Costs	\$30.00	\$60.00	\$60.00	
	Program Support Cost per Billable Hour	\$4.52	\$9.10	\$9.16	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$4.13	\$4.76	\$4.80	
Cost per Billable Hour		\$34.44	\$39.66	\$39.97	
- Number of Participants Served		1	2	3	
Rate per 15 Minutes per Participant		\$8.61	\$4.96	\$3.33	

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

Respite, Self-Directed

	Unit of Service	15 Min.
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51
	- Employee Benefit Rate (as a percent of wages)	38.87%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Recordkeeping and Reporting	-
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$22.77
Mileage	- Number of Miles Traveled per Week	40
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$25.00
	Mileage Cost per Billable Hour	\$0.71
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$23.48
	- Daily Program Support Costs	\$0.00
	Program Support Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$23.48
	Rate per 15 Minutes	\$5.87

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

Adult Companion Services

	Unit of Service	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$12.95	
	- Employee Benefit Rate (as a percent of wages)	42.22%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.42	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	0.88	
	- Recordkeeping and Reporting	0.44	
	- Missed Appointments	0.44	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	32.74	
	Productivity Factor	1.22	
	Staff Cost After Productivity Adj. per Billable Hour	\$22.47	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$46.88	
	Mileage Cost per Billable Hour	\$1.43	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$23.90	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$4.58	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$3.88	
	Cost per Billable Hour	\$32.36	
	Rate per 15 Minutes	\$8.09	

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

Adult Companion Services, Self-Directed

	Unit of Service	15 Min.
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$12.95
	- Employee Benefit Rate (as a percent of wages)	42.22%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.42
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Recordkeeping and Reporting	-
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	35.38
	Productivity Factor	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$20.81
Mileage	- Number of Miles Traveled per Week	40
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$25.00
	Mileage Cost per Billable Hour	\$0.71
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$21.52
	- Daily Program Support Costs	\$0.00
	Program Support Cost per Billable Hour	\$0.00
	- Administration Percent	0.0%
	Administration Cost per Billable Hour	\$0.00
	Cost per Billable Hour	\$21.52
	Rate per 15 Minutes	\$5.38

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

Remote Supports

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

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

Day Habilitation, Community

		Level 1	Level 2	Level 3	1:1	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	1.33	1.33	0.44	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Missed Appointments	-	-	-	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	31.85	31.85	32.29	32.74	
	Productivity Factor	1.26	1.26	1.24	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	4.00	3.00	2.00		
	- Participant Attendance Rate	80%	80%	80%		
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.20	2.40	1.60		
	Staff Cost After Productivity Adj. per Billable Hour	\$7.93	\$10.58	\$15.62	\$24.58	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Attendance (per 'slot')		200.0	200.0	200.0	200.0	
- Hours per Day of Attendance (per 'slot')		5.00	5.00	5.00	5.00	
Hours per Year of Attendance (per 'slot')		1,000	1,000	1,000	1,000	
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$750.00	\$750.00	\$750.00	\$750.00	
	Facility Cost per Participant per Billable Hour	\$0.75	\$0.75	\$0.75	\$0.75	
Mileage, In Program	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	
	- Number of Participants per Vehicle	4.00	4.00	4.00	1.00	
	Allocated Miles per Participant per Week	37.5	37.5	37.5	150.0	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$1,218.75	\$1,218.75	\$1,218.75	\$4,875.00	
Mileage Cost per Participant ('slot') per Billable Hour	\$1.22	\$1.22	\$1.22	\$4.88		
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$9.90	\$12.55	\$17.59	\$30.21	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$30.00	
	Program Support Cost per Billable Hour	\$4.69	\$6.25	\$9.38	\$7.50	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour	\$1.99	\$2.56	\$3.68	\$5.14	
Cost per Participant per Billable Hour		\$16.58	\$21.36	\$30.65	\$42.85	
Rate per Participant per 15 Minutes		\$4.15	\$5.34	\$7.66	\$10.71	

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

Day Habilitation, Community w/ Transportation

		Level 1	Level 2	Level 3	1:1	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	1.33	1.33	0.44	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Missed Appointments	-	-	-	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	31.85	31.85	32.29	32.74	
	Productivity Factor	1.26	1.26	1.24	1.22	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	4.00	3.00	2.00		
	- Participant Attendance Rate	80%	80%	80%		
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.20	2.40	1.60		
	Staff Cost After Productivity Adj. per Billable Hour	\$7.93	\$10.58	\$15.62	\$24.58	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Attendance (per 'slot')		200.0	200.0	200.0	200.0	
- Hours per Day of Attendance (per 'slot')		5.00	5.00	5.00	5.00	
Hours per Year of Attendance (per 'slot')		1,000	1,000	1,000	1,000	
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$750.00	\$750.00	\$750.00	\$750.00	
	Facility Cost per Participant per Billable Hour	\$0.75	\$0.75	\$0.75	\$0.75	
Mileage	- Number of Miles Traveled per Vehicle per Week	300	300	300	225	
	- Number of Participants per Vehicle	4.00	4.00	4.00	1.00	
	Allocated Miles per Participant per Week	75.0	75.0	75.0	225.0	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$2,437.50	\$2,437.50	\$2,437.50	\$7,312.50	
Mileage Cost per Participant ('slot') per Billable Hour	\$2.44	\$2.44	\$2.44	\$7.31		
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$11.12	\$13.77	\$18.81	\$32.64	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$30.00	
	Program Support Cost per Billable Hour	\$4.69	\$6.25	\$9.38	\$7.50	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Billable Hour	\$2.16	\$2.73	\$3.84	\$5.47	
Cost per Participant per Billable Hour		\$17.97	\$22.75	\$32.03	\$45.61	
Rate per Participant per 15 Minutes		\$4.49	\$5.69	\$8.01	\$11.40	

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

Day Habilitation, Facility

		Level 1	Level 2	Level 3	1:1	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	1.33	1.33	0.44	
	- Individual Planning Meetings	0.88	0.66	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.66	
	- Missed Appointments	-	-	-	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.96	31.40	31.85	32.74	
	Productivity Factor	1.29	1.27	1.26	1.22	
	<i>Staffing Ratio</i>					
	- Group Size (Participants per Direct Care Staff)	8.00	6.00	4.00		
	- Participant Attendance Rate	80%	80%	80%		
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.40	4.80	3.20		
	Staff Cost After Productivity Adj. per Participant per Billable Hour	\$4.06	\$5.33	\$7.93	\$24.58	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Attendance (per 'slot')		200.0	200.0	200.0	200.0	
- Hours per Day of Attendance (per 'slot')		5.00	5.00	5.00	5.00	
Hours per Year of Attendance (per 'slot')		1,000	1,000	1,000	1,000	
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$750.00	\$750.00	\$750.00	\$750.00	
	Facility Cost per Participant per Billable Hour	\$0.75	\$0.75	\$0.75	\$0.75	
Admin. and Program Support	Cost per Participant per Hour Before Program Support and Admin.	\$4.81	\$6.08	\$8.68	\$25.33	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$30.00	
	Program Support Cost per Participant per Billable Hour	\$2.34	\$3.13	\$4.69	\$7.50	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
Administration Cost per Participant per Billable Hour	\$0.98	\$1.26	\$1.82	\$4.48		
Cost per Participant per Billable Hour		\$8.13	\$10.47	\$15.19	\$37.31	
Rate per Participant per 15 Minutes		\$2.03	\$2.62	\$3.80	\$9.33	

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

Day Habilitation, Facility w/ Transportation

		Level 1	Level 2	Level 3	1:1	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	1.33	1.33	0.44	
	- Individual Planning Meetings	0.88	0.66	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.66	
	- Missed Appointments	-	-	-	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.96	31.40	31.85	32.74	
	Productivity Factor	1.29	1.27	1.26	1.22	
	<i>Staffing Ratio</i>					
	- Group Size (Participants per Direct Care Staff)	8.00	6.00	4.00		
	- Participant Attendance Rate	80%	80%	80%		
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.40	4.80	3.20		
	Staff Cost After Productivity Adj. per Participant per Billable Hour	\$4.06	\$5.33	\$7.93	\$24.58	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
- Annual Days of Attendance (per 'slot')		200.0	200.0	200.0	200.0	
- Hours per Day of Attendance (per 'slot')		5.00	5.00	5.00	5.00	
Hours per Year of Attendance (per 'slot')		1,000	1,000	1,000	1,000	
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$750.00	\$750.00	\$750.00	\$750.00	
	Facility Cost per Participant per Billable Hour	\$0.75	\$0.75	\$0.75	\$0.75	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	75	
	- Number of Participants per Vehicle	4.00	4.00	4.00	1.00	
	Allocated Miles per Participant per Week	37.5	37.5	37.5	75.0	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$1,218.75	\$1,218.75	\$1,218.75	\$2,437.50	
Mileage Cost per Participant ('slot') per Billable Hour	\$1.22	\$1.22	\$1.22	\$2.44		
Admin. and Program Support	Cost per Participant per Hour Before Program Support and Admin.	\$6.03	\$7.30	\$9.90	\$27.77	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$30.00	
	Program Support Cost per Participant per Billable Hour	\$2.34	\$3.13	\$4.69	\$7.50	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Participant per Billable Hour	\$1.14	\$1.42	\$1.99	\$4.81	
Cost per Participant per Billable Hour		\$9.51	\$11.85	\$16.58	\$40.08	
Rate per Participant per 15 Minutes		\$2.38	\$2.96	\$4.15	\$10.02	

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

Community Experience

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	1.76	1.76	1.76	
	- Individual Planning Meetings	0.22	0.22	0.44	
	- Recordkeeping and Reporting	0.66	0.66	0.88	
	- Missed Appointments	0.44	-	-	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.96	0.96	0.96	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	31.23	31.67	31.23	
	Productivity Factor	1.28	1.26	1.28	
	<i>Staffing Ratio</i>				
	- Group Size (Participants per Direct Care Staff)		2.00	3.00	
	- Participant Attendance Rate		80%	80%	
- Adjusted Weighted Avg. of No. of Participants per Staff		1.60	2.40		
Staff Cost After Productivity Adj. per Billable Hour		\$25.79	\$15.87	\$10.75	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	200.0	200.0	200.0	
	- Hours per Day of Attendance (per 'slot')	5.00	5.00	5.00	
	Hours per Year of Attendance (per 'slot')	1,000	1,000	1,000	
Mileage, In Program	- Number of Miles Traveled per Vehicle per Week	300	300	300	
	- Number of Participants per Vehicle	1.00	1.60	2.40	
	Allocated Miles per Participant per Week	300.0	187.5	125.0	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$9,750.00	\$6,093.75	\$4,062.50	
Mileage Cost per Participant ('slot') per Billable Hour		\$9.75	\$6.09	\$4.06	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$35.54	\$21.96	\$14.81	
	- Daily Program Support Costs	\$36.00	\$72.00	\$72.00	
	Program Support Cost per Billable Hour	\$9.00	\$11.25	\$7.50	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$6.07	\$4.53	\$3.04	
Cost per Participant per Billable Hour		\$50.61	\$37.74	\$25.35	
Rate per Participant per 15 Minutes		\$12.65	\$9.44	\$6.34	

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

Prevocational Services, Community

		Group	1:1	
Unit of Service		Hour	Hour	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	0.44	
	- Individual Planning Meetings	0.44	0.22	
	- Recordkeeping and Reporting	0.88	0.66	
	- Missed Appointments	-	0.44	
	- Supervision and Other Employer Time	0.88	0.88	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	31.85	32.74	
	Productivity Factor	1.26	1.22	
	Staffing Ratio			
	- Group Size (Participants per Direct Care Staff)	3.00		
	- Participant Attendance Rate	80%		
- Adjusted Weighted Avg. of No. of Participants per Staff	2.40			
Staff Cost After Productivity Adj. per Billable Hour		\$10.58	\$24.58	
Attendance	- Annual Days of Program Operations	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	200.0	200.0	
	- Hours per Day of Attendance (per 'slot')	5.00	5.00	
	Hours per Year of Attendance (per 'slot')	1,000	1,000	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	75	
	- Number of Participants per Vehicle	4.00	1.00	
	Allocated Miles per Participant per Week	37.5	75.0	
	- Amount per Mile	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$1,218.75	\$2,437.50	
Mileage Cost per Participant ('slot') per Billable Hour		\$1.22	\$2.44	
Admin. and Program Support	Cost per Participant per Hour Before Program Support and Admin.	\$11.80	\$27.02	
	- Daily Program Support Costs	\$60.00	\$30.00	
	Program Support Cost per Participant per Billable Hour	\$6.25	\$7.50	
	- Administration Percent	12.0%	12.0%	
Administration Cost per Participant per Billable Hour		\$2.46	\$4.71	
Rate per Participant per Hour		\$20.51	\$39.23	

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

Prevocational Services, Facility

		1:1 - 1:4	1:5 - 1:8	1:9 - 1:12	1:13 - 1:15	
Unit of Service		Hour	Hour	Hour	Hour	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	\$14.51	\$14.51	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	38.87%	38.87%	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	\$20.15	\$20.15	\$20.15	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.33	1.33	1.33	1.33	
	- Individual Planning Meetings	0.44	0.66	1.11	1.55	
	- Recordkeeping and Reporting	0.88	1.11	1.55	1.99	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	31.85	31.40	30.51	29.63	
	Productivity Factor	1.26	1.27	1.31	1.35	
	Staffing Ratio					
	- Group Size (Participants per Direct Care Staff)	3.00	6.00	10.00	14.00	
	- Participant Attendance Rate	80%	80%	80%	80%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.40	4.80	8.00	11.20	
	Staff Cost After Productivity Adj. per Billable Hour	\$10.58	\$5.33	\$3.30	\$2.43	
	Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0
		- Annual Days of Attendance (per 'slot')	200.0	200.0	200.0	200.0
- Hours per Day of Attendance (per 'slot')		5.00	5.00	5.00	5.00	
Hours per Year of Attendance (per 'slot')		1,000	1,000	1,000	1,000	
Facility	- Square Feet of Service Space per Participant	50	50	50	50	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$750.00	\$750.00	\$750.00	\$750.00	
	Facility Cost per Participant per Billable Hour	\$0.75	\$0.75	\$0.75	\$0.75	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	75	
	- Number of Participants per Vehicle	4.00	4.00	4.00	1.00	
	Allocated Miles per Participant per Week	37.5	37.5	37.5	75.0	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost per Participant ('slot')	\$1,218.75	\$1,218.75	\$1,218.75	\$2,437.50	
Mileage Cost per Participant ('slot') per Billable Hour	\$1.22	\$1.22	\$1.22	\$2.44		
Admin. and Program Support	Cost per Participant per Hour Before Program Support and Admin.	\$12.55	\$7.30	\$5.27	\$5.62	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$60.00	
	Program Support Cost per Participant per Billable Hour	\$6.25	\$3.13	\$1.88	\$1.34	
	- Administration Percent	12.0%	12.0%	12.0%	12.0%	
	Administration Cost per Participant per Billable Hour	\$2.56	\$1.42	\$0.98	\$0.95	
Rate per Participant per Hour		\$21.36	\$11.85	\$8.13	\$7.91	

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

Individual Employment, Assessment/Discovery

	Unit of Service	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85	
	- Employee Benefit Rate (as a percent of wages)	25.53%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Individual Planning Meetings	1.33	
	- Recordkeeping and Reporting	1.77	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	28.75	
	Productivity Factor	1.39	
	Staff Cost After Productivity Adj. per Billable Hour	\$48.59	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.17	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$50.76	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$5.22	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$7.63	
	Cost per Billable Hour	\$63.61	
	Rate per 15 Minutes	\$15.90	

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

Individual Employment, Development

	Unit of Service	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$27.85	
	- Employee Benefit Rate (as a percent of wages)	25.53%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.96	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Networking/ General Development Activities	4.42	
	- Individual Planning Meetings	1.33	
	- Recordkeeping and Reporting	1.77	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	24.33	
	Productivity Factor	1.64	
	Staff Cost After Productivity Adj. per Billable Hour	\$57.33	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.57	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$59.90	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$6.17	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$9.01	
	Cost per Billable Hour	\$75.08	
	Rate per 15 Minutes	\$18.77	

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

Individual Employment, Job Coaching

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

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

Personal Care on Worksite

	Unit of Service	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$14.51	
	- Employee Benefit Rate (as a percent of wages)	38.87%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.15	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time	2.21	
	- Individual Planning Meetings	0.44	
	- Recordkeeping and Reporting	0.88	
	- Missed Appointments	0.44	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	30.53	
	Productivity Factor	1.31	
	Staff Cost After Productivity Adj. per Billable Hour	\$26.40	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.07	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$29.47	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$4.91	
	- Administration Percent	12.0%	
	Administration Cost per Billable Hour	\$4.69	
	Cost per Billable Hour	\$39.07	
	Rate per 15 Minutes	\$9.77	

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

Group Employment

		1:2	1:3	1:4	
Unit of Service		15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$19.11	\$19.11	\$19.11	
	- Employee Benefit Rate (as a percent of wages)	32.17%	32.17%	32.17%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.26	\$25.26	\$25.26	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Individual Planning Meetings	0.22	0.22	0.44	
	- Recordkeeping and Reporting	0.66	0.88	0.88	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	33.62	33.40	33.18	
	Productivity Factor	1.19	1.20	1.21	
	Staffing Ratio				
	- Group Size (Participants per Direct Care Staff)	2.00	3.00	4.00	
	- Participant Attendance Rate	85%	85%	85%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.70	2.55	3.40	
	Staff Cost After Productivity Adj. per Participant per Billable Hour	\$17.68	\$11.89	\$8.99	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	5.00	5.00	5.00	
	Hours per Year of Participant Attendance	1,063	1,063	1,063	
Mileage, In Program	- Number of Miles Traveled per Vehicle per Week	100	100	100	
	- Number of Participants per Vehicle	1.70	2.55	3.40	
	Allocated Miles per Participant per Week	58.8	39.2	29.4	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,838.13	\$1,225.63	\$919.06	
Mileage Cost per Participant per Billable Hour	\$1.73	\$1.15	\$0.86		
Admin. and Program Support	Cost per Participant per Hour Before Program Support and Admin.	\$19.41	\$13.04	\$9.85	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	
	Program Support Cost per Participant per Billable Hour	\$8.30	\$5.54	\$4.15	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Participant per Billable Hour	\$3.78	\$2.53	\$1.91		
Cost per Participant per Billable Hour	\$31.49	\$21.11	\$15.91		
Rate per Participant per 15 Minutes	\$7.87	\$5.28	\$3.98		

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

Benefits and Career Counseling

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

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

Assistance in Community Integration

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

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

Therapy Services, Home and Community

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

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

Therapy Services, Clinic/Office

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

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

Skilled Nursing, Home and Community

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

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

Skilled Nursing, Clinic/Office

		RN	LPN	
Unit of Service		Hour	Hour	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.53	\$22.23	
	- Employee Benefit Rate (as a percent of wages)	23.08%	29.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.27	\$28.72	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	2.21	2.21	
	- Supervision and Other Employer Time	0.88	1.77	
	- Missed Appointments	0.44	0.44	
	- Collateral contacts (not billable)	2.21	1.33	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	29.64	29.63	
	Productivity Factor	1.35	1.35	
Staff Cost After Productivity Adj. per Billable Hour		\$55.71	\$38.77	
Supervision	- Supervisor (RN) Hourly Wage		\$33.53	
	- Supervisor Benefit Rate (as a percent of wages)		23.08%	
	Weekly Supervisor Cost		\$41.27	
	Number of Staff Supervised		1.00	
Supervision Cost per Billable Hour			\$1.39	
Office Space	- Square Feet of Office Space per Staff	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.000	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.97	\$0.97	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$56.68	\$41.13	
	- Daily Program Support Costs	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.06	\$5.06	
	- Administration Percent	12.0%	12.0%	
	Administration Cost per Billable Hour	\$8.42	\$6.30	
Rate per Hour		\$70.16	\$52.49	

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

Skilled Nursing, Self-Directed

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

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

Positive Behavior Supports, Home/Community

		Level 1	Level 2	Level 3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$60.34	\$34.64	\$21.52	
	- Employee Benefit Rate (as a percent of wages)	17.72%	22.69%	29.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$71.03	\$42.50	\$27.93	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time	4.42	4.42	4.42	
	- Recordkeeping and Reporting	1.77	1.77	1.77	
	- Supervision and Other Employer Time	0.88	0.88	1.77	
	- Missed Appointments	0.44	0.44	0.44	
	- Collateral contacts (not billable)	2.21	2.21	1.33	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	25.66	25.66	25.65	
	Productivity Factor	1.56	1.56	1.56	
Staff Cost After Productivity Adj. per Billable Hour		\$110.81	\$66.30	\$43.57	
Supervision	- Supervisor (Level 1) Hourly Wage			\$60.34	
	- Supervisor Benefit Rate (as a percent of wages)			17.72%	
	Weekly Supervisor Cost			\$71.03	
	- Hours of Supervision			1.00	
Supervision Cost per Billable Hour				\$2.77	
Mileage	- Number of Miles Traveled per Week	150	150	250	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$93.75	\$93.75	\$156.25	
Mileage Cost per Billable Hour		\$3.65	\$3.65	\$6.09	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$114.46	\$69.95	\$52.43	
	- Daily Program Support Costs	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.85	\$5.85	\$5.85	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$16.41	\$10.34	\$7.95	
Cost per Billable Hour		\$136.72	\$86.14	\$66.23	
Rate per 15 Minutes		\$34.18	\$21.54	\$16.56	

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

Positive Behavior Supports, Clinic/Office

		Level 1	Level 2	Level 3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$60.34	\$34.64	\$21.52	
	- Employee Benefit Rate (as a percent of wages)	17.72%	22.69%	29.80%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$71.03	\$42.50	\$27.93	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Recordkeeping and Reporting	2.21	2.21	2.21	
	- Supervision and Other Employer Time	0.88	0.88	1.77	
	- Missed Appointments	0.44	0.44	0.44	
	- Collateral contacts (not billable)	2.21	2.21	1.33	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	29.64	29.64	29.63	
	Productivity Factor	1.35	1.35	1.35	
Staff Cost After Productivity Adj. per Billable Hour		\$95.89	\$57.38	\$37.71	
Supervision	- Supervisor (Level 1) Hourly Wage			\$60.34	
	- Supervisor Benefit Rate (as a percent of wages)			17.72%	
	Weekly Supervisor Cost			\$71.03	
	- Hours of Supervision			1.00	
Supervision Cost per Billable Hour				\$2.40	
Office Space	- Square Feet of Office Space per Staff	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.000	\$15.000	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.97	\$0.97	\$0.97	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$96.86	\$58.35	\$41.08	
	- Daily Program Support Costs	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.06	\$5.06	\$5.06	
	- Administration Percent	12.0%	12.0%	12.0%	
Administration Cost per Billable Hour		\$13.90	\$8.65	\$6.29	
Cost per Billable Hour		\$115.82	\$72.06	\$52.43	
Rate per 15 Minutes		\$28.96	\$18.02	\$13.11	

I/DD Waiver Rate Studies

Appendices to Proposed Rate Models

- prepared for -

Alabama Department of Mental Health

- prepared by -

Burns & Associates
A Division of Health Management Associates
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

October 30, 2022

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

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

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

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

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

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

Adjustment of Wage Inflation

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

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

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

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

**Appendix A: Wage Assumptions
BLS Wage Data With Inflation Adjustments**

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

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

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

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

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

Case Management	Residential Habilitation	Personal Care	Respite	Adult Companion Services	Remote Supports	Day Habilitation	Community Experience
-----------------	--------------------------	---------------	---------	--------------------------	-----------------	------------------	----------------------

BLS Code and Title

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

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

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

Prevocational Services	Individual Employment, Assessment/Discovery	Individual Employment, Development	Individual Employment, Job Coaching	Personal Care, on Worksite	Group Employment	Benefits and Career Counseling	Assistance in Community Integration
------------------------	---	------------------------------------	-------------------------------------	----------------------------	------------------	--------------------------------	-------------------------------------

BLS Code and Title

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

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

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

Therapy (OT, PT, SLP)	Skilled Nursing, RN	Skilled Nursing, LPN	Positive Behavior Support, Level 1	Positive Behavior Support, Level 2	Positive Behavior Support, Level 3
-----------------------	---------------------	----------------------	------------------------------------	------------------------------------	------------------------------------

BLS Code and Title

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

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

Appendix A: Wage Assumptions

Rate Model Wage Assumptions¹

(Using Adjusted BLS Wages and Job Requirement Assumptions)

Case Management	Residential Habilitation	Personal Care	Respite	Adult Companion Services	Remote Supports	Day Habilitation	Community Experience
-----------------	--------------------------	---------------	---------	--------------------------	-----------------	------------------	----------------------

Based on Statewide BLS

10th Percentile	\$18.79	\$10.03	\$10.03	\$10.03	\$9.52	\$13.36	\$10.03	\$10.03
25th Percentile	\$20.54	\$10.82	\$10.82	\$10.82	\$9.96	\$16.25	\$10.82	\$10.82
50th Percentile (Median)	\$23.43	\$12.67	\$12.67	\$12.67	\$12.15	\$20.07	\$12.67	\$12.67
75th Percentile	\$29.17	\$14.51	\$14.51	\$14.51	\$12.95	\$21.09	\$14.51	\$14.51
90th Percentile	\$34.64	\$17.08	\$17.08	\$17.08	\$15.71	\$26.33	\$17.08	\$17.08

¹Rate model assumptions are based on 50th percentile wages with the exceptions of direct support professionals, job coaches, and BCBA's, which are set at the 75th percentile.

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

Appendix A: Wage Assumptions

Rate Model Wage Assumptions¹

(Using Adjusted BLS Wages and Job Requirement Assumptions)

Prevocational Services	Individual Employment, Assessment/Discovery	Individual Employment, Development	Individual Employment, Job Coaching	Personal Care, on Worksite	Group Employment	Benefits and Career Counseling	Assistance in Community Integration
------------------------	---	------------------------------------	-------------------------------------	----------------------------	------------------	--------------------------------	-------------------------------------

Based on Statewide BLS

10th Percentile	\$10.03	\$17.03	\$17.03	\$10.87	\$10.03	\$10.87	\$13.37	\$16.18
25th Percentile	\$10.82	\$21.31	\$21.31	\$12.68	\$10.82	\$12.68	\$16.76	\$24.41
50th Percentile (Median)	\$12.67	\$27.85	\$27.85	\$15.50	\$12.67	\$15.50	\$22.87	\$26.57
75th Percentile	\$14.51	\$32.92	\$32.92	\$19.11	\$14.51	\$19.11	\$31.43	\$26.95
90th Percentile	\$17.08	\$39.34	\$39.34	\$21.54	\$17.08	\$21.54	\$36.40	\$33.87

¹Rate model assumptions are based on 50th percentile wages with the exceptions of direct support professionals, job coaches, and BCBA's, which are set at the 75th percentile.

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

Appendix A: Wage Assumptions

Rate Model Wage Assumptions¹

(Using Adjusted BLS Wages and Job Requirement Assumptions)

Therapy (OT, PT, SLP)	Skilled Nursing, RN	Skilled Nursing, LPN	Positive Behavior Support, Level 1	Positive Behavior Support, Level 2	Positive Behavior Support, Level 3
-----------------------	---------------------	----------------------	---------------------------------------	---------------------------------------	---------------------------------------

Based on Statewide BLS

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

¹Rate model assumptions are based on 50th percentile wages with the exceptions of direct support professionals, job coaches, and BCBA's, which are set at the 75th percentile.

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

Appendix B: Benefits Assumptions

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

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

Payroll Taxes

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

Paid Time Off⁷

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

Health Insurance⁸

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

Other Benefits⁹

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

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

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

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

⁴Applies to first \$7,000 in wages

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

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

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

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

⁹BLS provides information for a variety of other benefits that cannot be combined

I/DD Waiver Rate Studies - Proposed Rate Models
prepared for Alabama Department of
Mental Health
Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

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

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

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

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

Appendix C: Productivity Assumptions

Residential Habilitation	Personal Care, 1:1	Personal Care, 1:2	Personal Care, 1:3	Personal Care, Self-Directed	Respite, 1:1	Respite, 1:2	Respite, 1:3	Respite, Self-Directed
--------------------------	--------------------	--------------------	--------------------	------------------------------	--------------	--------------	--------------	------------------------

Productivity Assumptions for 'Typical' Week

Direct services	39.00	35.50	34.75	34.25	40.00	37.50	37.25	37.00	40.00
Travel Time		1.50	1.50	1.50	-	1.00	1.00	1.00	-
Program Set-Up/ Clean-Up		-	-	-	-				-
Networking/ General Development Activities		-	-	-	-				-
Recordkeeping and Reporting		1.00	1.50	2.00	-	0.50	0.75	1.00	-
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	-	1.00	1.00	1.00	-
Missed Appointments		0.50	0.50	0.50	-				-
Collateral Contacts (not billable)		-	-	-	-				-
Individual Planning Meetings		0.50	0.75	0.75	-				-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

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

Productivity Assumptions Adjusted for Training and PTO

Direct services	34.50	31.41	30.74	30.30	35.38	33.18	32.96	32.74	35.38
Travel Time	-	1.33	1.33	1.33	-	0.88	0.88	0.88	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.88	1.33	1.77	-	0.44	0.66	0.88	-
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	-	0.88	0.88	0.88	-
Missed Appointments	-	0.44	0.44	0.44	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	0.44	0.66	0.66	-	-	-	-	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

Adult Companion Services	Adult Companion Services, Self-Directed	Remote Supports	Day Habilitation, Community, Level 1	Day Habilitation, Community, Level 2	Day Habilitation, Community, Level 3	Day Habilitation, Community, 1:1	Day Habilitation, Center/Facility, Level 1	Day Habilitation, Center/Facility, Level 2
--------------------------	---	-----------------	--------------------------------------	--------------------------------------	--------------------------------------	----------------------------------	--	--

Productivity Assumptions for 'Typical' Week

Direct services	37.00	40.00	39.00	36.00	36.00	36.50	37.00	35.00	35.50
Travel Time	1.00	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.50	1.50	1.50	0.50	1.50	1.50
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.50	-	-	1.00	1.00	0.75	0.75	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
Missed Appointments	0.50	-	-	-	-	-	0.50	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	-	-	0.50	0.50	0.25	0.25	1.00	0.75
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

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

Productivity Assumptions Adjusted for Training and PTO

Direct services	32.74	35.38	34.50	31.85	31.85	32.29	32.74	30.96	31.40
Travel Time	0.88	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.33	1.33	1.33	0.44	1.33	1.33
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.44	-	-	0.88	0.88	0.66	0.66	1.33	1.11
Supervision and Other Employer Time	0.88	-	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments	0.44	-	-	-	-	-	0.44	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	-	-	-	0.44	0.44	0.22	0.22	0.88	0.66
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

Day Habilitation, Center/Facility, Level 3	Day Habilitation, Center/Facility, 1:1	Community Experience, Individual	Community Experience, 1:2	Community Experience, 1:3	Prevocational Services, Facility, 1:1 - 1:4	Prevocational Services, Facility, 1:5 - 1:8	Prevocational Services, Facility, 1:9 - 1:12	Prevocational Services, Facility, 1:13 - 1:15	Prevocational Services, Community, Group
--	--	----------------------------------	---------------------------	---------------------------	---	---	--	---	--

Productivity Assumptions for 'Typical' Week

Direct services	36.00	37.00	35.50	36.00	35.50	36.00	35.50	34.50	33.50	36.00
Travel Time	-	-	2.00	2.00	2.00					-
Program Set-Up/ Clean-Up	1.50	0.50	-	-	-	1.50	1.50	1.50	1.50	1.50
Networking/ General Development Activities	-	-	-	-	-					-
Recordkeeping and Reporting	1.00	0.75	0.75	0.75	1.00	1.00	1.25	1.75	2.25	1.00
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	-	0.50	0.50	-	-					-
Collateral Contacts (not billable)	-	-	-	-	-					-
Individual Planning Meetings	0.50	0.25	0.25	0.25	0.50	0.50	0.75	1.25	1.75	0.50
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	50.00	50.00	50.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Productivity Assumptions Adjusted for Training and PTO

Direct services	31.85	32.74	31.23	31.67	31.23	31.85	31.40	30.51	29.63	31.85
Travel Time	-	-	1.76	1.76	1.76	-	-	-	-	-
Program Set-Up/ Clean-Up	1.33	0.44	-	-	-	1.33	1.33	1.33	1.33	1.33
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.88	0.66	0.66	0.66	0.88	0.88	1.11	1.55	1.99	0.88
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments	-	0.44	0.44	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	0.44	0.22	0.22	0.22	0.44	0.44	0.66	1.11	1.55	0.44
Training	0.77	0.77	0.96	0.96	0.96	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

Prevocational Services, Community, 1:1	Individual Employment, Assessment/Discovery	Individual Employment, Development	Individual Employment, Job Coaching	Personal Care, on Worksite	Group Employment (1:2)	Group Employment (1:3)	Group Employment (1:4)	Benefits and Career Counseling
---	--	---------------------------------------	--	----------------------------	------------------------	------------------------	------------------------	--------------------------------

Productivity Assumptions for 'Typical' Week

Direct services	37.00	32.50	27.50	31.50	34.50	38.00	37.75	37.50	36.00
Travel Time	-	3.00	3.00	4.00	2.50	-	-	-	2.00
Program Set-Up/ Clean-Up	0.50	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	5.00	-	-	-	-	-	-
Recordkeeping and Reporting	0.75	2.00	2.00	2.00	1.00	0.75	1.00	1.00	1.00
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	0.50	-	-	0.50	0.50	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	0.25	1.50	1.50	1.00	0.50	0.25	0.25	0.50	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

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

Productivity Assumptions Adjusted for Training and PTO

Direct services	32.74	28.75	24.33	27.87	30.53	33.62	33.40	33.18	31.85
Travel Time	-	2.65	2.65	3.54	2.21	-	-	-	1.77
Program Set-Up/ Clean-Up	0.44	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	4.42	-	-	-	-	-	-
Recordkeeping and Reporting	0.66	1.77	1.77	1.77	0.88	0.66	0.88	0.88	0.88
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments	0.44	-	-	0.44	0.44	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	0.22	1.33	1.33	0.88	0.44	0.22	0.22	0.44	-
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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

Appendix C: Productivity Assumptions

Assistance in Community Integration	Therapy (OT, PT, SLP), Home/Community	Therapy (OT, PT, SLP), Clinic/Office	Skilled Nursing, RN, Home/Community	Skilled Nursing, LPN, Home/Community	Skilled Nursing, RN, Clinic/Office	Skilled Nursing, LPN, Clinic/Office	Skilled Nursing, RN, Self-Directed	Skilled Nursing, LPN, Self-Directed
-------------------------------------	---------------------------------------	--------------------------------------	-------------------------------------	--------------------------------------	------------------------------------	-------------------------------------	------------------------------------	-------------------------------------

Productivity Assumptions for 'Typical' Week

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

Annual Hours for Training and PTO

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

Productivity Assumptions Adjusted for Training and PTO

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

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

Appendix C: Productivity Assumptions

Positive Behavior Support, Level 1, Home/Community	Positive Behavior Support, Level 2, Home/Community	Positive Behavior Support, Level 3, Home/Community	Positive Behavior Support, Level 1, Clinic/Office	Positive Behavior Support, Level 2, Clinic/Office	Positive Behavior Support, Level 3, Clinic/Office
--	--	--	---	---	---

Productivity Assumptions for 'Typical' Week

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

Annual Hours for Training and PTO

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

Productivity Assumptions Adjusted for Training and PTO

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

**I/DD Waiver Rate Studies - Proposed Rate Models
prepared for Alabama Department of
Mental Health
Appendix D: Group Home Staffing Assumptions**

	Low	Mid	High
3 or Fewer Bed Homes			
<i>Base Staff Hours</i>			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(25.0)	(25.0)	(25.0)
Allowance for Absences	5.0	5.0	5.0
Total Occupied Hours for Residence per Week	148.0	148.0	148.0
Daytime Hours	92.0	92.0	92.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	2.0
Total Base Staff Hours	148.0	240.0	296.0
<i>'Floating' Staff Hours¹</i>			
Floating FTE per Week	0.50	0.00	0.00
Total Floating Staff Hours	20.0	0.0	0.0
Total Hours per Home per Week	168.0	240.0	296.0
Hours per Resident per Week (based on 3 residents)	56.0	80.0	98.7
4 and 5 Bed Homes			
<i>Base Staff Hours</i>			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(25.0)	(25.0)	(25.0)
Allowance for Absences	5.0	5.0	5.0
Total Occupied Hours for Residence per Week	148.0	148.0	148.0
Daytime Hours	92.0	92.0	92.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	2.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	2.0	2.0
Total Base Staff Hours	240.0	296.0	296.0
<i>'Floating' Staff Hours¹</i>			
Floating FTE per Week	0.00	0.00	1.00
Total Floating Staff Hours	0.0	0.0	40.0
Total Hours per Home per Week	240.0	296.0	336.0
Hours per Resident per Week (based on 4.5 residents)	53.3	65.8	74.7
6 or More Bed Homes			
<i>Base Staff Hours</i>			
Hours in a Week	168.0	168.0	168.0
Hours that Participants Are Out of the Home (w/o Home Staff)	(25.0)	(25.0)	(25.0)
Allowance for Absences	5.0	5.0	5.0
Total Occupied Hours for Residence per Week	148.0	148.0	148.0
Daytime Hours	92.0	92.0	92.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	2.0	2.0	3.0
Number of Staff on Shift During Overnight Hours	2.0	2.0	2.0
Total Base Staff Hours	296.0	296.0	388.0
<i>'Floating' Staff Hours¹</i>			
Floating FTE per Week	0.00	1.00	0.00
Total Floating Staff Hours	0.0	40.0	0.0
Total Hours per Home per Week	296.0	336.0	388.0
Hours per Resident per Week (based on six residents)	49.3	56.0	64.7

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