

NOW and COMP Waiver Rate Study

## **Proposed Rate Models**

- prepared for -

Georgia Department of Behavioral Health and  
Developmental Disabilities

- prepared by -

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December 12, 2022

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**Comparison of Current and Proposed Rates**

Service	Unit	Published Rate	App. K Rate	Proposed Rate	Notes
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*Support Coordination*

Support Coordination	Month	\$152.88	\$187.43	\$196.64	
Intensive Support Coordination	Month	\$461.00	\$493.73	\$506.50	

*Community Living Support*

Basic - 1:1	15 Min.	\$6.35	\$7.49	\$9.30	
Basic - 1:2	15 Min.	\$3.49	\$4.11	\$5.11	
Basic - 1:3	15 Min.	\$2.54	\$2.99	\$3.72	The Basic rate is billed for visits of up to two-and-three-quarter hours (11 units) and the Extended rate is billed for visits of more than three hours (12 units).
Extended - 1:1	15 Min.	\$5.74	\$6.76	\$8.63	
Extended - 1:2	15 Min.	\$3.16	\$3.72	\$4.75	
Extended - 1:3	15 Min.	\$2.30	\$2.71	\$3.45	

*Community Living Support, Deaf and Hard of Hearing*

Basic - 1:1	15 Min.	\$6.35	\$7.49	\$10.47	
Basic - 1:2	15 Min.	\$3.49	\$4.11	\$5.76	
Basic - 1:3	15 Min.	\$2.54	\$2.99	\$4.19	The Basic rate is billed for visits of up to two-and-three-quarter hours (11 units) and the Extended rate is billed for visits of more than three hours (12 units).
Extended - 1:1	15 Min.	\$5.74	\$6.76	\$9.75	
Extended - 1:2	15 Min.	\$3.16	\$3.72	\$5.36	
Extended - 1:3	15 Min.	\$2.30	\$2.71	\$3.90	

*Respite*

Respite, 1:1	15 Min.	\$4.83	\$5.17	\$7.74	
Respite, 1:2	15 Min.	\$2.66	\$2.85	\$4.26	
Respite, 1:3	15 Min.	\$1.93	\$2.07	\$3.10	
Respite-Daily Category 1 Out of Home	Day	\$153.61	\$164.52	\$182.84	Daily rates based on the Host Home rates (calculated over a 365-day billing year) plus a 20 percent premium.
Respite-Daily Category 2 Out of Home	Day	\$209.51	\$224.39	\$246.75	

*Respite, Deaf and Hard of Hearing*

Respite, 1:1	15 Min.	\$4.83	\$5.17	\$8.73	
Respite, 1:2	15 Min.	\$2.66	\$2.85	\$4.80	
Respite, 1:3	15 Min.	\$1.93	\$2.07	\$3.49	

*Community Residential Alternative - Host Homes*

1-2 Person Residence, Category 1 (Levels 1-4)	Day	\$149.45	\$160.06	\$161.67	The rate assumes a 344-day billing year, allowing providers to earn a full-year of revenue over 344 billed days (providers are therefore not permitted to bill more than 344 days).
1-2 Person Residence, Category 1 (Levels 5-7)	Day	\$185.25	\$198.40	\$218.18	

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*Community Residential Alternative - Group Homes*

3-Person Residence, Category 1 (Level 1)	Day	\$178.53	\$210.32	\$273.67		
3-Person Residence, Category 2 (Level 2)	Day	\$235.05	\$276.92	\$300.57		
3-Person Residence, Category 3 (Levels 3-4)	Day	\$261.48	\$308.05	\$355.22		
3-Person Residence, Category 4 (Levels 5-7)	Day	\$277.44	\$326.85	\$470.61		
4-Person Residence, Category 1 (Level 1)	Day	\$154.74	\$182.29	\$231.32	The rate assumes a 344-day billing year, allowing providers to earn a full-year of revenue over 344 billed days (providers are therefore not permitted to bill more than 344 days).	
4-Person Residence, Category 2 (Level 2)	Day	\$214.80	\$253.05	\$272.09		
4-Person Residence, Category 3 (Levels 3-4)	Day	\$239.73	\$282.43	\$317.76		
4-Person Residence, Category 4 (Levels 5-7)	Day	\$254.36	\$299.67	\$415.62		
5-Person Residence, All Categories	Day	\$158.67	\$186.94	\$186.94		No changes proposed for current rate.

*Community Residential Alternative - Group Homes, Deaf and Hard of Hearing*

3-Person Residence, Category 1 (Level 1)	Day	\$178.53	\$210.32	\$296.48	
3-Person Residence, Category 2 (Level 2)	Day	\$235.05	\$276.92	\$328.16	
3-Person Residence, Category 3 (Levels 3-4)	Day	\$261.48	\$308.05	\$391.07	
3-Person Residence, Category 4 (Levels 5-7)	Day	\$277.44	\$326.85	\$524.90	
4-Person Residence, Category 1 (Level 1)	Day	\$154.74	\$182.29	\$251.72	The rate assumes a 344-day billing year, allowing providers to earn a full-year of revenue over 344 billed days (providers are therefore not permitted to bill more than 344 days).
4-Person Residence, Category 2 (Level 2)	Day	\$214.80	\$253.05	\$299.01	
4-Person Residence, Category 3 (Levels 3-4)	Day	\$239.73	\$282.43	\$351.98	
4-Person Residence, Category 4 (Levels 5-7)	Day	\$254.36	\$299.67	\$465.48	

*Additional Staffing*

Basic	15 Min.	\$4.67	\$5.00	\$7.41
Enhanced	15 Min.	\$5.01	\$5.37	\$8.32

*Supported Employment Services*

Individual (Job Developer)	15 Min.			\$16.59	Propose to establish separate rates for Job Development and Job Coaching. The 'first hour' rate can be billed once per month; additional hours are funded at the Additional Support rate.
Individual (Job Coach), 'First Hour'	15 Min.	\$8.15	\$8.73	\$339.42	
Individual (Job Coach), Additional Support	15 Min.			\$11.03	
Individual (Job Coach), Additional Support, Intensive	15 Min.			\$12.94	
Group (1:8 - 1:10)	15 Min.	\$2.02	\$2.16	\$2.33	
Group (1:5 - 1:7)	15 Min.	\$2.02	\$2.16	\$3.18	
Group (1:3 - 1:4)	15 Min.	\$2.02	\$2.16	\$5.03	
Group (1:2)	15 Min.	\$2.02	\$2.16	\$8.35	

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*Supported Employment Services, Deaf and Hard of Hearing*

Individual (Job Developer)	15 Min.			\$17.93	Propose to establish separate rates for Job Development and Job Coaching. The 'first hour' rate can be billed once per month; additional hours are funded at the Additional Support rate.
Individual (Job Coach), 'First Hour'	15 Min.	\$8.15	\$8.73	\$362.77	
Individual (Job Coach), Additional Support	15 Min.			\$12.35	
Individual (Job Coach), Additional Support, Intensive	15 Min.			\$14.48	
Group (1:8 - 1:10)	15 Min.	\$2.02	\$2.16	\$2.49	
Group (1:5 - 1:7)	15 Min.	\$2.02	\$2.16	\$3.43	
Group (1:3 - 1:4)	15 Min.	\$2.02	\$2.16	\$5.44	
Group (1:2)	15 Min.	\$2.02	\$2.16	\$9.08	

*Prevocational Services*

Facility, Category 1	15 Min.	\$3.10	\$3.33	\$2.02	
Facility, Category 2	15 Min.	\$3.10	\$3.33	\$2.49	
Facility, Category 3	15 Min.	\$3.10	\$3.33	\$3.44	
Facility, Category 4	15 Min.	\$3.10	\$3.33	\$4.37	
Community, Category 1	15 Min.	\$3.10	\$3.33	\$2.95	
Community, Category 2	15 Min.	\$3.10	\$3.33	\$3.55	
Community, Category 3	15 Min.	\$3.10	\$3.33	\$4.50	
Community, Category 4	15 Min.	\$3.10	\$3.33	\$6.48	

*Prevocational Services, Deaf and Hard of Hearing*

Facility, Category 1	15 Min.	\$3.10	\$3.33	\$2.21	
Facility, Category 2	15 Min.	\$3.10	\$3.33	\$2.73	
Facility, Category 3	15 Min.	\$3.10	\$3.33	\$3.80	
Facility, Category 4	15 Min.	\$3.10	\$3.33	\$4.86	
Community, Category 1	15 Min.	\$3.10	\$3.33	\$3.24	
Community, Category 2	15 Min.	\$3.10	\$3.33	\$3.92	
Community, Category 3	15 Min.	\$3.10	\$3.33	\$4.98	
Community, Category 4	15 Min.	\$3.10	\$3.33	\$7.20	

*Community Access*

Group, Facility, Category 1	15 Min.	\$3.10	\$3.65	\$2.20	
Group, Facility, Category 2	15 Min.	\$3.10	\$3.65	\$2.66	
Group, Facility, Category 3	15 Min.	\$3.10	\$3.65	\$3.61	
Group, Facility, Category 4	15 Min.	\$3.10	\$3.65	\$4.55	
Group, Community, Category 1	15 Min.	\$3.10	\$3.65	\$3.13	
Group, Community, Category 2	15 Min.	\$3.10	\$3.65	\$3.73	
Group, Community, Category 3	15 Min.	\$3.10	\$3.65	\$4.68	
Group, Community, Category 4	15 Min.	\$3.10	\$3.65	\$6.66	
Individual	15 Min.	\$7.41	\$8.73	\$9.85	

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*Community Access, Deaf and Hard of Hearing*

Group, Facility, Category 1	15 Min.	\$3.10	\$3.65	\$2.38	
Group, Facility, Category 2	15 Min.	\$3.10	\$3.65	\$2.91	
Group, Facility, Category 3	15 Min.	\$3.10	\$3.65	\$3.98	
Group, Facility, Category 4	15 Min.	\$3.10	\$3.65	\$5.03	
<hr style="border-top: 1px dashed black;"/>					
Group, Community, Category 1	15 Min.	\$3.10	\$3.65	\$3.42	
Group, Community, Category 2	15 Min.	\$3.10	\$3.65	\$4.09	
Group, Community, Category 3	15 Min.	\$3.10	\$3.65	\$5.16	
Group, Community, Category 4	15 Min.	\$3.10	\$3.65	\$7.38	
<hr style="border-top: 1px dashed black;"/>					
Individual	15 Min.	\$7.41	\$8.73	\$11.05	

*Nursing Services*

Registered Nurse	15 Min.	\$10.00	\$10.71	\$36.68	Rates are aligned with Community Behavioral Health and Rehabilitation Services rates
Licensed Practical Nurse	15 Min.	\$8.75	\$10.71	\$24.36	

*Behavioral Supports Services*

Behavioral Supports Services, Level 1	15 Min.	\$18.75	\$20.08	\$24.36	Rates are aligned with Autism Spectrum Disorder Service rates for BCaBAs at Level 1, and BCBA rates at Level 2 (out-of-clinic).
Behavioral Supports Services, Level 2	15 Min.	\$23.56	\$25.23	\$36.68	

*Nutritional Services*

Nutrition Evaluation	15 Min.	\$14.89	\$15.94	\$28.09	Rates are aligned with Children's Intervention Services.
Nutrition Follow-up	15 Min.	\$14.89	\$15.94	\$23.94	

*Therapy Services*

Therapy Services-Occupational Therapy					
Therapy Services-Physical Therapy			Various		No change proposed for current rates
Therapy Services-Speech Language Therapy					

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**Support Coordination**

	Unit of Service	Month
Case-load	Unit of Service	
	Caseload per Support Coordinator	36
Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.50
	- Employee Benefit Rate (as a percent of wages)	29.4%
	Hourly Staff Cost	\$29.12
	Staff Cost per Month	\$5,047.47
	<b>Monthly Staff Cost per Member</b>	<b>\$140.21</b>
Supervision	- Supervisor Hourly Wage	\$29.34
	- Supervisor Benefit Rate (as a percent of wages)	25.2%
	Hourly Supervisor Cost (wages + benefits)	\$36.73
	Monthly Supervision Cost	\$6,366.53
	- Number of Support Coordinators Supervised	10
<b>Monthly Supervision Cost per Member</b>	<b>\$17.68</b>	
Office Space	- Square Feet of Office Space	100
	- Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Facility Cost per Month	\$133.33
<b>Monthly Facility Cost per Member</b>	<b>\$3.70</b>	
Mileage	- Number of Miles Traveled per Month	400
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$250.00
	<b>Monthly Mileage Cost per Member</b>	<b>\$6.94</b>
Admin. and Prog. Support	Monthly Cost Before Admin. and Support	\$168.53
	- Program Support Cost per Day	\$10.00
	Program Support Cost per Month	\$304.17
	<b>Monthly Program Support Cost per Member</b>	<b>\$8.45</b>
	- Administration Percent	10%
<b>Monthly Administration Cost per Member</b>	<b>\$19.66</b>	
	<b>Rate per Month per Member</b>	<b>\$196.64</b>

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**Intensive Support Coordination**

	Unit of Service	Month
Case-load	Unit of Service	
	Caseload per Support Coordinator	18
Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$27.00
	- Employee Benefit Rate (as a percent of wages)	26.4%
	Hourly Staff Cost	\$34.13
	Staff Cost per Month	\$5,915.87
	<b>Monthly Staff Cost per Member</b>	<b>\$328.66</b>
Clinical Supervision	- Supervisor Hourly Wage	\$42.50
	- Supervisor Benefit Rate (as a percent of wages)	20.8%
	Hourly Supervisor Cost (wages + benefits)	\$51.34
	Monthly Supervision Cost	\$8,898.93
	- Caseload Supervised	100
	<b>Monthly Supervision Cost per Member</b>	<b>\$88.99</b>
Office Space	- Square Feet of Office Space	100
	- Cost per Square Foot	\$16.00
	Annual Cost of Office Space	\$1,600.00
	Facility Cost per Month	\$133.33
<b>Monthly Facility Cost per Member</b>	<b>\$7.41</b>	
Mileage	- Number of Miles Traveled per Month	400
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$250.00
	<b>Monthly Mileage Cost per Member</b>	<b>\$13.89</b>
Admin. and Prog. Support	Monthly Cost Before Admin. and Support	\$438.95
	- Program Support Cost per Day	\$10.00
	Program Support Cost per Month	\$304.17
	<b>Monthly Program Support Cost per Member</b>	<b>\$16.90</b>
	- Administration Percent	10%
<b>Monthly Administration Cost per Member</b>	<b>\$50.65</b>	
	<b>Rate per Month per Member</b>	<b>\$506.50</b>



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**Community Living Support**

		Basic	Extended	
Unit of Service		15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time	1.77	0.88	
	- Individual Planning Meetings	0.22	0.09	
	- Recordkeeping and Reporting	0.88	0.44	
	- Supervision and Other Employer Time	0.66	0.66	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	31.85	33.31	
	Productivity Adjustment	1.26	1.20	
	<b>Staff Cost After Productivity Adjustment</b>		<b>\$26.32</b>	<b>\$25.17</b>
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$3.62</b>	<b>\$3.46</b>	
Mileage	- Number of Miles Traveled per Week	100	50	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$31.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.96</b>	<b>\$0.94</b>	
Admin. and Prog. Support	Cost per Hour, Before Program Operations and Administration	\$31.90	\$29.57	
	- Program Support Cost per Day	\$10.00	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.57</b>	<b>\$1.50</b>	
	- Administration Percent	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$3.72</b>	<b>\$3.45</b>	
Total Cost per Billable Hour		\$37.19	\$34.52	
<b>Rate per 15 Minutes</b>		<b>\$9.30</b>	<b>\$8.63</b>	
Multiple Member Rates	<i>2 Members</i>			
	Rate Premium	10%	10%	
	Total Hourly Rate	\$40.91	\$37.97	
	<b>Rate per Member per 15 Minutes</b>	<b>\$5.11</b>	<b>\$4.75</b>	
	<i>3 Members</i>			
	Rate Premium	20%	20%	
	Total Hourly Rate	\$44.63	\$41.43	
	<b>Rate per Member per 15 Minutes</b>	<b>\$3.72</b>	<b>\$3.45</b>	

\*The Basic rate is billed for visits of up to two-and-three-quarter hours (11 units) and the Extended rate is billed for visits of more than three hours (12 units).

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**Community Living Support (Deaf and Hard of Hearing)**

		Basic	Extended	
Unit of Service		15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time	1.77	0.88	
	- Individual Planning Meetings	0.22	0.09	
	- Recordkeeping and Reporting	0.88	0.44	
	- Supervision and Other Employer Time	0.66	0.66	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	31.85	33.31	
	Productivity Adjustment	1.26	1.20	
	<b>Staff Cost After Productivity Adjustment</b>		<b>\$30.53</b>	<b>\$29.19</b>
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$3.62</b>	<b>\$3.46</b>	
Mileage	- Number of Miles Traveled per Week	100	50	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$31.25	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.96</b>	<b>\$0.94</b>	
Admin. and Prog. Support	Cost per Hour, Before Program Operations and Administration	\$36.11	\$33.59	
	- Program Support Cost per Day	\$10.00	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.57</b>	<b>\$1.50</b>	
	- Administration Percent	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$4.19</b>	<b>\$3.90</b>	
Total Cost per Billable Hour		\$41.87	\$38.99	
<b>Rate per 15 Minutes</b>		<b>\$10.47</b>	<b>\$9.75</b>	
Multiple Member Rates	<i>2 Members</i>			
	Rate Premium	10%	10%	
	Total Hourly Rate	\$46.06	\$42.89	
	<b>Rate per Member per 15 Minutes</b>	<b>\$5.76</b>	<b>\$5.36</b>	
	<i>3 Members</i>			
	Rate Premium	20%	20%	
Total Hourly Rate	\$50.24	\$46.79		
<b>Rate per Member per 15 Minutes</b>		<b>\$4.19</b>	<b>\$3.90</b>	

\*The Basic rate is billed for visits of up to two-and-three-quarter hours (11 units) and the Extended rate is billed for visits of more than three hours (12 units).

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**Respite**

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18
	- Employee Benefit Rate (as a percent of wages)	38.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time	0.88
	- Supervision and Other Employer Time	0.66
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	37.69
	Productivity Adjustment	1.06
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$22.24</b>
Supervision	- Supervisor Hourly Wage	\$22.26
	- Supervisor Benefit Rate (as a percent of wages)	29.6%
	Hourly Supervisor Cost (wages + benefits)	\$28.85
	Weekly Supervision Cost	\$1,154.00
	- Number of Direct Care Staff Supervised	10
	<b>Supervision Cost per Billable Hour</b>	<b>\$3.06</b>
Mileage	- Number of Miles Traveled per Week	75
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$46.88
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.24</b>
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$26.54
	- Program Support Costs	\$10.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.33</b>
	- Administration Percent	10%
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.10</b>
	Total Cost per Billable Hour	\$30.97
	<b>Rate per 15 Minutes</b>	<b>\$7.74</b>
Multiple Member Rates	<i>2 Members</i>	
	Rate Premium	10%
	Total Hourly Rate	\$34.06
	<b>Rate per Member per 15 Minutes</b>	<b>\$4.26</b>
	<i>3 Members</i>	
	Rate Premium	20%
Total Hourly Rate	\$37.16	
	<b>Rate per Member per 15 Minutes</b>	<b>\$3.10</b>

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Respite (Deaf and Hard of Hearing)**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	0.88	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	37.69	
	Productivity Adjustment	1.06	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$25.80</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	
	Weekly Supervision Cost	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	
	<b>Supervision Cost per Billable Hour</b>	<b>\$3.06</b>	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$46.88	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.24</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$30.10	
	- Program Support Costs	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.33</b>	
	- Administration Percent	10%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.49</b>	
	Total Cost per Billable Hour	\$34.92	
	<b>Rate per 15 Minutes</b>	<b>\$8.73</b>	
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	10%	
	Total Hourly Rate	\$38.41	
	<b>Rate per Member per 15 Minutes</b>	<b>\$4.80</b>	
	<i>3 Members</i>		
	Rate Premium	20%	
Total Hourly Rate	\$41.90		
	<b>Rate per Member per 15 Minutes</b>	<b>\$3.49</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Residential Alternative - Host Home**

		Category 1	Category 2	
Levels		1,2,3,4	5,6,7	
Unit of Service		Day	Day	
Recruitment	- Home Recruitments per Full-Time Recruiter per Year	24	24	
	<i>Recruiter Wages and Benefits</i>			
	- Recruiter Hourly Wage	\$22.48	\$22.48	
	- Employee Benefit Rate (as a percent of wages)	29.4%	29.4%	
	Annual Recruiter Cost (wages + benefits)	\$60,505.37	\$60,505.37	
	Recruiter Wage and Benefit Cost per Home Recruitment	\$2,521.06	\$2,521.06	
	<i>Recruiter Mileage</i>			
	- Number of Miles Traveled per Year	6,000	6,000	
	- Amount per Mile	\$0.625	\$0.625	
	Annual Recruiter Mileage Cost	\$3,750.00	\$3,750.00	
	Recruiter Mileage Cost per Home Recruitment	\$156.25	\$156.25	
	- Number of Years Under Supervision	6.0	6.0	
	<b>Amortized Annual Home Recruitment Cost per Member</b>	<b>\$446.22</b>	<b>\$446.22</b>	
	Home Supervision	- Supervisor Caseload	12	10
<i>Supervisor Wages and Benefits</i>				
- Home Supervisor Hourly Wage		\$22.48	\$22.48	
- Benefit Rate (as a percent of wages)		29.4%	29.4%	
Annual Staff Cost (wages and benefits)		\$60,505.37	\$60,505.37	
<i>Supervisor Mileage</i>				
- Number of Miles Traveled per Year		6,000	6,000	
- Amount per Mile		\$0.625	\$0.625	
Annual Supervisor Mileage Cost		\$3,750.00	\$3,750.00	
<b>Annual Supervision Staff Cost per Member</b>		<b>\$5,354.61</b>	<b>\$6,425.54</b>	
Training	- Hours of Training per Host Home Provider per Year	25	25	
	- Percent of Training Hours Provided in Groups	50%	50%	
	- Typical Group Size	10	10	
	Allocated Hours of Training per Host Home Provider per Year	13.8	13.8	
	<i>Trainer Wages and Benefits</i>			
	- Training Staff Hourly Wage	\$22.48	\$22.48	
	- Benefit Rate (as a percent of wages)	29.4%	29.4%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.09	\$29.09	
	Total Hours	40.00	40.00	
	- Travel Time	1.77	1.77	
	- Recordkeeping and Reporting	4.42	4.42	
	- Supervision and Other Employer Time	0.66	0.66	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	28.53	28.53	
	Productivity Adjustment	1.40	1.40	
	Staff Cost per "Billable" Hour	\$31.52	\$31.52	
	<i>Trainer Mileage</i>			
	- Number of Miles Traveled per Year	3,000	3,000	
- Amount per Mile	\$0.625	\$0.625		
Annual Supervisor Mileage Cost	\$1,875.00	\$1,875.00		
Trainer Mileage Cost per "Billable" Hour	\$1.26	\$1.26		
<b>Annual Training Staff Cost per Member</b>	<b>\$452.36</b>	<b>\$452.36</b>		

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Community Residential Alternative - Host Home**

		Category 1	Category 2
Levels		1,2,3,4	5,6,7
Unit of Service		Day	Day
Home Payment	- Daily Payment to Host Home Provider per Member	\$110.00	\$155.00
	<b>Annual Payment per Member</b>	<b>\$40,150.00</b>	<b>\$56,575.00</b>
Admin. and Prog. Support	Annual Cost Before Admin. and Support	\$46,403.19	\$63,899.12
	- Program Support Funding per Member Day	\$10.00	\$10.00
	<b>Annual Program Support Cost per Member</b>	<b>\$3,650.00</b>	<b>\$3,650.00</b>
	- Administration Percent	10%	10%
	<b>Annual Administrative Cost per Member</b>	<b>\$5,561.47</b>	<b>\$7,505.46</b>
Total Annual Cost per Member		\$55,614.66	\$75,054.58
<b>Cost per Member per Day</b>		<b>\$152.37</b>	<b>\$205.63</b>
<b>Rate per Member per Day at 344 Days per Plan Year</b>		<b>\$161.67</b>	<b>\$218.18</b>

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Residential Alternative - Group Home, 3 Beds**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Individual Planning Meetings	0.09	0.09	0.09	0.09	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.63	34.63	34.63	34.63	
	Productivity Adjustment	1.16	1.16	1.16	1.16	
	Staff Cost per "Billable" Hour	\$24.21	\$24.21	\$24.21	\$24.21	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week (see Appendix D)	161.0	181.0	221.0	306.0	
	Allocated Staff Hours per Member per Week	53.7	60.3	73.7	102.0	
<b>Weekly Staff Cost per Member</b>	<b>\$1,300.08</b>	<b>\$1,459.86</b>	<b>\$1,784.28</b>	<b>\$2,469.42</b>		
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost per Home (2 homes per supervisor)	\$577.00	\$577.00	\$577.00	\$577.00	
	<b>Weekly Supervision Cost per Member</b>	<b>\$192.33</b>	<b>\$192.33</b>	<b>\$192.33</b>	<b>\$192.33</b>	
Mileage	- Number of Miles per Week per Residence	300	300	300	300	
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	<b>Weekly Mileage Cost per Member</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$1,554.91	\$1,714.69	\$2,039.11	\$2,724.25	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Weekly Program Support Cost per Member</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Weekly Administrative Cost per Member</b>	<b>\$180.55</b>	<b>\$198.30</b>	<b>\$234.35</b>	<b>\$310.47</b>		
Total Cost per Member per Week		\$1,805.46	\$1,982.99	\$2,343.46	\$3,104.72	
<b>Rate per Day</b>		<b>\$257.92</b>	<b>\$283.28</b>	<b>\$334.78</b>	<b>\$443.53</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$273.67</b>	<b>\$300.57</b>	<b>\$355.22</b>	<b>\$470.61</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Residential Alternative - Group Home, 4 Beds**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Individual Planning Meetings	0.09	0.09	0.09	0.09	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.63	34.63	34.63	34.63	
	Productivity Adjustment	1.16	1.16	1.16	1.16	
	Staff Cost per "Billable" Hour	\$24.21	\$24.21	\$24.21	\$24.21	
	<i>Staffing</i>					
	- Staff Hours per Residence per Week (see Appendix D)	181.0	221.0	266.0	362.0	
	Allocated Staff Hours per Member per Week	45.3	55.3	66.5	90.5	
<b>Weekly Staff Cost per Member</b>	<b>\$1,096.71</b>	<b>\$1,338.81</b>	<b>\$1,609.97</b>	<b>\$2,191.01</b>		
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost per Home (2 homes per supervisor)	\$577.00	\$577.00	\$577.00	\$577.00	
	<b>Weekly Supervision Cost per Member</b>	<b>\$144.25</b>	<b>\$144.25</b>	<b>\$144.25</b>	<b>\$144.25</b>	
Mileage	- Number of Miles per Week per Residence	400	400	400	400	
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	<b>Weekly Mileage Cost per Member</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$1,303.46	\$1,545.56	\$1,816.72	\$2,397.76	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Weekly Program Support Cost per Member</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Weekly Administrative Cost per Member</b>	<b>\$152.61</b>	<b>\$179.51</b>	<b>\$209.64</b>	<b>\$274.20</b>		
Total Cost per Member per Week		\$1,526.07	\$1,795.07	\$2,096.36	\$2,741.96	
<b>Rate per Day</b>		<b>\$218.01</b>	<b>\$256.44</b>	<b>\$299.48</b>	<b>\$391.71</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$231.32</b>	<b>\$272.09</b>	<b>\$317.76</b>	<b>\$415.62</b>	



**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Residential Alternative - Group Home (Deaf and Hard of Hearing), 3 Beds**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		Day	Day	Day	Day	
Direct Support Staff Wages and Benefits - Staff with American Sign Language	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Individual Planning Meetings	0.09	0.09	0.09	0.09	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.63	34.63	34.63	34.63	
	Productivity Adjustment	1.16	1.16	1.16	1.16	
	Staff Cost per "Billable" Hour	\$28.08	\$28.08	\$28.08	\$28.08	
	<i>Staffing (One Staff Onsite 24 Hours per Day)</i>					
	- Staff Hours per Residence per Week (see Appendix D)	105.0	125.0	165.0	250.0	
	Allocated Staff Hours per Member per Week	35.0	41.7	55.0	83.3	
	<b>Weekly Staff Cost per Member</b>	<b>\$982.80</b>	<b>\$1,170.94</b>	<b>\$1,544.40</b>	<b>\$2,339.06</b>	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Individual Planning Meetings	0.09	0.09	0.09	0.09	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.63	34.63	34.63	34.63	
	Productivity Adjustment	1.16	1.16	1.16	1.16	
	Staff Cost per "Billable" Hour	\$24.21	\$24.21	\$24.21	\$24.21	
	<i>Staffing (Remaining After Staff w/ ASL)</i>					
	- Staff Hours per Residence per Week (see Appendix D)	56.0	56.0	56.0	56.0	
	Allocated Staff Hours per Member per Week	18.7	18.7	18.7	18.7	
	<b>Weekly Staff Cost per Member</b>	<b>\$452.73</b>	<b>\$452.73</b>	<b>\$452.73</b>	<b>\$452.73</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost (two homes per supervisor)	\$577.00	\$577.00	\$577.00	\$577.00	
	<b>Weekly Supervision Cost per Member</b>	<b>\$192.33</b>	<b>\$192.33</b>	<b>\$192.33</b>	<b>\$192.33</b>	
Mileage	- Number of Miles per Week per Residence	300	300	300	300	
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	<b>Weekly Mileage Cost per Member</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$1,690.36	\$1,878.49	\$2,251.96	\$3,046.62	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Weekly Program Support Cost per Member</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	
	- Administration Percent	10%	10%	10%	10%	
	<b>Weekly Administrative Cost per Member</b>	<b>\$195.60</b>	<b>\$216.50</b>	<b>\$258.00</b>	<b>\$346.29</b>	
Total Cost per Member per Week		\$1,955.96	\$2,164.99	\$2,579.96	\$3,462.91	
<b>Rate per Day</b>		<b>\$279.42</b>	<b>\$309.28</b>	<b>\$368.57</b>	<b>\$494.70</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$296.48</b>	<b>\$328.16</b>	<b>\$391.07</b>	<b>\$524.90</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Residential Alternative - Group Home (Deaf and Hard of Hearing), 4 Beds**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		Day	Day	Day	Day	
Direct Support Staff Wages and Benefits - Staff with American Sign Language	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Individual Planning Meetings	0.09	0.09	0.09	0.09	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.63	34.63	34.63	34.63	
	Productivity Adjustment	1.16	1.16	1.16	1.16	
	Staff Cost per "Billable" Hour	\$28.08	\$28.08	\$28.08	\$28.08	
	<i>Staffing (One Staff Onsite 24 Hours per Day)</i>					
	- Staff Hours per Residence per Week (see Appendix D)	125.0	165.0	210.0	306.0	
	Allocated Staff Hours per Member per Week	31.3	41.3	52.5	76.5	
	<b>Weekly Staff Cost per Member</b>	<b>\$878.90</b>	<b>\$1,159.70</b>	<b>\$1,474.20</b>	<b>\$2,148.12</b>	
	Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18
- Employee Benefit Rate (as a percent of wages)		38.1%	38.1%	38.1%	38.1%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$20.96	\$20.96	\$20.96	\$20.96	
<i>Productivity Assumptions</i>						
Total Hours		40.00	40.00	40.00	40.00	
- Supervision and Other Employer Time		0.66	0.66	0.66	0.66	
- Individual Planning Meetings		0.09	0.09	0.09	0.09	
- Training		0.77	0.77	0.77	0.77	
- Paid Time Off		3.85	3.85	3.85	3.85	
"Billable" Hours		34.63	34.63	34.63	34.63	
Productivity Adjustment		1.16	1.16	1.16	1.16	
Staff Cost per "Billable" Hour		\$24.21	\$24.21	\$24.21	\$24.21	
<i>Staffing (Remaining After Staff w/ ASL)</i>						
- Staff Hours per Residence per Week (see Appendix D)		56.0	56.0	56.0	56.0	
Allocated Staff Hours per Member per Week		14.0	14.0	14.0	14.0	
<b>Weekly Staff Cost per Member</b>		<b>\$338.94</b>	<b>\$338.94</b>	<b>\$338.94</b>	<b>\$338.94</b>	
Supervision		- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost (two homes per supervisor)	\$577.00	\$577.00	\$577.00	\$577.00	
<b>Weekly Supervision Cost per Member</b>	<b>\$144.25</b>	<b>\$144.25</b>	<b>\$144.25</b>	<b>\$144.25</b>		
Mileage	- Number of Miles per Week per Residence	400	400	400	400	
	Allocated Miles per Member per Week	100.0	100.0	100.0	100.0	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	<b>Weekly Mileage Cost per Member</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	<b>\$62.50</b>	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$1,424.59	\$1,705.39	\$2,019.89	\$2,693.81	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Weekly Program Support Cost per Member</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	<b>\$70.00</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Weekly Administrative Cost per Member</b>	<b>\$166.07</b>	<b>\$197.27</b>	<b>\$232.21</b>	<b>\$307.09</b>		
Total Cost per Member per Week		\$1,660.66	\$1,972.66	\$2,322.10	\$3,070.90	
<b>Rate per Day</b>		<b>\$237.24</b>	<b>\$281.81</b>	<b>\$331.73</b>	<b>\$438.70</b>	
<b>Rate per Day at 344 Days per Year</b>		<b>\$251.72</b>	<b>\$299.01</b>	<b>\$351.98</b>	<b>\$465.48</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Additional Staffing Services (CRA, CAG, CLS)**

		Basic	Enhanced	
Unit of Service		15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$17.89	
	- Employee Benefit Rate (as a percent of wages)	38.1%	34.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$23.99	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Supervision and Other Employer Time	0.66	0.66	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	34.72	34.72	
	Productivity Adjustment	1.15	1.15	
<b>Staff Cost After Productivity Adjustment</b>		<b>\$24.10</b>	<b>\$27.59</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	
<b>Supervision Cost per Billable Hour</b>		<b>\$3.32</b>	<b>\$3.32</b>	
Admin. and Prog. Support	Cost per Hour, Before Program Operations and Administration	\$27.42	\$30.91	
	- Program Support Costs	\$5.00	\$5.00	
	<b>Program Support Cost per Billable Staff Hour</b>	<b>\$0.72</b>	<b>\$0.72</b>	
	- Administration Percent	5%	5%	
<b>Administrative Cost per Billable Staff Hour</b>		<b>\$1.48</b>	<b>\$1.66</b>	
Total Cost per Billable Hour		\$29.62	\$33.29	
<b>Rate per 15 Minutes</b>		<b>\$7.41</b>	<b>\$8.32</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Supported Employment Individual-Job Developer**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$24.64	
	- Employee Benefit Rate (as a percent of wages)	27.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.49	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	3.54	
	- Networking/ General Development Activities	2.21	
	- Individual Planning Meetings	0.44	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	27.65	
	Productivity Adjustment	1.45	
<b>Staff Cost After Productivity Adjustment</b>	<b>\$45.56</b>		
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96	
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%	
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97	
	Weekly Employment Specialist Cost	\$1,318.80	
	- Number of Job Developers Supervised	5	
<b>Employment Specialist Cost per Billable Hour</b>	<b>\$9.54</b>		
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.83</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$57.93	
	- Program Support Funding per Day	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.81</b>	
	- Administration Percent	10%	
<b>Administrative Cost per Billable Hour</b>	<b>\$6.64</b>		
	Total Cost per Billable Hour	\$66.38	
	<b>Rate per 15 Minutes</b>	<b>\$16.59</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Supported Employment Individual-Job Developer (Deaf and Hard of Hearing)**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$27.64	
	- Employee Benefit Rate (as a percent of wages)	26.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.83	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	3.54	
	- Networking/ General Development Activities	2.21	
	- Individual Planning Meetings	0.44	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	27.65	
	Productivity Adjustment	1.45	
<b>Staff Cost After Productivity Adjustment</b>	<b>\$50.39</b>		
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96	
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%	
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97	
	Weekly Employment Specialist Cost	\$1,318.80	
	- Number of Job Developers Supervised	5	
<b>Employment Specialist Cost per Billable Hour</b>	<b>\$9.54</b>		
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.83</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$62.76	
	- Program Support Funding per Day	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.81</b>	
	- Administration Percent	10%	
<b>Administrative Cost per Billable Hour</b>	<b>\$7.17</b>		
	Total Cost per Billable Hour	\$71.74	
	<b>Rate per 15 Minutes</b>	<b>\$17.93</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Supported Employment Individual-Job Coach**

		First Hour	Addl. Time	Addl. Time (Intensive)
Unit of Service		Hour	15 Minute	15 Minute
Case-load	Caseload per Job Coach	10		
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.62	\$19.62	\$19.62
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.90	\$25.90	\$25.90
	Staff Cost per Month	\$4,489.33		
	<i>Time Included in First Hour Rate</i>			
	- Direct Support	10.00		
	- Collateral Contacts (non-billable)	2.65		
	- Travel Time (50% of Total)	1.11		
	- Recordkeeping and Reporting (50% of Total)	0.67		
	Total Hours Included in First Hour Rate per Week	14.43		
	Total Hours Included in First Hour Rate per Month	62.7		
	<b>Monthly Staff Cost per Member</b>	<b>\$162.39</b>		
	<i>Productivity Assumptions (Excluding Time in First Hour Rate)</i>			
	Total Hours		25.57	25.57
	- Travel Time (50% of Total)		1.10	1.10
	- Collateral Contacts (non-billable)			2.66
	- Individual Planning Meetings		0.44	0.44
	- Recordkeeping and Reporting (50% of Total)		0.66	0.66
	- Supervision and Other Employer Time		0.66	0.66
	- Training		0.77	0.77
	- Paid Time Off		3.85	3.85
	"Billable" Hours		18.09	15.43
Productivity Adjustment		1.41	1.66	
<b>Staff Cost After Productivity Adjustment per Billable Hour</b>			<b>\$36.61</b>	<b>\$42.92</b>
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96		
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%		
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97		
	Monthly Employment Specialist Cost	\$5,714.80		
	- Number of Job Coaches per Employment Specialist	5		
	Number of Cases per Employment Specialist	50		
<b>Monthly Employment Specialist Cost per Member</b>	<b>\$114.30</b>			
Mileage	- Number of Miles Traveled per Week	50	50	50
	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$31.25	\$31.25	\$31.25
	Monthly Mileage Cost	\$135.79		
	<b>Monthly Mileage Cost per Member</b>	<b>\$13.58</b>		
<b>Mileage Cost per Billable Hour</b>		<b>\$1.73</b>	<b>\$2.03</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$290.27	\$38.34	\$44.95
	- Program Support Cost per Day	\$5.00	\$5.00	\$5.00
	Program Support Cost per Month	\$152.08		
	<b>Monthly Program Operations Cost per Member</b>	<b>\$15.21</b>		
	<b>Program Support Cost per Billable Hour</b>		<b>\$1.38</b>	<b>\$1.62</b>
	- Administration Percent	10%	10%	10%
	Monthly Administrative Cost per Member	\$33.94		
<b>Administrative Cost per Billable Hour</b>		<b>\$4.41</b>	<b>\$5.17</b>	
<b>Total Rate for 'First Hour'</b>		<b>\$339.42</b>		
Total Cost per Billable Hour			\$44.13	\$51.74
<b>Rate per 15 Minutes</b>			<b>\$11.03</b>	<b>\$12.94</b>

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Supported Employment Individual-Job Coach (Deaf and Hard of Hearing)**

		First Hour	Addl. Time	Addl. Time (Intensive)	
Unit of Service		Hour	15 Minute	15 Minute	
Case-load	Unit of Service	Hour	15 Minute	15 Minute	
	Caseload per Job Coach	10			
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.62	\$22.62	\$22.62	
	- Employee Benefit Rate (as a percent of wages)	29.3%	29.3%	29.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.25	\$29.25	\$29.25	
	Staff Cost per Month	\$5,070.00			
	<i>Time Included in First Hour Rate</i>				
	- Direct Support	10.00			
	- Collateral Contacts (non-billable)	2.65			
	- Travel Time (50% of Total)	1.11			
	- Recordkeeping and Reporting (50% of Total)	0.67			
	Total Hours Included in First Hour Rate per Week	14.43			
	Total Hours Included in First Hour Rate per Month	62.7			
	<b>Monthly Staff Cost per Member</b>	<b>\$183.40</b>			
	<i>Productivity Assumptions (Excluding Time in First Hour Rate)</i>				
	Total Hours		25.57	25.57	
	- Travel Time (50% of Total)		1.10	1.10	
	- Collateral Contacts (non-billable)			2.66	
	- Individual Planning Meetings		0.44	0.44	
	- Recordkeeping and Reporting (50% of Total)		0.66	0.66	
	- Supervision and Other Employer Time		0.66	0.66	
	- Training		0.77	0.77	
	- Paid Time Off		3.85	3.85	
	"Billable" Hours		18.09	15.43	
	Productivity Adjustment		1.41	1.66	
<b>Staff Cost After Productivity Adjustment per Billable Hour</b>			<b>\$41.34</b>	<b>\$48.47</b>	
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96			
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%			
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97			
	Monthly Employment Specialist Cost	\$5,714.80			
	- Number of Job Coaches per Employment Specialist	5			
	Number of Cases per Employment Specialist	50			
<b>Monthly Employment Specialist Cost per Member</b>	<b>\$114.30</b>				
Mileage	- Number of Miles Traveled per Week	50	50	50	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$31.25	\$31.25	\$31.25	
	Monthly Mileage Cost	\$135.79			
	<b>Monthly Mileage Cost per Member</b>	<b>\$13.58</b>			
<b>Mileage Cost per Billable Hour</b>		<b>\$1.73</b>	<b>\$2.03</b>		
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$311.28	\$43.07	\$50.50	
	- Program Support Cost per Day	\$5.00	\$5.00	\$5.00	
	Program Support Cost per Month	\$152.08			
	<b>Monthly Program Operations Cost per Member</b>	<b>\$15.21</b>			
	<b>Program Support Cost per Billable Hour</b>		<b>\$1.38</b>	<b>\$1.62</b>	
	- Administration Percent	10%	10%	10%	
	Monthly Administrative Cost per Member	\$36.28			
<b>Administrative Cost per Billable Hour</b>		<b>\$4.94</b>	<b>\$5.79</b>		
<b>Total Rate for 'First Hour'</b>		<b>\$362.77</b>			
Total Cost per Billable Hour			\$49.39	\$57.91	
<b>Rate per 15 Minutes</b>			<b>\$12.35</b>	<b>\$14.48</b>	



**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Supported Employment Services - Group**

		1:8 - 1:10	1:5 - 1:7	1:3 - 1:4	1:2	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.62	\$19.62	\$19.62	\$19.62	
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.90	\$25.90	\$25.90	\$25.90	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	9.00	6.00	3.50	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Members per Staff	7.65	5.10	2.98	1.70		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$4.60</b>	<b>\$6.81</b>	<b>\$11.56</b>	<b>\$20.11</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	7.65	5.10	2.98	1.70	
	Allocated Miles per Member per Week	26.1	39.2	67.1	117.6	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$815.63	\$1,225.00	\$2,096.88	\$3,675.00	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.64</b>	<b>\$0.96</b>	<b>\$1.64</b>	<b>\$2.88</b>	
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96	\$25.96	\$25.96	\$25.96	
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%	27.0%	27.0%	27.0%	
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97	\$32.97	\$32.97	\$32.97	
	Weekly Employment Specialist Cost	\$1,318.80	\$1,318.80	\$1,318.80	\$1,318.80	
	- Number of Direct Care Staff Supervised	5	5	5	5	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$1.17</b>	<b>\$1.73</b>	<b>\$2.94</b>	<b>\$5.12</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$6.41	\$9.50	\$16.14	\$28.11	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Member per Billable Hour</b>		<b>\$0.93</b>	<b>\$1.27</b>	<b>\$2.01</b>	<b>\$3.34</b>	
Total Cost per Member per Billable Hour		\$9.30	\$12.73	\$20.11	\$33.41	
<b>Rate per 15 Minutes</b>		<b>\$2.33</b>	<b>\$3.18</b>	<b>\$5.03</b>	<b>\$8.35</b>	



**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Supported Employment Services - Group (Deaf and Hard of Hearing)**

		1:8 - 1:10	1:5 - 1:7	1:3 - 1:4	1:2	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.62	\$22.62	\$22.62	\$22.62	
	- Employee Benefit Rate (as a percent of wages)	29.3%	29.3%	29.3%	29.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.25	\$29.25	\$29.25	\$29.25	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	9.00	6.00	3.50	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Members per Staff	7.65	5.10	2.98	1.70		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$5.20</b>	<b>\$7.69</b>	<b>\$13.05</b>	<b>\$22.71</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	7.65	5.10	2.98	1.70	
	Allocated Miles per Member per Week	26.1	39.2	67.1	117.6	
	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$815.63	\$1,225.00	\$2,096.88	\$3,675.00	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.64</b>	<b>\$0.96</b>	<b>\$1.64</b>	<b>\$2.88</b>	
Employment Specialist	- Employment Specialist Hourly Wage	\$25.96	\$25.96	\$25.96	\$25.96	
	- Employment Specialist Benefit Rate (as a percent of wages)	27.0%	27.0%	27.0%	27.0%	
	Hourly Employment Specialist Cost (wages + benefits)	\$32.97	\$32.97	\$32.97	\$32.97	
	Weekly Employment Specialist Cost	\$1,318.80	\$1,318.80	\$1,318.80	\$1,318.80	
	- Number of Direct Care Staff Supervised	5	5	5	5	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$1.17</b>	<b>\$1.73</b>	<b>\$2.94</b>	<b>\$5.12</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$7.01	\$10.38	\$17.63	\$30.71	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
	<b>Administrative Cost per Member per Billable Hour</b>	<b>\$1.00</b>	<b>\$1.37</b>	<b>\$2.18</b>	<b>\$3.63</b>	
Total Cost per Member per Billable Hour		\$9.97	\$13.71	\$21.77	\$36.30	
<b>Rate per 15 Minutes</b>		<b>\$2.49</b>	<b>\$3.43</b>	<b>\$5.44</b>	<b>\$9.08</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
 Prevocational Services, Facility

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	8.00	6.00	4.00	3.00	
- Member Attendance Rate	85%	85%	85%	85%		
- Adjusted Weighted Avg. of No. of Members per Staff	6.80	5.10	3.40	2.55		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$4.19</b>	<b>\$5.51</b>	<b>\$8.20</b>	<b>\$10.85</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	
	- Number of Members per Vehicle	6.80	5.10	3.40	2.55	
	Allocated Miles per Member per Week	22.1	29.4	44.1	58.8	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$690.63	\$918.75	\$1,378.13	\$1,837.50	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.54</b>	<b>\$0.72</b>	<b>\$1.08</b>	<b>\$1.44</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.58</b>	<b>\$0.76</b>	<b>\$1.13</b>	<b>\$1.49</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$5.31	\$6.99	\$10.41	\$13.78	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$0.81</b>	<b>\$0.99</b>	<b>\$1.37</b>	<b>\$1.75</b>	
Total Cost per Billable Hour		\$8.08	\$9.94	\$13.74	\$17.49	
<b>Rate per 15 Minutes</b>		<b>\$2.02</b>	<b>\$2.49</b>	<b>\$3.44</b>	<b>\$4.37</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Prevocational Services, Facility (Deaf and Hard of Hearing)**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	8.00	6.00	4.00	3.00	
	- Member Attendance Rate	85%	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Members per Staff	6.80	5.10	3.40	2.55		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$4.86</b>	<b>\$6.39</b>	<b>\$9.51</b>	<b>\$12.59</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	
	- Number of Members per Vehicle	6.80	5.10	3.40	2.55	
	Allocated Miles per Member per Week	22.1	29.4	44.1	58.8	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$690.63	\$918.75	\$1,378.13	\$1,837.50	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.54</b>	<b>\$0.72</b>	<b>\$1.08</b>	<b>\$1.44</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.58</b>	<b>\$0.76</b>	<b>\$1.13</b>	<b>\$1.49</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$5.98	\$7.87	\$11.72	\$15.52	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$0.88</b>	<b>\$1.09</b>	<b>\$1.52</b>	<b>\$1.94</b>	
Total Cost per Billable Hour		\$8.82	\$10.92	\$15.20	\$19.42	
<b>Rate per 15 Minutes</b>		<b>\$2.21</b>	<b>\$2.73</b>	<b>\$3.80</b>	<b>\$4.86</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
 Prevocational Services, Community

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.08	30.08	30.52	30.52	
	Productivity Adjustment	1.33	1.33	1.31	1.31	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	5.00	4.00	3.00	2.00	
- Member Attendance Rate	85%	85%	85%	85%		
- Adjusted Weighted Avg. of No. of Members per Staff	4.25	3.40	2.55	1.70		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$6.56</b>	<b>\$8.20</b>	<b>\$10.77</b>	<b>\$16.16</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	47.1	58.8	78.4	117.7	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,529.45	\$1,911.65	\$2,548.98	\$3,823.63	
	<b>Mileage Cost per Member per Billable Hour</b>	<b>\$1.20</b>	<b>\$1.50</b>	<b>\$2.00</b>	<b>\$3.00</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.90</b>	<b>\$1.13</b>	<b>\$1.48</b>	<b>\$2.22</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$8.66	\$10.83	\$14.25	\$21.38	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$1.18</b>	<b>\$1.42</b>	<b>\$1.80</b>	<b>\$2.59</b>	
Total Cost per Billable Hour		\$11.80	\$14.21	\$18.01	\$25.93	
<b>Rate per 15 Minutes</b>		<b>\$2.95</b>	<b>\$3.55</b>	<b>\$4.50</b>	<b>\$6.48</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Prevocational Services, Community (Deaf and Hard of Hearing)**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.08	30.08	30.52	30.52	
	Productivity Adjustment	1.33	1.33	1.31	1.31	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	5.00	4.00	3.00	2.00	
- Member Attendance Rate	85%	85%	85%	85%		
- Adjusted Weighted Avg. of No. of Members per Staff	4.25	3.40	2.55	1.70		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$7.61</b>	<b>\$9.51</b>	<b>\$12.49</b>	<b>\$18.74</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	47.1	58.8	78.4	117.7	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,529.45	\$1,911.65	\$2,548.98	\$3,823.63	
	<b>Mileage Cost per Member per Billable Hour</b>	<b>\$1.20</b>	<b>\$1.50</b>	<b>\$2.00</b>	<b>\$3.00</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.90</b>	<b>\$1.13</b>	<b>\$1.48</b>	<b>\$2.22</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$9.71	\$12.14	\$15.97	\$23.96	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$1.30</b>	<b>\$1.57</b>	<b>\$1.99</b>	<b>\$2.88</b>	
Total Cost per Billable Hour		\$12.97	\$15.67	\$19.92	\$28.80	
<b>Rate per 15 Minutes</b>		<b>\$3.24</b>	<b>\$3.92</b>	<b>\$4.98</b>	<b>\$7.20</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Access - Group, Facility**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	8.00	6.00	4.00	3.00	
	- Member Attendance Rate	85%	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Members per Staff	6.80	5.10	3.40	2.55		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$4.19</b>	<b>\$5.51</b>	<b>\$8.20</b>	<b>\$10.85</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Facility	- Square Feet of Service Space per Member	50	50	50	50	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Facility Cost per Member	\$800.00	\$800.00	\$800.00	\$800.00	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	
	- Number of Members per Vehicle	6.80	5.10	3.40	2.55	
	Allocated Miles per Member per Week	22.1	29.4	44.1	58.8	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$690.63	\$918.75	\$1,378.13	\$1,837.50	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.54</b>	<b>\$0.72</b>	<b>\$1.08</b>	<b>\$1.44</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.58</b>	<b>\$0.76</b>	<b>\$1.13</b>	<b>\$1.49</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$5.94	\$7.62	\$11.04	\$14.41	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$0.88</b>	<b>\$1.06</b>	<b>\$1.44</b>	<b>\$1.82</b>	
Total Cost per Billable Hour		\$8.78	\$10.64	\$14.44	\$18.19	
<b>Rate per 15 Minutes</b>		<b>\$2.20</b>	<b>\$2.66</b>	<b>\$3.61</b>	<b>\$4.55</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**  
**Community Access - Group, Facility (Deaf and Hard of Hearing)**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.66	0.44	0.44	0.22	
	- Recordkeeping and Reporting	1.33	1.11	0.88	0.88	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.41	29.85	30.08	30.30	
	Productivity Adjustment	1.36	1.34	1.33	1.32	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	8.00	6.00	4.00	3.00	
	- Member Attendance Rate	85%	85%	85%	85%	
	- Adjusted Weighted Avg. of No. of Members per Staff	6.80	5.10	3.40	2.55	
<b>Staff Cost After Productivity Adjustment</b>		<b>\$4.86</b>	<b>\$6.39</b>	<b>\$9.51</b>	<b>\$12.59</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Facility	- Square Feet of Service Space per Member	50	50	50	50	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Facility Cost per Member	\$800.00	\$800.00	\$800.00	\$800.00	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	
Mileage	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	
	- Number of Members per Vehicle	6.80	5.10	3.40	2.55	
	Allocated Miles per Member per Week	22.1	29.4	44.1	58.8	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$690.63	\$918.75	\$1,378.13	\$1,837.50	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$0.54</b>	<b>\$0.72</b>	<b>\$1.08</b>	<b>\$1.44</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.58</b>	<b>\$0.76</b>	<b>\$1.13</b>	<b>\$1.49</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$6.61	\$8.50	\$12.35	\$16.15	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$0.95</b>	<b>\$1.16</b>	<b>\$1.59</b>	<b>\$2.01</b>	
Total Cost per Billable Hour		\$9.52	\$11.62	\$15.90	\$20.12	
<b>Rate per 15 Minutes</b>		<b>\$2.38</b>	<b>\$2.91</b>	<b>\$3.98</b>	<b>\$5.03</b>	



**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Community Access - Group, Community**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	\$15.18	\$15.18	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	38.1%	38.1%	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	\$20.96	\$20.96	\$20.96	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.08	30.08	30.52	30.52	
	Productivity Adjustment	1.33	1.33	1.31	1.31	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	
- Adjusted Weighted Avg. of No. of Members per Staff	4.25	3.40	2.55	1.70		
<b>Staff Cost After Productivity Adjustment</b>		<b>\$6.56</b>	<b>\$8.20</b>	<b>\$10.77</b>	<b>\$16.16</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Facility	- Square Feet of Service Space per Member	50	50	50	50	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Facility Cost per Member	\$800.00	\$800.00	\$800.00	\$800.00	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	47.1	58.8	78.4	117.7	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,529.45	\$1,911.65	\$2,548.98	\$3,823.63	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$1.20</b>	<b>\$1.50</b>	<b>\$2.00</b>	<b>\$3.00</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.90</b>	<b>\$1.13</b>	<b>\$1.48</b>	<b>\$2.22</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$9.29	\$11.46	\$14.88	\$22.01	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$1.25</b>	<b>\$1.49</b>	<b>\$1.87</b>	<b>\$2.66</b>	
Total Cost per Billable Hour		\$12.50	\$14.91	\$18.71	\$26.63	
<b>Rate per 15 Minutes</b>		<b>\$3.13</b>	<b>\$3.73</b>	<b>\$4.68</b>	<b>\$6.66</b>	



**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
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**Community Access - Group, Community (Deaf and Hard of Hearing)**

		Category 1	Category 2	Category 3	Category 4	
Levels		1	2	3,4	5,6,7	
Unit of Service		15 Minute	15 Minute	15 Minute	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	33.7%	33.7%	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	\$24.31	\$24.31	\$24.31	
	<i>Productivity Assumptions</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	
	- Recordkeeping and Reporting	0.88	0.88	0.66	0.66	
	- Supervision and Other Employer Time	0.66	0.66	0.66	0.66	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.08	30.08	30.52	30.52	
	Productivity Adjustment	1.33	1.33	1.31	1.31	
	Staffing Ratio					
	- Group Size (Members per Direct Care Staff)	5.00	4.00	3.00	2.00	
	- Member Attendance Rate	85%	85%	85%	85%	
	- Adjusted Weighted Avg. of No. of Members per Staff	4.25	3.40	2.55	1.70	
<b>Staff Cost After Productivity Adjustment</b>		<b>\$7.61</b>	<b>\$9.51</b>	<b>\$12.49</b>	<b>\$18.74</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	250.0	
	- Annual Days of Attendance (per 'slot')	212.5	212.5	212.5	212.5	
	- Hours per Day of Attendance (per 'slot')	6.00	6.00	6.00	6.00	
	Hours per Year of Attendance (per 'slot')	1,275	1,275	1,275	1,275	
Facility	- Square Feet of Service Space per Member	50	50	50	50	
	- Annual Cost per Square Foot	\$16.00	\$16.00	\$16.00	\$16.00	
	Annual Facility Cost per Member	\$800.00	\$800.00	\$800.00	\$800.00	
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	<b>\$0.63</b>	
Mileage	- Number of Miles Traveled per Vehicle per Week	200	200	200	200	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	47.1	58.8	78.4	117.7	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,529.45	\$1,911.65	\$2,548.98	\$3,823.63	
<b>Mileage Cost per Member per Billable Hour</b>		<b>\$1.20</b>	<b>\$1.50</b>	<b>\$2.00</b>	<b>\$3.00</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	\$22.26	\$22.26	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	29.6%	29.6%	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	\$28.85	\$28.85	\$28.85	
	Weekly Supervision Cost	\$1,154.00	\$1,154.00	\$1,154.00	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	10	10	10	
<b>Supervision Cost per Member per Billable Hour</b>		<b>\$0.90</b>	<b>\$1.13</b>	<b>\$1.48</b>	<b>\$2.22</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$10.34	\$12.77	\$16.60	\$24.59	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	<b>\$1.96</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administrative Cost per Billable Hour</b>		<b>\$1.37</b>	<b>\$1.64</b>	<b>\$2.06</b>	<b>\$2.95</b>	
Total Cost per Billable Hour		\$13.67	\$16.37	\$20.62	\$29.50	
<b>Rate per 15 Minutes</b>		<b>\$3.42</b>	<b>\$4.09</b>	<b>\$5.16</b>	<b>\$7.38</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Community Access Individual**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$15.18	
	- Employee Benefit Rate (as a percent of wages)	38.1%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.96	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Individual Planning Meetings	0.22	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	30.97	
	Productivity Adjustment	1.29	
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$27.07</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	
	Weekly Supervision Cost	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	
	<b>Supervision Cost per Billable Hour</b>	<b>\$3.73</b>	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.03</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$33.83	
	- Program Support Costs	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.61</b>	
	- Administration Percent	10%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.94</b>	
	Total Cost per Billable Hour	\$39.38	
	<b>Rate per 15 Minutes</b>	<b>\$9.85</b>	

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities  
**Community Access Individual (Deaf and Hard of Hearing)**

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$18.18	
	- Employee Benefit Rate (as a percent of wages)	33.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.31	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	2.65	
	- Individual Planning Meetings	0.22	
	- Recordkeeping and Reporting	0.88	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	30.97	
Productivity Adjustment	1.29		
	<b>Staff Cost After Productivity Adjustment</b>	<b>\$31.40</b>	
Supervision	- Supervisor Hourly Wage	\$22.26	
	- Supervisor Benefit Rate (as a percent of wages)	29.6%	
	Hourly Supervisor Cost (wages + benefits)	\$28.85	
	Weekly Supervision Cost	\$1,154.00	
	- Number of Direct Care Staff Supervised	10	
	<b>Supervision Cost per Billable Hour</b>	<b>\$3.73</b>	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.03</b>	
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$38.16	
	- Program Support Costs	\$10.00	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.61</b>	
	- Administration Percent	10%	
	<b>Administrative Cost per Billable Hour</b>	<b>\$4.42</b>	
	Total Cost per Billable Hour	\$44.19	
	<b>Rate per 15 Minutes</b>	<b>\$11.05</b>	

NOW and COMP Waiver Rate Study

# **Appendices to Proposed Rate Models**

- prepared for -

Georgia Department of Behavioral Health and  
Developmental Disabilities

- prepared by -

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December 12, 2022

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
**prepared for Georgia Department of Behavioral Health and Developmental Disabilities**

**Appendix A - Wage Assumptions**

**Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements**

BLS Code and Title	Typical Education Requirement	Typical Work Experience	Typical On-The-Job Training	Bureau of Labor Statistics Wages (May 2021) - Statewide Figures				
				10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service manager	Bachelor's	Under 5 yrs	None	\$19.70	\$23.10	\$28.16	\$37.00	\$56.61
19-3033 Clinical and counseling psychologist	Not pub.	Not pub.	Not pub.	\$14.23	\$17.94	\$30.03	\$39.24	\$71.67
21-1012 Educational/ voc./ school counselor	Master's	None	None	\$17.74	\$21.64	\$28.97	\$36.69	\$46.29
21-1015 Rehabilitation counselor	Master's	None	None	\$15.45	\$18.72	\$25.18	\$28.99	\$35.62
21-1018 Substance/ behav./ mental hlth. counselor	Bachelor's	None	None	\$14.58	\$17.75	\$21.19	\$23.84	\$30.44
21-1021 Child/ family/ school social worker	Bachelor's	None	None	\$16.48	\$18.26	\$19.10	\$24.91	\$36.78
21-1022 Healthcare social worker	Master's	None	Intern/resident	\$15.77	\$18.85	\$24.21	\$30.08	\$37.33
21-1023 Mental hlth/ substance abuse social worker	Master's	None	Intern/resident	\$14.13	\$16.30	\$18.75	\$24.03	\$37.64
21-1091 Health education specialist	Bachelor's	None	None	\$20.40	\$28.93	\$41.48	\$57.56	\$66.18
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$9.84	\$11.51	\$14.22	\$17.84	\$22.04
21-1094 Community health worker	High school	None	Short-term OTJ	\$13.13	\$16.60	\$19.09	\$26.86	\$30.13
25-2052 Special ed. teachers, kindergarten, elem. 1/	Bachelor's	None	None	\$29.94	\$37.04	\$38.90	\$48.09	\$60.17
25-2057 Special ed. teacher, middle school 1/	Bachelor's	None	None	\$29.57	\$36.62	\$38.91	\$48.21	\$60.17
25-2058 Special ed. teachers, secondary school 1/	Bachelor's	None	None	\$29.04	\$30.48	\$38.26	\$47.94	\$60.17
25-9045 Teaching assts., except postsecondary 1/	Some college	None	None	\$10.84	\$10.99	\$14.23	\$18.03	\$22.78
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/resident	\$10.98	\$14.22	\$23.08	\$32.08	\$37.68
29-1122 Occupational therapist	Master's	None	None	\$29.28	\$36.29	\$38.09	\$47.76	\$55.32
29-1123 Physical therapist	Doctoral/prof	None	None	\$34.33	\$37.50	\$45.96	\$48.64	\$59.83
29-1127 Speech-language pathologist	Master's	None	Intern/resident	\$23.01	\$29.21	\$37.25	\$47.23	\$48.97
29-1141 Registered nurse	Bachelor's	None	None	\$28.08	\$29.40	\$36.08	\$39.04	\$47.31
29-2053 Psychiatric technician	Postsec award	Under 5 yrs	Short-term OTJ	\$13.52	\$14.99	\$17.62	\$17.75	\$34.16
29-2061 Licensed practical/ vocational nurse	Postsec award	None	None	\$17.61	\$19.33	\$22.55	\$24.50	\$28.59
31-1120 Home health/ pers. care aide	High school	None	Short-term OTJ	\$8.92	\$10.35	\$11.22	\$13.58	\$14.53
31-1131 Nursing assistant	Postsec award	None	None	\$10.79	\$11.28	\$13.73	\$15.80	\$19.58
31-1133 Psychiatric aide	High school	None	Short-term OTJ	\$9.00	\$11.35	\$13.71	\$14.42	\$16.11
31-2011 Occupational therapy assistant	Associate's	None	None	\$24.06	\$28.90	\$30.77	\$36.57	\$39.79
31-2021 Physical therapist assistant	Associate's	None	None	\$14.25	\$21.84	\$29.35	\$37.09	\$40.25
31-2022 Physical therapist aide	High school	None	Short-term OTJ	\$9.86	\$10.78	\$12.79	\$14.24	\$17.34
31-9092 Medical assistant	Postsec award	None	None	\$13.45	\$14.10	\$17.40	\$18.08	\$22.33
39-1022 First-line supervisor of pers. svc. worker	Not pub.	Not pub.	Not pub.	\$12.01	\$14.00	\$18.90	\$24.13	\$36.26
39-9032 Recreation worker	High school	None	Short-term OTJ	\$8.52	\$9.04	\$11.56	\$15.31	\$21.74
39-9041 Residential advisor	High school	None	Short-term OTJ	\$9.51	\$11.55	\$13.94	\$14.78	\$19.95
43-3031 Bookkeeping, accounting, and auditing clerk	Some college	None	Mod-term OTJ	\$13.02	\$15.91	\$19.14	\$23.19	\$29.09

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

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
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**Appendix A: Wage Assumptions**  
**BLS Wage Adjustment Assumptions - Wage Inflation**

*Adjustment for Wage Inflation*

# of Months from May 2021 to May 2022	12
Annual Inflation Amount for May 2021 to May 2022 <sup>1</sup>	9.1%
# of Months from May 2022 to January 2024	20
Annual Inflation Amount for May 2022 to January 2024 <sup>2</sup>	4.7%
<b>Total Inflation Factor</b>	<b>17.78%</b>

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

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

**NOW and COMP Waiver Rate Study**  
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**Appendix A - Wage Assumptions**

**Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements**

BLS Code and Title	Bureau of Labor Statistics Wages (May 2021) - Statewide Figures, Adjusted for Inflation				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service manager	\$23.20	\$27.21	\$33.17	\$43.58	\$66.68
19-3033 Clinical and counseling psychologist	\$16.76	\$21.13	\$35.37	\$46.22	\$84.41
21-1012 Educational/ voc./ school counselor	\$20.89	\$25.49	\$34.12	\$43.21	\$54.52
21-1015 Rehabilitation counselor	\$18.20	\$22.05	\$29.66	\$34.14	\$41.95
21-1018 Substance/ behav./ mental hlth. counselor	\$17.17	\$20.91	\$24.96	\$28.08	\$35.85
21-1021 Child/ family/ school social worker	\$19.41	\$21.51	\$22.50	\$29.34	\$43.32
21-1022 Healthcare social worker	\$18.57	\$22.20	\$28.51	\$35.43	\$43.97
21-1023 Mental hlth/ substance abuse social worker	\$16.64	\$19.20	\$22.08	\$28.30	\$44.33
21-1091 Health education specialist	\$24.03	\$34.07	\$48.86	\$67.79	\$77.95
21-1093 Social and human service assistant	\$11.59	\$13.56	\$16.75	\$21.01	\$25.96
21-1094 Community health worker	\$15.46	\$19.55	\$22.48	\$31.64	\$35.49
25-2052 Special ed. teachers, kindergarten, elem. 1/	\$35.26	\$43.63	\$45.82	\$56.64	\$70.87
25-2057 Special ed. teacher, middle school 1/	\$34.83	\$43.13	\$45.83	\$56.78	\$70.87
25-2058 Special ed. teachers, secondary school 1/	\$34.20	\$35.90	\$45.06	\$56.46	\$70.87
25-9045 Teaching assts., except postsecondary 1/	\$12.77	\$12.94	\$16.76	\$21.24	\$26.83
29-1031 Dietitians and nutritionists	\$12.93	\$16.75	\$27.18	\$37.78	\$44.38
29-1122 Occupational therapist	\$34.49	\$42.74	\$44.86	\$56.25	\$65.16
29-1123 Physical therapist	\$40.43	\$44.17	\$54.13	\$57.29	\$70.47
29-1127 Speech-language pathologist	\$27.10	\$34.40	\$43.87	\$55.63	\$57.68
29-1141 Registered nurse	\$33.07	\$34.63	\$42.50	\$45.98	\$55.72
29-2053 Psychiatric technician	\$15.92	\$17.66	\$20.75	\$20.91	\$40.23
29-2061 Licensed practical/ vocational nurse	\$20.74	\$22.77	\$26.56	\$28.86	\$33.67
31-1120 Home health/ pers. care aide	\$10.51	\$12.19	\$13.21	\$15.99	\$17.11
31-1131 Nursing assistant	\$12.71	\$13.29	\$16.17	\$18.61	\$23.06
31-1133 Psychiatric aide	\$10.60	\$13.37	\$16.15	\$16.98	\$18.97
31-2011 Occupational therapy assistant	\$28.34	\$34.04	\$36.24	\$43.07	\$46.86
31-2021 Physical therapist assistant	\$16.78	\$25.72	\$34.57	\$43.68	\$47.41
31-2022 Physical therapist aide	\$11.61	\$12.70	\$15.06	\$16.77	\$20.42
31-9092 Medical assistant	\$15.84	\$16.61	\$20.49	\$21.29	\$26.30
39-1022 First-line supervisor of pers. svc. worker	\$14.15	\$16.49	\$22.26	\$28.42	\$42.71
39-9032 Recreation worker	\$10.03	\$10.65	\$13.62	\$18.03	\$25.61
39-9041 Residential advisor	\$11.20	\$13.60	\$16.42	\$17.41	\$23.50
43-3031 Bookkeeping, accounting, and auditing clerk	\$15.33	\$18.74	\$22.54	\$27.31	\$34.26

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

**NOW and COMP Waiver Rate Study**  
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**Appendix A: Wage Assumptions**  
**Development of Job Requirements (Using BLS Job Codes) by Service**

Support Coordination	Community Living Support	Respite	Host Home Staff (Recruiters, Supervisors, Trainers)	Group Home	Additional Staffing Services - Basic	Additional Staffing Services - Enhanced	Supported Employment - Individual (Job Developer)
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**BLS Code and Title**

11-9151	Social and community service manager							
19-3033	Clinical and counseling psychologist							
21-1012	Educational/ voc./ school counselor							
21-1015	Rehabilitation counselor							50%
21-1018	Substance/ behav./ mental hlth. counselor							
21-1021	Child/ family/ school social worker	100%						
21-1022	Healthcare social worker							
21-1023	Mental hlth/ substance abuse social worker							
21-1091	Health education specialist							
21-1093	Social and human service assistant		20%	20%		20%	25%	25%
21-1094	Community health worker		10%	10%	100%	10%	25%	25%
25-2052	Special ed. teachers, kindergarten, elem. 1/							
25-2057	Special ed. teacher, middle school 1/							
25-2058	Special ed. teachers, secondary school 1/							
25-9045	Teaching assts., except postsecondary 1/							
29-1031	Dietitians and nutritionists							
29-1122	Occupational therapist							
29-1123	Physical therapist							
29-1127	Speech-language pathologist							
29-1141	Registered nurse							
29-2053	Psychiatric technician							
29-2061	Licensed practical/ vocational nurse							
31-1120	Home health/ pers. care aide		50%	50%		50%	50%	
31-1131	Nursing assistant						25%	
31-1133	Psychiatric aide		10%	10%		10%	25%	
31-2011	Occupational therapy assistant							
31-2021	Physical therapist assistant							
31-2022	Physical therapist aide							
31-9092	Medical assistant							
39-1022	First-line supervisor of pers. svc. worker							
39-9032	Recreation worker		10%	10%		10%	10%	
39-9041	Residential advisor							
43-3031	Bookkeeping, accounting, and auditing clerk							
		100%	100%	100%	100%	100%	100%	100%



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

Supported Employment Individual-Job Coach	Supported Employment Services - Group	Prevocational Services	Community Access-Group	Community Access-Individual	DSP Supervisor	Employment Specialist	Support Coordination Supervisor	Intensive Support Coordination - Clinical Supervisor
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**BLS Code and Title**

11-9151	Social and community service manager							
19-3033	Clinical and counseling psychologist							
21-1012	Educational/ voc./ school counselor							
21-1015	Rehabilitation counselor					50%		
21-1018	Substance/ behav./ mental hlth. counselor							
21-1021	Child/ family/ school social worker						100%	
21-1022	Healthcare social worker							
21-1023	Mental hlth/ substance abuse social worker							
21-1091	Health education specialist							
21-1093	Social and human service assistant	50%	50%	20%	20%	20%		
21-1094	Community health worker	50%	50%	10%	10%	10%		
25-2052	Special ed. teachers, kindergarten, elem. 1/							
25-2057	Special ed. teacher, middle school 1/							
25-2058	Special ed. teachers, secondary school 1/							
25-9045	Teaching assts., except postsecondary 1/							
29-1031	Dietitians and nutritionists							
29-1122	Occupational therapist							
29-1123	Physical therapist							
29-1127	Speech-language pathologist							
29-1141	Registered nurse							100%
29-2053	Psychiatric technician							
29-2061	Licensed practical/ vocational nurse							
31-1120	Home health/ pers. care aide		50%	50%	50%			
31-1131	Nursing assistant							
31-1133	Psychiatric aide		10%	10%	10%			
31-2011	Occupational therapy assistant							
31-2021	Physical therapist assistant							
31-2022	Physical therapist aide							
31-9092	Medical assistant							
39-1022	First-line supervisor of pers. svc. worker					100%	50%	
39-9032	Recreation worker		10%	10%	10%			
39-9041	Residential advisor							
43-3031	Bookkeeping, accounting, and auditing clerk							
		100%	100%	100%	100%	100%	100%	100%

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**Appendix A: Wage Assumptions<sup>1</sup>**

Support Coordination
Community Living Support
Respite
Host Home Staff (Recruiters, Supervisors, Trainers)
Group Home
Additional Staffing Services - Basic
Additional Staffing Services - Enhanced
Supported Employment - Individual (Job Developer)
Supported Employment Individual-Job Coach
Supported Employment Services - Group
Prevocational Services
Community Access-Group
Community Access-Individual
DSP Supervisor
Employment Specialist
Support Coordination Supervisor
Intensive Support Coordination - Clinical Supervisor

*Wage Estimates (based on BLS data adjusted for inflation and assumed crosswalk to job requirements)*

10th %ile	\$19.41	\$11.18	\$11.18	\$15.46	\$11.18	\$11.18	\$12.59	\$15.86	\$13.53	\$13.53	\$11.18	\$11.18	\$11.18	\$14.15	\$16.18	\$19.41	\$33.07
25th %ile	\$21.51	\$13.16	\$13.16	\$19.55	\$13.16	\$13.16	\$14.94	\$19.30	\$16.56	\$16.56	\$13.16	\$13.16	\$13.16	\$16.49	\$19.27	\$21.51	\$34.63
<b>50th %ile</b>	<b>\$22.50</b>	<b>\$15.18</b>	<b>\$15.18</b>	<b>\$22.48</b>	<b>\$15.18</b>	<b>\$15.18</b>	<b>\$17.89</b>	<b>\$24.64</b>	<b>\$19.62</b>	<b>\$19.62</b>	<b>\$15.18</b>	<b>\$15.18</b>	<b>\$15.18</b>	<b>\$22.26</b>	<b>\$25.96</b>	\$22.50	<b>\$42.50</b>
75th %ile	\$29.34	\$18.86	\$18.86	\$31.64	\$18.86	\$18.86	\$22.06	\$30.23	\$26.33	\$26.33	\$18.86	\$18.86	\$18.86	\$28.42	\$31.28	<b>\$29.34</b>	\$45.98
90th %ile	\$43.32	\$21.75	\$21.75	\$35.49	\$21.75	\$21.75	\$25.87	\$36.34	\$30.73	\$30.73	\$21.75	\$21.75	\$21.75	\$42.71	\$42.33	\$43.32	\$55.72

<sup>1</sup>Wage assumptions reflect BLS wage data (based on the median (50th percentile) hourly wage) and job requirement assumptions with the following exceptions:

- Wage assumption for Intensive Support Coordination includes a 20 percent premium above the median
- Wage assumption for Support Coordination supervisors are set at the 75th percentile
- Wage assumption for deaf and hard of hearing services include \$3.00 above the applicable median

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**Appendix B: Benefits Assumptions**

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model	BLS Data <sup>1</sup>	Rate Model

**Mandatory Benefits**

FICA <sup>2</sup>	-	100%	-	100%	-	7.65%	-	7.65%
Federal UI <sup>3</sup>	-	100%	-	100%	-	0.60%	-	0.60%
State UI <sup>4</sup>	-	100%	-	100%	-	2.50%	-	2.70%
Workers' Comp. <sup>5</sup>	-	100%	-	100%	-	3.59%	-	3.59%

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

					<i>Days per year</i>		<i>Days per year</i>	
Holidays	82%	100%	82%	100%	7.0	10.0	5.7	10.0
Vacation Leave	79%	100%	79%	100%	15.0	15.0	11.9	15.0
Sick Leave	75%	100%	75%	100%	7.0	7.0	5.3	5.3
<b>Total</b>	-	-	-	-	<b>29.0</b>	<b>25.0</b>	<b>22.8</b>	<b>25.0</b>

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

					<i>Employer cost per month</i>		<i>Employer cost per month</i>	
Employee Only				41.3%	\$525.00			
Employee + One				12.7%	\$950.00			
Family				17.2%	\$1,425.00			
<b>All Coverages</b>	<b>73%</b>	<b>100%</b>	<b>48%</b>	<b>71.2%</b>				<b>\$582.58</b>

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

					<i>Employer cost per month</i>		<i>Employer cost per month</i>	
	-	100%	-	100%	-	\$100	-	\$100

<sup>1</sup>BLS' 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 South Atlantic region unless otherwise noted.

<sup>2</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>Reflects the tax rate for new employers; applies to first \$9,500 in wages

<sup>5</sup>Based on Class Code 8835 (Home/ Public Healthcare) (<http://classcodes.net/workers-compensation-rates-by-state/>).

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

<sup>7</sup>Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2021 (most recent available at publication at time of [https://meps.ahrq.gov/data\\_files/publications/cb24/cb24.shtml#section3](https://meps.ahrq.gov/data_files/publications/cb24/cb24.shtml#section3)), which reports average monthly employer contributions in Georgia of \$466 for an employee-only plan, \$881 for employee-plus-one plans, and \$1,325 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).

Additionally, the BLS National Compensation Survey (September 2021) identifies an average monthly employer premium of \$484 (single coverage) and \$1,094 (family coverage) for the South-Atlantic region (see Tables 12 and 14, respectively, at <https://www.bls.gov/ncs/ebs/benefits/2021/employee-benefits-in-the-united-states-march-2021.pdf>)

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

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**Appendix B: Benefits Assumptions**  
**Benefit Rates by Wage**

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>	
		w/ PTO	w/o PTO
\$9	\$18,720	66.2%	56.6%
\$10	\$20,800	61.6%	52.1%
\$11	\$22,880	57.9%	48.3%
\$12	\$24,960	54.8%	45.3%
\$13	\$27,040	52.2%	42.6%
\$14	\$29,120	50.0%	40.4%
\$15	\$31,200	48.0%	38.4%
\$16	\$33,280	46.3%	36.7%
\$17	\$35,360	44.8%	35.2%
\$18	\$37,440	43.5%	33.9%
\$19	\$39,520	42.3%	32.7%
\$20	\$41,600	41.2%	31.6%
\$21	\$43,680	40.3%	30.7%
\$22	\$45,760	39.4%	29.8%
\$23	\$47,840	38.6%	29.0%
\$24	\$49,920	37.8%	28.2%
\$25	\$52,000	37.2%	27.6%
\$26	\$54,080	36.5%	26.9%
\$27	\$56,160	35.9%	26.4%
\$28	\$58,240	35.4%	25.8%
\$29	\$60,320	34.9%	25.3%
\$30	\$62,400	34.4%	24.8%
\$31	\$64,480	34.0%	24.4%
\$32	\$66,560	33.6%	24.0%
\$33	\$68,640	33.2%	23.6%
\$34	\$70,720	32.8%	23.2%
\$35	\$72,800	32.5%	22.9%
\$36	\$74,880	32.2%	22.6%
\$37	\$76,960	31.9%	22.3%
\$38	\$79,040	31.6%	22.0%
\$39	\$81,120	31.3%	21.7%
\$40	\$83,200	31.0%	21.4%
\$41	\$85,280	30.8%	21.2%
\$42	\$87,360	30.5%	21.0%
\$43	\$89,440	30.3%	20.7%

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

<sup>2</sup>Benefit rate in rate models exclude paid time off, which is incorporated in the models as a productivity adjustment.

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**Appendix C: Productivity Assumptions**

Community Living Support, Basic	Community Living Support, Extended	Respite	Host Home - Training Staff	Group Home	Additional Staffing Services - Basic	Additional Staffing Services - Enhanced	Supported Employment Individual - Job Developer	Supported Employment Individual - Job Coach	Supported Employment Individual - Job Coach (Intensive)	Supported Employment Services - Group (1:8 - 1:10)	Supported Employment Services - Group (1:5 - 1:7)	Supported Employment Services - Group (1:3 - 1:4)	Supported Employment Services - Group (1:2)
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***'Typical Workweek' Without Training and PTO***

Direct services	36.00	37.65	38.25	32.25	39.15	39.25	39.25	31.25	31.75	28.75	33.25	33.75	34.00	34.25
Travel Time	2.00	1.00	1.00	2.00	-	-	-	4.00	2.50	2.50	-	-	-	-
Transporting Individuals to/from Home	-	-	-	-	-	-	-	-	-	-	2.50	2.50	2.50	2.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	2.50	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	0.50	-	5.00	-	-	-	1.00	1.50	1.50	1.50	1.25	1.00	1.00
Supervision and Other Employer Time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Collateral Contacts (non-billable)	-	-	-	-	-	-	-	-	3.00	6.00	-	-	-	-
Individual Planning Meetings	0.25	0.10	-	-	0.10	-	-	0.50	0.50	0.50	0.75	0.50	0.50	0.25
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

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

***Workweek Adjusted for Training and PTO***

Direct services	31.85	33.31	33.84	28.53	34.63	34.72	34.72	27.65	28.09	25.43	29.41	29.85	30.08	30.30
Travel Time	1.77	0.88	0.88	1.77	-	-	-	3.54	2.21	2.21	-	-	-	-
Transporting Individuals to/from Home	-	-	-	-	-	-	-	-	-	-	2.21	2.21	2.21	2.21
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-	1.11	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	-	-	2.21	-	-	-	-	-	-
Recordkeeping and Reporting	0.88	0.44	-	4.42	-	-	-	0.88	1.33	1.33	1.33	1.11	0.88	0.88
Supervision and Other Employer Time	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Collateral Contacts (non-billable)	-	-	-	-	-	-	-	-	2.65	5.31	-	-	-	-
Individual Planning Meetings	0.22	0.09	-	-	0.09	-	-	0.44	0.44	0.44	0.66	0.44	0.44	0.22
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix C: Productivity Assumptions**

Prevocational Services, Facility (Cat. 1)	Prevocational Services, Facility (Cat. 2)	Prevocational Services, Facility (Cat. 3)	Prevocational Services, Facility (Cat. 4)	Prevocational Services, Community (Cat. 1)	Prevocational Services, Community (Cat. 2)	Prevocational Services, Community (Cat. 3)	Prevocational Services, Community (Cat. 4)	Community Access-Group, Facility (Cat. 1)	Community Access-Group, Facility (Cat. 2)	Community Access-Group, Facility (Cat. 3)	Community Access-Group, Facility (Cat. 4)	Community Access-Group, Community (Cat. 1)	Community Access-Group, Community (Cat. 2)	Community Access-Group, Community (Cat. 3)	Community Access-Group, Community (Cat. 4)	Community Access-Individual
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***'Typical Workweek' Without Training and PTO***

Direct services	33.25	33.75	34.00	34.25	34.00	34.00	34.50	34.50	33.25	33.75	34.00	34.25	34.00	34.00	34.50	34.50	35.00
Travel Time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.00
Transporting Individuals to/from Home	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	-
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	1.25	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.50	1.25	1.00	1.00	1.00	1.00	0.75	0.75	1.50	1.25	1.00	1.00	1.00	1.00	0.75	0.75	1.00
Supervision and Other Employer Time	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Collateral Contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	0.75	0.50	0.50	0.25	0.50	0.50	0.25	0.25	0.75	0.50	0.50	0.25	0.50	0.50	0.25	0.25	0.25
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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

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

***Workweek Adjusted for Training and PTO***

Direct services	29.41	29.85	30.08	30.30	30.08	30.08	30.52	30.52	29.41	29.85	30.08	30.30	30.08	30.08	30.52	30.52	30.97
Travel Time	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.65
Transporting Individuals to/from Home	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	2.21	-
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.11	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.33	1.11	0.88	0.88	0.88	0.88	0.66	0.66	1.33	1.11	0.88	0.88	0.88	0.88	0.66	0.66	0.88
Supervision and Other Employer Time	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66	0.66
Collateral Contacts (non-billable)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Individual Planning Meetings	0.66	0.44	0.44	0.22	0.44	0.44	0.22	0.22	0.66	0.44	0.44	0.22	0.44	0.44	0.22	0.22	0.22
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**NOW and COMP Waiver Rate Study**  
**Proposed Rate Models**  
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**Appendix D: Group Home Staff Hour Assumptions**

Category 1 Level 1	Category 2 Level 2	Category 3 Levels 3-4	Category 4 Levels 5-7
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***Four-Member Residences***

<b><u>'Occupied' Home Hours</u></b>	Category 1 Level 1	Category 2 Level 2	Category 3 Levels 3-4	Category 4 Levels 5-7
Hours in a Week	168.0	168.0	168.0	168.0
Hours that Members Are Out of the Home (w/o Home Staff)	(30.0)	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	<u>3.0</u>	<u>3.0</u>	<u>3.0</u>	<u>3.0</u>
<b>Total Occupied Hours for Residence per Week</b>	<b>141.0</b>	<b>141.0</b>	<b>141.0</b>	<b>141.0</b>
Daytime Hours	85.0	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0	56.0
<b><u>Staff Hours</u></b>				
Number of Staff on Shift During Daytime Hours	1.0	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0	2.0
<b>Anticipated Shift Hours per Week</b>	<b>141.0</b>	<b>141.0</b>	<b>226.0</b>	<b>282.0</b>
'Floating' FTE Per Week (e.g., to provide one-on-one hours)	1.0	2.0	1.0	2.0
<b>Anticipated Floating Hours per Week</b>	<b>40.0</b>	<b>80.0</b>	<b>40.0</b>	<b>80.0</b>
<b>Total Hours per Home per Week</b>	<b>181.0</b>	<b>221.0</b>	<b>266.0</b>	<b>362.0</b>
<b>Hours per Member per Week</b>	<b>45.3</b>	<b>55.3</b>	<b>66.5</b>	<b>90.5</b>

***Three-Member Residences***

<b><u>'Occupied' Home Hours</u></b>	Category 1 Level 1	Category 2 Level 2	Category 3 Levels 3-4	Category 4 Levels 5-7
Hours in a Week	168.0	168.0	168.0	168.0
Hours that Members Are Out of the Home (w/o Home Staff)	(30.0)	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	<u>3.0</u>	<u>3.0</u>	<u>3.0</u>	<u>3.0</u>
<b>Total Occupied Hours for Residence per Week</b>	<b>141.0</b>	<b>141.0</b>	<b>141.0</b>	<b>141.0</b>
Daytime Hours	85.0	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0	56.0
<b><u>Staff Hours</u></b>				
Number of Staff on Shift During Daytime Hours	1.0	1.0	1.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0	1.0
<b>Anticipated Shift Hours per Week</b>	<b>141.0</b>	<b>141.0</b>	<b>141.0</b>	<b>226.0</b>
'Floating' FTE Per Week (e.g., to provide one-on-one hours)	0.5	1.0	2.0	2.0
<b>Anticipated Floating Hours per Week</b>	<b>20.0</b>	<b>40.0</b>	<b>80.0</b>	<b>80.0</b>
<b>Total Hours per Home per Week</b>	<b>161.0</b>	<b>181.0</b>	<b>221.0</b>	<b>306.0</b>
<b>Hours per Member per Week</b>	<b>53.7</b>	<b>60.3</b>	<b>73.7</b>	<b>102.0</b>

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**Appendix E: Administration and Program Support Cost Assumptions**

**Administration**

*Administration Definition* - Includes expenses associated with the operation of the organization and that are not specific to a program. Examples include executive management, finance/accounting, information technology, and human resource staff. Administration includes payroll costs for staff performing these functions, expenses associated with these staff (e.g., their office space, utilities, etc.), and other organizational costs (e.g., insurance, IT infrastructure, etc.).

*Administration Assumptions* - Rate models assume a 10% administrative rate for all services, except Additional Staffing Services which assume a 5% administrative rate.

**Program Support**

*Program Support Definition* - Includes expenses that are neither direct care nor administrative. Such activities are program-specific, but generally cannot be attributed to an individual participant. Examples include nursing consultation and oversight, training for direct care staff, program development, supervision, and quality assurance. Program support includes both payroll costs for staff performing these functions and associated expenses (e.g., their office space, utilities, etc.).

*Program Support Assumptions:*

- Most models include specified assumptions related to first-line supervision.
- Additionally, rate models assume \$10 per day in program support, except Additional Staffing Services, which assume \$5 per day in Additional Staffing Services.