

NOW and COMP Waiver Rate Study

Final Rate Models

- prepared for -

Georgia Department of Behavioral Health and
Developmental Disabilities

- prepared by -

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NOW and COMP Waiver Rate Study
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Comparison of Current Permanent and Appendix K Rates to Final Rates

Service	Unit	Current Perm. Rate	App. K Rate	Final Rate	Notes
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Support Coordination

Support Coordination	Month	\$163.73	\$187.43	\$209.97	
Intensive Support Coordination	Month	\$493.73	\$493.73	\$515.67	

Community Living Support

Basic - 1:1	15 Min.	\$6.80	\$7.49	\$9.98	
Basic - 1:2	15 Min.	\$3.73	\$4.11	\$5.49	
Basic - 1:3	15 Min.	\$2.72	\$2.99	\$3.99	
Extended - 1:1	15 Min.	\$6.15	\$6.76	\$9.28	
Extended - 1:2	15 Min.	\$3.39	\$3.72	\$5.10	
Extended - 1:3	15 Min.	\$2.47	\$2.71	\$3.71	

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).

Community Living Support, Deaf and Hard of Hearing

Basic - 1:1	15 Min.	\$6.80	\$7.49	\$11.14	
Basic - 1:2	15 Min.	\$3.73	\$4.11	\$6.13	
Basic - 1:3	15 Min.	\$2.72	\$2.99	\$4.46	
Extended - 1:1	15 Min.	\$6.15	\$6.76	\$10.40	
Extended - 1:2	15 Min.	\$3.39	\$3.72	\$5.72	
Extended - 1:3	15 Min.	\$2.47	\$2.71	\$4.16	

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).

Respite

Respite, 1:1	15 Min.	\$5.17	\$5.17	\$9.38	
Respite, 1:2	15 Min.	\$2.85	\$2.85	\$5.16	
Respite, 1:3	15 Min.	\$2.07	\$2.07	\$3.75	
Respite-Daily Category 1 Out of Home	Day	\$164.52	\$164.52	\$184.72	
Respite-Daily Category 2 Out of Home	Day	\$224.39	\$224.39	\$248.94	

Daily rates based on the Host Home rates (calculated over a 365-day billing year) plus a 20 percent premium.

Respite, Deaf and Hard of Hearing

Respite, 1:1	15 Min.	\$5.17	\$5.17	\$10.50	
Respite, 1:2	15 Min.	\$2.85	\$2.85	\$5.77	
Respite, 1:3	15 Min.	\$2.07	\$2.07	\$4.20	

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Community Residential Alternative - Host Homes

1-2 Person Residence, Category 1 (Levels 1-4)	Day	\$160.06	\$160.06	\$163.33	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 2 (Levels 5-7)	Day	\$198.40	\$198.40	\$220.11	

Community Residential Alternative - Group Homes

3-Person Residence, Category 1 (Level 1)	Day	\$191.21	\$210.32	\$294.16	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).
3-Person Residence, Category 2 (Level 2)	Day	\$251.74	\$276.92	\$323.26	
3-Person Residence, Category 3 (Levels 3-4)	Day	\$280.04	\$308.05	\$382.32	
3-Person Residence, Category 4 (Levels 5-7)	Day	\$297.14	\$326.85	\$507.05	
4-Person Residence, Category 1 (Level 1)	Day	\$165.73	\$182.29	\$248.35	
4-Person Residence, Category 2 (Level 2)	Day	\$230.05	\$253.05	\$292.42	
4-Person Residence, Category 3 (Levels 3-4)	Day	\$256.75	\$282.43	\$341.79	
4-Person Residence, Category 4 (Levels 5-7)	Day	\$272.42	\$299.67	\$447.57	
5-Person Residence, All Categories	Day	\$169.93	\$186.94	\$169.93	No changes proposed for current rate.

Community Residential Alternative - Specialized Rates

Community Residential Alternative - Behaviorally-Focused	Month	<i>N/A - new service</i>	\$34,424.63	This is a new service.
Community Residential Alternative - Specialized Transitional	Month	<i>N/A - new service</i>	\$37,121.50	This is a new service.
Community Residential Alternative - Intensive	Day	<i>N/A - new service</i>	\$1,296.31	This is a new service.

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

3-Person Residence, Category 1 (Level 1)	Day	\$191.21	\$210.32	\$316.92	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).
3-Person Residence, Category 2 (Level 2)	Day	\$251.74	\$276.92	\$350.80	
3-Person Residence, Category 3 (Levels 3-4)	Day	\$280.04	\$308.05	\$418.07	
3-Person Residence, Category 4 (Levels 5-7)	Day	\$297.14	\$326.85	\$561.21	
4-Person Residence, Category 1 (Level 1)	Day	\$165.73	\$182.29	\$268.70	
4-Person Residence, Category 2 (Level 2)	Day	\$230.05	\$253.05	\$319.28	
4-Person Residence, Category 3 (Levels 3-4)	Day	\$256.75	\$282.43	\$375.93	
4-Person Residence, Category 4 (Levels 5-7)	Day	\$272.42	\$299.67	\$497.31	

Additional Staffing

Basic	15 Min.	\$5.00	\$5.00	\$8.00
Enhanced	15 Min.	\$5.37	\$5.37	\$9.00

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Supported Employment Services

Individual (Job Developer)	15 Min.	\$8.73	\$8.73	\$17.92	
Individual (Job Coach)	15 Min.	\$8.73		\$15.06	
Group (1:8 - 1:10)	15 Min.	\$2.16	\$2.16	\$2.47	
Group (1:5 - 1:7)	15 Min.	\$2.16	\$2.16	\$3.38	
Group (1:3 - 1:4)	15 Min.	\$2.16	\$2.16	\$5.37	
Group (1:2)	15 Min.	\$2.16	\$2.16	\$8.95	

Supported Employment Services, Deaf and Hard of Hearing

Individual (Job Developer)	15 Min.	\$8.73	\$8.73	\$19.26	
Individual (Job Coach)	15 Min.			\$16.37	
Group (1:8 - 1:10)	15 Min.	\$2.16	\$2.16	\$2.63	
Group (1:5 - 1:7)	15 Min.	\$2.16	\$2.16	\$3.63	
Group (1:3 - 1:4)	15 Min.	\$2.16	\$2.16	\$5.78	
Group (1:2)	15 Min.	\$2.16	\$2.16	\$9.67	

Prevocational Services

Prevocational Services	15 Min.	\$3.33	\$3.33	\$3.33	No changes proposed for current rate. Rate is set 3.6 percent higher than base rate, which is the average premium across the CAG-Community rates.
Prevocational Services, Deaf and Hard of Hearing	15 Min.	\$3.33	\$3.33	\$3.63	

Community Access

Group, Facility	15 Min.	\$3.33	\$3.65	\$3.33	No changes proposed for current rate.
Group, Community, Category 1	15 Min.	\$3.33	\$3.65	\$3.52	
Group, Community, Category 2	15 Min.	\$3.33	\$3.65	\$4.18	
Group, Community, Category 3	15 Min.	\$3.33	\$3.65	\$5.23	
Group, Community, Category 4	15 Min.	\$3.33	\$3.65	\$7.42	
Individual	15 Min.	\$7.94	\$8.73	\$10.55	

Community Access, Deaf and Hard of Hearing

Group, Facility	15 Min.	\$3.33	\$3.65	\$3.63	Rate is set 3.6 percent higher than base rate, which is the average premium across the CAG-Community rates.
Group, Community, Category 1	15 Min.	\$3.33	\$3.65	\$3.81	
Group, Community, Category 2	15 Min.	\$3.33	\$3.65	\$4.54	
Group, Community, Category 3	15 Min.	\$3.33	\$3.65	\$5.71	
Group, Community, Category 4	15 Min.	\$3.33	\$3.65	\$8.13	
Individual	15 Min.	\$7.94	\$8.73	\$11.74	

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<i>Nursing Services</i>					
Registered Nurse	15 Min.	\$10.71	\$10.71	\$36.68	Rates are aligned with Community Behavioral Health and Rehabilitation Services rates
Licensed Practical Nurse	15 Min.	\$9.37	\$10.71	\$24.36	
<i>Behavioral Supports Services</i>					
Behavior Supports Services, Level 1	15 Min.	\$20.08	\$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).
Behavior Supports Services, Level 2	15 Min.	\$25.23	\$25.23	\$36.68	
<i>Nutritional Services</i>					
Nutrition Evaluation	15 Min.	\$15.94	\$15.94	\$28.09	Rates are aligned with Children's Intervention Services.
Nutrition Follow-up	15 Min.	\$15.94	\$15.94	\$23.94	
<i>Therapy Services</i>					
Therapy Services-Occupational Therapy	15 Min.			\$30.23	Current multitude of codes would be consolidated under a single code (or code for each discipline) at the highest current rate
Therapy Services-Physical Therapy	15 Min.	varies		\$30.23	
Therapy Services-Speech Language Therapy	15 Min.			\$30.23	
<i>Financial Support Services</i>					
Financial Support Services	Month	\$80.33	\$101.75	\$101.75	The Appendix K rate is adopted as the final rate.

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Comparison of Current Service Limits to Final Service Limits

Service	Current Limits	Final Service Limits
Support Coordination	One unit per month	One unit per month
Financial Support Services	One unit per month	One unit per month
Community Residential Alternative	344 days per year	No change to annual limit except when an individual changes provider agencies during their plan year, at which time the limit will reset
Community Living Support (Agency)	\$51,300 per year Based on 9,000 units of the one-to-one extended rate	\$82,800 per year Based on 9,000 units of the one-to-one extended rate
Community Living Support (Self-Directed)	\$51,300 per year Tied to limit for agency services	\$82,800 per year Tied to limit for agency services
Respite	Cat. 1 = \$4,608 per year; Cat. 2 = \$6,285 per year Based on 30 days of the daily rate	Cat. 1 = \$5,486 per year; Cat. 2 = \$7,403 per year Based on 30 days of the daily rate
Community Access-Group and Prevocational (Agency)	5,760 units (1,440 hours) per year (in combination) Standards also have limits of 6 hours per day and 126 hours per month	6,000 units (1,500 hours) per year to accommodate 250 days of annual attendance No daily or monthly limits
Community Access-Group (Self-Directed)	\$17,856 per year Based on 1,440 hours per year at the \$3.10 rate	\$19,980 per year Based on permanent rate of \$3.33 and proposed increase to 1,500 hours per year
Community Access-Individual (Agency)	\$10,670 per year Based on 1,440 units (360 hours)	\$15,063 per year Based on 1,440 units (360 hours)
Community Access-Individual (Self-Directed)	\$10,670 per year Tied to limit for agency services	\$15,063 per year Tied to limit for agency services
Supported Employment (Agency)	Comp Waiver: Individual = 1,440 units (360 hours); Group = 7,680 (1,920 hours) NOW: \$17,856 for individual and group in combination	Comp: \$12,572; NOW: \$21,474
Supported Employment (Self-Directed)	\$10,454 per year Tied to hourly limit for Individual agency services	Comp: \$12,572; NOW: \$21,474 Tied to hourly limit for Individual agency services

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Service	Current Limits	Final Service Limits
Nutrition Services	\$1,800 per year	\$2,700 per year
Adult Therapies	\$5,400 per year in combination	\$10,800 per year
Assistive Technology	\$1,195 per year and \$18,000 lifetime	\$2,000 per year and no lifetime limit
Environmental Accessibility Adaptation	\$10,400 lifetime	\$15,000 per five years
Individual Directed Goods and Services	\$1,500 per year	\$1,500 per year
Interpreter Services	245 units (61.25 hours)	245 units (61.25 hours)
Specialized Medical Equipment	\$5,200 per year (\$13,474 lifetime maximum)	\$5,200 per year and no lifetime limit
Specialized Medical Supplies	\$3,800 per year	\$3,800 per year
Transportation	\$2,797 per year	\$2,797 per year
Vehicle Adaptation	\$6,240 lifetime	\$15,000 per five years
Transition Community Integration	\$2,500 lifetime	\$2,500 lifetime
Transition Services Broker	\$20,000 lifetime	\$20,000 lifetime

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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	\$24.75
	- Employee Benefit Rate (as a percent of wages)	27.7%
	Hourly Staff Cost	\$31.61
	Staff Cost per Month	\$5,479.07
	Monthly Staff Cost per Member	\$152.20
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
Monthly Supervision Cost per Member	\$17.68	
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
Monthly Facility Cost per Member	\$3.70	
Mileage	- Number of Miles Traveled per Month	400
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$250.00
	Monthly Mileage Cost per Member	\$6.94
Admin. and Program Support	Monthly Cost Before Admin. and Program Support	\$180.52
	- Program Support Cost per Day	\$10.00
	Program Support Cost per Month	\$304.17
	Monthly Program Support Cost per Member	\$8.45
	- Administration Percent	10%
Monthly Administration Cost per Member	\$21.00	
	Rate per Month per Member	\$209.97

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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
	Monthly Staff Cost per Member	\$328.66
Clinical Supervision	- Supervisor Hourly Wage	\$46.75
	- Supervisor Benefit Rate (as a percent of wages)	20.0%
	Hourly Supervisor Cost (wages + benefits)	\$56.10
	Monthly Supervision Cost	\$9,724.00
	- Caseload Supervised	100
Monthly Supervision Cost per Member	\$97.24	
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
	Monthly Facility Cost per Member	\$7.41
Mileage	- Number of Miles Traveled per Month	400
	- Amount per Mile	\$0.625
	Mileage Cost per Month	\$250.00
	Monthly Mileage Cost per Member	\$13.89
Admin. and Program Support	Monthly Cost Before Admin. and Program Support	\$447.20
	- Program Support Cost per Day	\$10.00
	Program Support Cost per Month	\$304.17
	Monthly Program Support Cost per Member	\$16.90
	- Administration Percent	10%
Monthly Administration Cost per Member	\$51.57	
	Rate per Month per Member	\$515.67

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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	\$16.70	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	\$22.66	
	<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	
Staff Cost After Productivity Adjustment		\$28.46	\$27.21	
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	
	Weekly Supervision Cost	\$1,252.80	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	10	
Supervision Cost per Billable Hour		\$3.93	\$3.76	
Mileage	- Number of Miles Traveled per Week	100	50	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$31.25	
Mileage Cost per Billable Hour		\$1.96	\$0.94	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$34.35	\$31.91	
	- Program Support Cost per Day	\$10.00	\$10.00	
	Program Support Cost per Billable Hour	\$1.57	\$1.50	
	- Administration Percent	10%	10%	
Administrative Cost per Billable Hour		\$3.99	\$3.71	
Total Cost per Billable Hour		\$39.91	\$37.12	
Rate per 15 Minutes		\$9.98	\$9.28	
Multiple Member Rates	<i>2 Members</i>			
	Rate Premium	10%	10%	
	Total Hourly Rate	\$43.90	\$40.83	
	Rate per Member per 15 Minutes	\$5.49	\$5.10	
	<i>3 Members</i>			
	Rate Premium	20%	20%	
Total Hourly Rate	\$47.89	\$44.55		
Rate per Member per 15 Minutes		\$3.99	\$3.71	

*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	\$19.70	\$19.70	
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00	\$26.00	
	<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	
	Staff Cost After Productivity Adjustment	\$32.65	\$31.22	
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	
	Weekly Supervision Cost	\$1,252.80	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	10	
Supervision Cost per Billable Hour	\$3.93	\$3.76		
Mileage	- Number of Miles Traveled per Week	100	50	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$62.50	\$31.25	
Mileage Cost per Billable Hour	\$1.96	\$0.94		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$38.54	\$35.92	
	- Program Support Cost per Day	\$10.00	\$10.00	
	Program Support Cost per Billable Hour	\$1.57	\$1.50	
	- Administration Percent	10%	10%	
Administrative Cost per Billable Hour	\$4.46	\$4.16		
Total Cost per Billable Hour		\$44.57	\$41.58	
Rate per 15 Minutes		\$11.14	\$10.40	
Multiple Member Rates	<i>2 Members</i>			
	Rate Premium	10%	10%	
	Total Hourly Rate	\$49.03	\$45.74	
	Rate per Member per 15 Minutes	\$6.13	\$5.72	
	<i>3 Members</i>			
	Rate Premium	20%	20%	
Total Hourly Rate	\$53.48	\$49.90		
Rate per Member per 15 Minutes	\$4.46	\$4.16		

*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	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	0.88	
	- Recordkeeping and Reporting	0.44	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	33.40	
Productivity Adjustment	1.20		
	Staff Cost After Productivity Adjustment	\$27.14	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	
	Weekly Supervision Cost	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	
	Supervision Cost per Billable Hour	\$3.75	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$46.88	
	Mileage Cost per Billable Hour	\$1.40	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$32.29	
	- Program Support Cost per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.50	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$3.75	
	Total Cost per Billable Hour	\$37.54	
	Rate per 15 Minutes	\$9.38	
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	10%	
	Total Hourly Rate	\$41.29	
	Rate per Member per 15 Minutes	\$5.16	
	<i>3 Members</i>		
	Rate Premium	20%	
Total Hourly Rate	\$45.04		
	Rate per Member per 15 Minutes	\$3.75	

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Respite (Deaf and Hard of Hearing)

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.70	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Travel Time	0.88	
	- Recordkeeping and Reporting	0.44	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	33.40	
Productivity Adjustment	1.20		
	Staff Cost After Productivity Adjustment	\$31.14	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	
	Weekly Supervision Cost	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	
	Supervision Cost per Billable Hour	\$3.75	
Mileage	- Number of Miles Traveled per Week	75	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$46.88	
	Mileage Cost per Billable Hour	\$1.40	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$36.29	
	- Program Support Cost per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.50	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$4.20	
	Total Cost per Billable Hour	\$41.99	
	Rate per 15 Minutes	\$10.50	
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	10%	
	Total Hourly Rate	\$46.19	
	Rate per Member per 15 Minutes	\$5.77	
	<i>3 Members</i>		
	Rate Premium	20%	
	Total Hourly Rate	\$50.38	
Rate per Member per 15 Minutes	\$4.20		

NOW and COMP Waiver Rate Study
Final 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	\$24.73	\$24.73	
	- Employee Benefit Rate (as a percent of wages)	27.7%	27.7%	
	Annual Recruiter Cost (wages + benefits)	\$65,686.84	\$65,686.84	
	Recruiter Wage and Benefit Cost per Home Recruitment	\$2,736.95	\$2,736.95	
	<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	
	Amortized Annual Home Recruitment Cost per Member	\$482.20	\$482.20	
Home Supervision	- Supervisor Caseload	12	10	
	<i>Supervisor Wages and Benefits</i>			
	- Home Supervisor Hourly Wage	\$24.73	\$24.73	
	- Benefit Rate (as a percent of wages)	27.7%	27.7%	
	Annual Staff Cost (wages and benefits)	\$65,686.84	\$65,686.84	
	<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	
Annual Supervision Staff Cost per Member	\$5,786.40	\$6,943.68		
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	\$24.73	\$24.73	
	- Benefit Rate (as a percent of wages)	27.7%	27.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.58	\$31.58	
	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	\$34.67	\$34.67	
	<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		
Annual Training Staff Cost per Member	\$495.83	\$495.83		

NOW and COMP Waiver Rate Study
Final 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
	Annual Payment per Member	\$40,150.00	\$56,575.00
Admin. and Program Support	Annual Cost Before Admin. and Program Support	\$46,914.43	\$64,496.71
	- Program Support Cost per Member per Day	\$10.00	\$10.00
	Annual Program Support Cost per Member	\$3,650.00	\$3,650.00
	- Administration Percent	10%	10%
	Annual Administrative Cost per Member	\$5,618.27	\$7,571.86
Total Annual Cost per Member		\$56,182.70	\$75,718.57
Cost per Member per Day		\$153.93	\$207.45
Rate per Member per Day at 344 Days per Plan Year		\$163.33	\$220.11

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

Community Residential Alternative - Behaviorally-Focused

	Unit of Service	Month	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Supp. Staff Hours per Individual per Day (24 Hour, 1:1)	24.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Employee Benefit Rate (as a percent of wages)	27.9%	
	Annual Supervisor Cost (wages + benefits)	\$65,151.24	
	- Individuals per Supervisor (2 homes per supervisor)	8	
	Weekly Supervision Cost per Member (2 Homes/ 8 Members)	\$156.61	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	- Individuals per Registered Nurse	6	
	Weekly Registered Nurse Cost per Member	\$403.17	
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Individual per Day	4	
	Weekly Licensed Practical Nurse Cost per Member	\$1,183.00	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	- Individuals per Board Certified Behavior Analyst	6	
	Weekly Board Certified Behavior Analyst Cost per Member	\$344.86	
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,191.82	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$7,922.38	
	Rate per Member per Month	\$34,424.63	

NOW and COMP Waiver Rate Study
Final 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	\$16.70	\$16.70	\$16.70	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	35.7%	35.7%	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	\$22.66	\$22.66	\$22.66	
	<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	\$26.17	\$26.17	\$26.17	\$26.17	
	<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	
	Weekly Staff Cost per Member	\$1,405.33	\$1,578.05	\$1,928.73	\$2,669.34	
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost per Home (2 homes per supervisor)	\$626.40	\$626.40	\$626.40	\$626.40	
	Weekly Supervision Cost per Member	\$208.80	\$208.80	\$208.80	\$208.80	
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	
	Weekly Mileage Cost per Member	\$62.50	\$62.50	\$62.50	\$62.50	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$1,676.63	\$1,849.35	\$2,200.03	\$2,940.64	
	- Program Support Cost per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Weekly Program Support Cost per Member	\$70.00	\$70.00	\$70.00	\$70.00	
	- Administration Percent	10%	10%	10%	10%	
Weekly Administrative Cost per Member	\$194.07	\$213.26	\$252.23	\$334.52		
Total Cost per Member per Week		\$1,940.70	\$2,132.61	\$2,522.26	\$3,345.16	
Rate per Day		\$277.24	\$304.66	\$360.32	\$477.88	
Rate per Day at 344 Days per Year		\$294.16	\$323.26	\$382.32	\$507.05	

NOW and COMP Waiver Rate Study
Final 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	\$16.70	\$16.70	\$16.70	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	35.7%	35.7%	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	\$22.66	\$22.66	\$22.66	
	<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	\$26.17	\$26.17	\$26.17	\$26.17	
	<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	
Weekly Staff Cost per Member	\$1,185.50	\$1,447.20	\$1,740.31	\$2,368.39		
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost per Home (2 homes per supervisor)	\$626.40	\$626.40	\$626.40	\$626.40	
	Weekly Supervision Cost per Member	\$156.60	\$156.60	\$156.60	\$156.60	
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	
	Weekly Mileage Cost per Member	\$62.50	\$62.50	\$62.50	\$62.50	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$1,404.60	\$1,666.30	\$1,959.41	\$2,587.49	
	- Program Support Cost per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Weekly Program Support Cost per Member	\$70.00	\$70.00	\$70.00	\$70.00	
	- Administration Percent	10%	10%	10%	10%	
Weekly Administrative Cost per Member	\$163.84	\$192.92	\$225.49	\$295.28		
Total Cost per Member per Week		\$1,638.44	\$1,929.22	\$2,254.90	\$2,952.77	
Rate per Day		\$234.06	\$275.60	\$322.13	\$421.82	
Rate per Day at 344 Days per Year		\$248.35	\$292.42	\$341.79	\$447.57	

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

Community Residential Alternative - Specialized Transitional

	Unit of Service	Month	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Supp. Staff Hours per Individual per Day (24 Hour, 1:1)	24.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Employee Benefit Rate (as a percent of wages)	27.9%	
	Annual Supervisor Cost (wages + benefits)	\$65,151.24	
	- Individuals per Supervisor (2 homes per supervisor)	8	
	Weekly Supervision Cost per Member (2 Homes/ 8 Members)	\$156.61	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	- Individuals per Registered Nurse	4	
	Weekly Registered Nurse Cost per Member	\$604.75	
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Individual per Day	6	
	Weekly Licensed Practical Nurse Cost per Member	\$1,774.50	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	- Individuals per Board Certified Behavior Analyst	12	
	Weekly Board Certified Behavior Analyst Cost per Member	\$172.43	
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,812.47	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$8,543.03	
	Rate per Member per Month	\$37,121.50	

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

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Support Staff Hours per Week	168.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Employee Benefit Rate (as a percent of wages)	27.9%	
	Annual Supervisor Cost (wages + benefits)	\$65,151.24	
	- Individuals per Supervisor (2 homes per supervisor)	6	
	Weekly Supervision Cost per Member (2 Homes/ 6 Members)	\$208.82	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$60.48	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$69.86	
- Registered Nurse Hours per Week	7.0		
	Weekly Registered Nurse Cost per Member	\$489.02	
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Week	28.0	
		Weekly Licensed Practical Nurse Cost per Member	\$1,183.00

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

	Unit of Service	Day	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.73	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$59.75	
	- Board Certified Behavior Analyst Hours per Week	14.0	
Weekly Board Certified Behavior Analyst Cost per Member	\$836.50		
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,821.52	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$8,552.08	
	Rate per Day	\$1,221.73	
	Rate per Day at 344 Days per Year	\$1,296.31	

* Rates will be customized to the individual based on approved staffing levels (the areas shaded in orange will be approved person-by-person).

NOW and COMP Waiver Rate Study
Final 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	\$19.70	\$19.70	\$19.70	\$19.70	
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00	\$26.00	\$26.00	\$26.00	
	<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	\$30.03	\$30.03	\$30.03	\$30.03	
	<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	
	Weekly Staff Cost per Member	\$1,051.05	\$1,252.25	\$1,651.65	\$2,501.50	
	Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$16.70	\$16.70	\$16.70	\$16.70
- Employee Benefit Rate (as a percent of wages)		35.7%	35.7%	35.7%	35.7%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$22.66	\$22.66	\$22.66	\$22.66	
<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		\$26.17	\$26.17	\$26.17	\$26.17	
<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	
Weekly Staff Cost per Member		\$489.38	\$489.38	\$489.38	\$489.38	
Supervision		- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost (two homes per supervisor)	\$626.40	\$626.40	\$626.40	\$626.40	
Weekly Supervision Cost per Member	\$208.80	\$208.80	\$208.80	\$208.80		
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	
	Weekly Mileage Cost per Member	\$62.50	\$62.50	\$62.50	\$62.50	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$1,811.73	\$2,012.93	\$2,412.33	\$3,262.18	
	- Program Support Cost per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Weekly Program Support Cost per Member	\$70.00	\$70.00	\$70.00	\$70.00	
	- Administration Percent	10%	10%	10%	10%	
	Weekly Administrative Cost per Member	\$209.08	\$231.44	\$275.81	\$370.24	
Total Cost per Member per Week	\$2,090.81	\$2,314.37	\$2,758.14	\$3,702.42		
Rate per Day	\$298.69	\$330.62	\$394.02	\$528.92		
Rate per Day at 344 Days per Year	\$316.92	\$350.80	\$418.07	\$561.21		

NOW and COMP Waiver Rate Study
Final 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	\$19.70	\$19.70	\$19.70	\$19.70	
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00	\$26.00	\$26.00	\$26.00	
	<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	\$30.03	\$30.03	\$30.03	\$30.03	
	<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	
	Weekly Staff Cost per Member	\$939.94	\$1,240.24	\$1,576.58	\$2,297.30	
	Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$16.70	\$16.70	\$16.70	\$16.70
- Employee Benefit Rate (as a percent of wages)		35.7%	35.7%	35.7%	35.7%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$22.66	\$22.66	\$22.66	\$22.66	
<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		\$26.17	\$26.17	\$26.17	\$26.17	
<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	
Weekly Staff Cost per Member		\$366.38	\$366.38	\$366.38	\$366.38	
Supervision		- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost (two homes per supervisor)	\$626.40	\$626.40	\$626.40	\$626.40	
	Weekly Supervision Cost per Member	\$156.60	\$156.60	\$156.60	\$156.60	
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	
	Weekly Mileage Cost per Member	\$62.50	\$62.50	\$62.50	\$62.50	
Admin. and Program Support	Weekly Cost per Member Before Admin. and Program Support	\$1,525.42	\$1,825.72	\$2,162.06	\$2,882.78	
	- Program Support Cost per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Weekly Program Support Cost per Member	\$70.00	\$70.00	\$70.00	\$70.00	
	- Administration Percent	10%	10%	10%	10%	
	Weekly Administrative Cost per Member	\$177.27	\$210.64	\$248.01	\$328.09	
Total Cost per Member per Week		\$1,772.69	\$2,106.36	\$2,480.07	\$3,280.87	
Rate per Day		\$253.24	\$300.91	\$354.30	\$468.70	
Rate per Day at 344 Days per Year		\$268.70	\$319.28	\$375.93	\$497.31	

NOW and COMP Waiver Rate Study
Final 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	\$16.70	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	35.7%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	\$25.98	
	<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	
Staff Cost After Productivity Adjustment		\$26.06	\$29.88	
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	
	Weekly Supervision Cost	\$1,252.80	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	10	
Supervision Cost per Billable Hour		\$3.61	\$3.61	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$29.67	\$33.49	
	- Program Support Cost per Day	\$5.00	\$5.00	
	Program Support Cost per Billable Staff Hour	\$0.72	\$0.72	
	- Administration Percent	5%	5%	
Administrative Cost per Billable Staff Hour		\$1.60	\$1.80	
Total Cost per Billable Hour		\$31.99	\$36.01	
Rate per 15 Minutes		\$8.00	\$9.00	

NOW and COMP Waiver Rate Study
Final 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	\$27.10	
	- Employee Benefit Rate (as a percent of wages)	26.3%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.23	
	<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	
Staff Cost After Productivity Adjustment	\$49.52		
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	
	- Number of Job Developers Supervised	5	
Employment Specialist Cost per Billable Hour	\$10.37		
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
Mileage Cost per Billable Hour	\$2.83		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$62.72	
	- Program Support Funding per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.81	
	- Administration Percent	10%	
Administrative Cost per Billable Hour	\$7.17		
	Total Cost per Billable Hour	\$71.70	
	Rate per 15 Minutes	\$17.92	

NOW and COMP Waiver Rate Study
Final 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	\$30.10	
	- Employee Benefit Rate (as a percent of wages)	24.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.56	
	<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	
Staff Cost After Productivity Adjustment	\$54.34		
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	
	- Number of Job Developers Supervised	5	
	Employment Specialist Cost per Billable Hour	\$10.37	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	Mileage Cost per Billable Hour	\$2.83	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$67.54	
	- Program Support Funding per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.81	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$7.71	
	Total Cost per Billable Hour	\$77.06	
	Rate per 15 Minutes	\$19.26	

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

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$21.58	
	- Employee Benefit Rate (as a percent of wages)	30.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.10	
	Staff Cost per Month		
	<i>Productivity Assumptions (Excluding Time in First Hour Rate)</i>		
	Total Hours	40.00	
	- Travel Time	2.21	
	- Collateral Contacts (non-billable)	2.65	
	- Individual Planning Meetings	0.44	
	- Recordkeeping and Reporting	1.33	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	28.09	
Productivity Adjustment	1.42		
	Staff Cost After Productivity Adjustment per Billable Hour	\$40.01	
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	
	- Number of Job Coaches per Employment Specialist	5	
	Employment Specialist Cost per Billable Hour	\$10.21	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.22	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$52.44	
	- Program Support Cost per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.78	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$6.02	
	Total Cost per Billable Hour	\$60.24	
	Rate per 15 Minutes	\$15.06	

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

	Unit of Service	15 Minute	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$24.58	
	- Employee Benefit Rate (as a percent of wages)	27.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.41	
	Staff Cost per Month		
	<i>Productivity Assumptions (Excluding Time in First Hour Rate)</i>		
	Total Hours	40.00	
	- Travel Time	2.21	
	- Collateral Contacts (non-billable)	2.65	
	- Individual Planning Meetings	0.44	
	- Recordkeeping and Reporting	1.33	
	- Supervision and Other Employer Time	0.66	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	28.09	
Productivity Adjustment	1.42		
	Staff Cost After Productivity Adjustment per Billable Hour	\$44.73	
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	
	- Number of Job Coaches per Employment Specialist	5	
	Employment Specialist Cost per Billable Hour	\$10.21	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.22	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$57.16	
	- Program Support Cost per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.78	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$6.55	
	Total Cost per Billable Hour	\$65.49	
	Rate per 15 Minutes	\$16.37	

NOW and COMP Waiver Rate Study
Final 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	\$21.58	\$21.58	\$21.58	\$21.58	
	- Employee Benefit Rate (as a percent of wages)	30.2%	30.2%	30.2%	30.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$28.10	\$28.10	\$28.10	\$28.10	
	<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	
	Staff Cost After Productivity Adjustment	\$5.00	\$7.38	\$12.54	\$21.82	
	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	
	Mileage Cost per Member per Billable Hour	\$0.64	\$0.96	\$1.64	\$2.88	
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	\$28.56	\$28.56	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	25.5%	25.5%	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	\$35.84	\$35.84	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	\$1,433.60	\$1,433.60	\$1,433.60	
	- Number of Direct Care Staff Supervised	5	5	5	5	
Supervision Cost per Member per Billable Hour	\$1.27	\$1.88	\$3.20	\$5.57		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$6.91	\$10.22	\$17.38	\$30.27	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Program Support Cost per Member per Billable Hour	\$1.96	\$1.96	\$1.96	\$1.96	
	- Administration Percent	10%	10%	10%	10%	
	Administrative Cost per Member per Billable Hour	\$0.99	\$1.35	\$2.15	\$3.58	
Total Cost per Member per Billable Hour		\$9.86	\$13.53	\$21.49	\$35.81	
Rate per 15 Minutes		\$2.47	\$3.38	\$5.37	\$8.95	

NOW and COMP Waiver Rate Study
Final 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	\$24.58	\$24.58	\$24.58	\$24.58	
	- Employee Benefit Rate (as a percent of wages)	27.8%	27.8%	27.8%	27.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.41	\$31.41	\$31.41	\$31.41	
	<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		
Staff Cost After Productivity Adjustment		\$5.58	\$8.25	\$14.02	\$24.39	
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	
	Mileage Cost per Member per Billable Hour	\$0.64	\$0.96	\$1.64	\$2.88	
Employment Specialist	- Employment Specialist Hourly Wage	\$28.56	\$28.56	\$28.56	\$28.56	
	- Employment Specialist Benefit Rate (as a percent of wages)	25.5%	25.5%	25.5%	25.5%	
	Hourly Employment Specialist Cost (wages + benefits)	\$35.84	\$35.84	\$35.84	\$35.84	
	Weekly Employment Specialist Cost	\$1,433.60	\$1,433.60	\$1,433.60	\$1,433.60	
	- Number of Direct Care Staff Supervised	5	5	5	5	
Supervision Cost per Member per Billable Hour		\$1.27	\$1.88	\$3.20	\$5.57	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$7.49	\$11.09	\$18.86	\$32.84	
	- Program Support Funding per Member per Day	\$10.00	\$10.00	\$10.00	\$10.00	
	Program Support Cost per Member per Billable Hour	\$1.96	\$1.96	\$1.96	\$1.96	
	- Administration Percent	10%	10%	10%	10%	
	Administrative Cost per Member per Billable Hour	\$1.05	\$1.45	\$2.31	\$3.87	
Total Cost per Member per Billable Hour		\$10.50	\$14.50	\$23.13	\$38.67	
Rate per 15 Minutes		\$2.63	\$3.63	\$5.78	\$9.67	

NOW and COMP Waiver Rate Study
Final 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	\$16.70	\$16.70	\$16.70	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	35.7%	35.7%	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	\$22.66	\$22.66	\$22.66	
	<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		
Staff Cost After Productivity Adjustment	\$7.09	\$8.86	\$11.65	\$17.47		
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	
	Facility Cost per Member per Billable Hour	\$0.63	\$0.63	\$0.63	\$0.63	
Mileage	- Number of Miles Traveled per Vehicle per Week	250	250	250	250	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	58.8	73.5	98.0	147.1	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,911.65	\$2,389.73	\$3,186.30	\$4,779.45	
Mileage Cost per Member per Billable Hour	\$1.50	\$1.87	\$2.50	\$3.75		
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	10	10	10	
Supervision Cost per Member per Billable Hour	\$0.98	\$1.22	\$1.61	\$2.41		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$10.20	\$12.58	\$16.39	\$24.26	
	- Program Support Funding per Member per Day	\$12.50	\$12.50	\$12.50	\$12.50	
	Program Support Cost per Member per Billable Hour	\$2.45	\$2.45	\$2.45	\$2.45	
	- Administration Percent	10%	10%	10%	10%	
Administrative Cost per Billable Hour	\$1.41	\$1.67	\$2.09	\$2.97		
Total Cost per Billable Hour		\$14.06	\$16.70	\$20.93	\$29.68	
Rate per 15 Minutes		\$3.52	\$4.18	\$5.23	\$7.42	

NOW and COMP Waiver Rate Study
Final Rate Models
prepared for Georgia Department of Behavioral Health and Developmental Disabilities
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	\$19.70	\$19.70	\$19.70	\$19.70	
	- Employee Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00	\$26.00	\$26.00	\$26.00	
	<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		
Staff Cost After Productivity Adjustment	\$8.14	\$10.17	\$13.36	\$20.04		
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	
	Facility Cost per Member per Billable Hour	\$0.63	\$0.63	\$0.63	\$0.63	
Mileage	- Number of Miles Traveled per Vehicle per Week	250	250	250	250	
	- Number of Members per Vehicle	4.25	3.40	2.55	1.70	
	Allocated Miles per Member per Week	58.8	73.5	98.0	147.1	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	
	Annual Mileage Cost/ Member (at 212.5 days of operation)	\$1,911.65	\$2,389.73	\$3,186.30	\$4,779.45	
Mileage Cost per Member per Billable Hour	\$1.50	\$1.87	\$2.50	\$3.75		
Supervision	- Supervisor Hourly Wage	\$24.49	\$24.49	\$24.49	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	27.9%	27.9%	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	\$31.32	\$31.32	\$31.32	
	Weekly Supervision Cost	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	10	10	10	
Supervision Cost per Member per Billable Hour	\$0.98	\$1.22	\$1.61	\$2.41		
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$11.25	\$13.89	\$18.10	\$26.83	
	- Program Support Funding per Member per Day	\$12.50	\$12.50	\$12.50	\$12.50	
	Program Support Cost per Member per Billable Hour	\$2.45	\$2.45	\$2.45	\$2.45	
	- Administration Percent	10%	10%	10%	10%	
Administrative Cost per Billable Hour	\$1.52	\$1.82	\$2.28	\$3.25		
Total Cost per Billable Hour		\$15.22	\$18.16	\$22.83	\$32.53	
Rate per 15 Minutes		\$3.81	\$4.54	\$5.71	\$8.13	

NOW and COMP Waiver Rate Study
Final 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	\$16.70	
	- Employee Benefit Rate (as a percent of wages)	35.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.66	
	<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		
	Staff Cost After Productivity Adjustment	\$29.27	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Supervisor Benefit Rate (as a percent of wages)	27.9%	
	Hourly Supervisor Cost (wages + benefits)	\$31.32	
	Weekly Supervision Cost	\$1,252.80	
	- Number of Direct Care Staff Supervised	10	
	Supervision Cost per Billable Hour	\$4.05	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.03	
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$36.35	
	- Program Support Cost per Day	\$10.00	
	Program Support Cost per Billable Hour	\$1.61	
	- Administration Percent	10%	
	Administrative Cost per Billable Hour	\$4.22	
	Total Cost per Billable Hour	\$42.18	
	Rate per 15 Minutes	\$10.55	

NOW and COMP Waiver Rate Study
Final 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	\$19.70
	- Employee Benefit Rate (as a percent of wages)	32.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.00
	<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	
	Staff Cost After Productivity Adjustment	\$33.58
Supervision	- Supervisor Hourly Wage	\$24.49
	- Supervisor Benefit Rate (as a percent of wages)	27.9%
	Hourly Supervisor Cost (wages + benefits)	\$31.32
	Weekly Supervision Cost	\$1,252.80
	- Number of Direct Care Staff Supervised	10
	Supervision Cost per Billable Hour	\$4.05
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$93.75
	Mileage Cost per Billable Hour	\$3.03
Admin. and Program Support	Cost per Billable Hour Before Admin. and Program Support	\$40.66
	- Program Support Cost per Day	\$10.00
	Program Support Cost per Billable Hour	\$1.61
	- Administration Percent	10%
	Administrative Cost per Billable Hour	\$4.70
	Total Cost per Billable Hour	\$46.97
	Rate per 15 Minutes	\$11.74

NOW and COMP Waiver Rate Study

Appendices to Final Rate Models

- prepared for -

Georgia Department of Behavioral Health and
Developmental Disabilities

- prepared by -

Burns & Associates, a Division of Health Management Associates

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July 1, 2024

NOW and COMP Waiver Rate Study
Final 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) -				
				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
Final Rate Models
 prepared for Georgia Department of Behavioral Health and Developmental Disabilities

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 ¹	9.1%
# of Months from May 2022 to January 2024	20
Annual Inflation Amount for May 2022 to January 2024 ²	4.7%
Total Inflation Factor	17.78%

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

² 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. 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
Final Rate Models
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Appendix A: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)

BLS Code and Title	Support Coordination	Community Living Support	Respite	Host Home Staff (Recruiter, Supervisor, Trainer)	Group Home	Spec. Group Homes Direct Care Staff	Spec. Group Homes Lic. Practical Nurse	Spec. Group Homes Registered Nurse	Spec. Group Homes Behavior Analyst	Additional Staffing Services - Basic	Additional Staffing Services - Enhanced	Supported Employ. - Ind. (Job Developer)
11-9151 Social and community service manager									100%			
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%				20%	25%	25%
21-1094 Community health worker		10%	10%	100%	10%	25%				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								100%				
29-2053 Psychiatric technician												
29-2061 Licensed practical/ vocational nurse									100%			
31-1120 Home health/ pers. care aide		50%	50%		50%					50%		
31-1131 Nursing assistant						25%					25%	
31-1133 Psychiatric aide		10%	10%		10%	25%				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%	100%	100%	100%	100%	100%

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

BLS Code and Title	Supported Employ.- Indiv.-Job Coach	Supported Employ.- Group	Community Access- Individual	DSP Supervisor	Employment Specialist	Supp. Coor. Supervisor	Intensive Supp. Coor. - Clinical Supervisor
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						100%	
21-1021 Child/ family/ school social worker							
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%				
21-1094 Community health worker	50%	50%	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%				
31-1131 Nursing assistant							
31-1133 Psychiatric aide			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%				
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 Assumptions¹

Support Coordination	Community Living Support	Respite	Host Home Staff (Recruiters, Supervisors, Trainers)	Group Home	Spec. Group Homes - Direct Care Staff	Spec. Group Homes - Lic. Practical Nurse	Spec. Group Homes - Registered Nurse	Spec. Group Homes - Behavior Analyst	Additional Staffing Services - Basic	Additional Staffing Services - Enhanced	Supported Employment - Individual (Job Developer)	Supported Employment Individual- Job Coach	Supported Employment Services - Group	Community Access-Individual	DSP Supervisor	Employment Specialist
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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	\$12.59	\$20.74	\$33.07	\$16.76	\$11.18	\$12.59	\$15.86	\$13.53	\$13.53	\$11.18	\$14.15	\$16.18
25th %ile	\$21.51	\$13.16	\$13.16	\$19.55	\$13.16	\$14.94	\$22.77	\$34.63	\$21.13	\$13.16	\$14.94	\$19.30	\$16.56	\$16.56	\$13.16	\$16.49	\$19.27
50th %ile	\$24.75	\$16.70	\$16.70	\$24.73	\$16.70	\$19.68	\$29.22	\$46.75	\$38.91	\$16.70	\$19.68	\$27.10	\$21.58	\$21.58	\$16.70	\$24.49	\$28.56
75th %ile	\$29.34	\$18.86	\$18.86	\$31.64	\$18.86	\$22.06	\$28.86	\$45.98	\$46.22	\$18.86	\$22.06	\$30.23	\$26.33	\$26.33	\$18.86	\$28.42	\$31.28
90th %ile	\$43.32	\$21.75	\$21.75	\$35.49	\$21.75	\$25.87	\$33.67	\$55.72	\$84.41	\$21.75	\$25.87	\$36.34	\$30.73	\$30.73	\$21.75	\$42.71	\$42.33

¹Wage assumptions reflect BLS wage data (based on the median (50th percentile) hourly wage plus 10 percent) 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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Support Coordination Supervisor	Intensive Support Coordination - Clinical Supervisor
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Wage Estimates

10th %ile	\$19.41	\$33.07
25th %ile	\$21.51	\$34.63
50th %ile	\$22.50	\$46.75
75th %ile	\$29.34	\$45.98
90th %ile	\$43.32	\$55.72

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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 ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model

Mandatory Benefits

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

Paid Time Off⁶

					<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%		79%		15.0		11.9	
Sick Leave	75%	100%	75%	100%	7.0	15.0	5.3	15.0
Total	-	-	-	-	29.0	25.0	22.8	25.0

Health Insurance⁷

					<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		
All Coverages	73%	100%	48%	71.2%				\$582.58

Other Benefits⁸

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

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

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%.

³Applies to first \$7,000 in wages.

⁴Reflects the tax rate for new employers; applies to first \$9,500 in wages.

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

⁶BLS 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.'

⁷Based 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), 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>).

⁸BLS 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 ^{1,2}	
		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%

¹This 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.

²Benefit 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	37.75	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	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
Total	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

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	33.40	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	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
Total	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

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App. C: Productivity Assumptions

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	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	-
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	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
Collateral Contacts (non-billable)	-	-	-	-	-
Individual Planning Meetings	0.50	0.50	0.25	0.25	0.25
Total	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

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

Workweek Adjusted for Training and PTO

Direct services	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	-
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	-
Networking/ General Development Activities	-	-	-	-	-
Recordkeeping and Reporting	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
Collateral Contacts (non-billable)	-	-	-	-	-
Individual Planning Meetings	0.44	0.44	0.22	0.22	0.22
Training	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00

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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

<u>'Occupied' Home Hours</u>				
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	3.0	3.0	3.0	3.0
Total Occupied Hours for Residence per Week	141.0	141.0	141.0	141.0
Daytime Hours	85.0	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0	56.0
<u>Staff Hours</u>				
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
Anticipated Shift Hours per Week	141.0	141.0	226.0	282.0
'Floating' FTE Per Week (e.g., to provide one-on-one hours)	1.0	2.0	1.0	2.0
Anticipated Floating Hours per Week	40.0	80.0	40.0	80.0
Total Hours per Home per Week	181.0	221.0	266.0	362.0
Hours per Member per Week	45.3	55.3	66.5	90.5

Three-Member Residences

<u>'Occupied' Home Hours</u>				
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	3.0	3.0	3.0	3.0
Total Occupied Hours for Residence per Week	141.0	141.0	141.0	141.0
Daytime Hours	85.0	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0	56.0
<u>Staff Hours</u>				
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
Anticipated Shift Hours per Week	141.0	141.0	141.0	226.0
'Floating' FTE Per Week (e.g., to provide one-on-one hours)	0.5	1.0	2.0	2.0
Anticipated Floating Hours per Week	20.0	40.0	80.0	80.0
Total Hours per Home per Week	161.0	181.0	221.0	306.0
Hours per Member per Week	53.7	60.3	73.7	102.0

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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.