

Review of Provider Rates for
Supported Living

Proposed Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

Burns & Associates, A Division of Health Management Associates
<https://www.healthmanagement.com/about/burns-associates/>

March 6, 2026

**Review of Provider Rates for Supported Living - Proposed Rate Models
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**Supported Living
(billed when at least 75 percent of assumed direct support hours are delivered)**

		Service Group 1	Service Group 2	Service Group 3	Service Group 4	Service Group 5	24-Hour Care	
Unit of Service		Month	Month	Month	Month	Month	Month	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	\$18.38	\$18.38	\$19.30	\$19.30	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.9%	29.0%	29.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.88	\$23.88	\$23.88	\$23.88	\$24.90	\$24.90	
	<i>Productivity Assumptions</i>							
	Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	
	- Travel Time (Between Members)	1.76	1.76	1.76	1.76	1.76	1.76	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	0.22	0.22	0.22	0.22	
	- Progress Notes/ Medical Records	0.88	0.88	0.88	0.88	0.88	0.88	
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66	0.66	0.66	0.66	
	- Time Lost Due to Missed Appointments	0.44	0.44	0.44	0.44	0.44	0.44	
	- Training	1.15	1.15	1.15	1.15	1.15	1.15	
	- Paid Time Off	3.69	3.69	3.69	3.69	3.69	3.69	
	"Billable" Hours	31.20	31.20	31.20	31.20	31.20	31.20	
	Productivity Adjustment	1.28	1.28	1.28	1.28	1.28	1.28	
	Staff Cost After Productivity Adjustment	\$30.57	\$30.57	\$30.57	\$30.57	\$31.87	\$31.87	
- Number of Hours of Support per Week	16	23	42	85	118	168		
Direct Support Staff Cost per Month	\$2,125.34	\$3,055.18	\$5,579.03	\$11,290.88	\$16,340.96	\$23,265.10		
On-Call Costs	- Weekly Cost of On-Call Pay/ Stipends	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	
	- Number of Members Covered	10.0	10.0	10.0	10.0	10.0	10.0	
	On-Call Cost per Month	\$76.04	\$76.04	\$76.04	\$76.04	\$76.04	\$76.04	
Transportation	- Community Transportation Cost per Month	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	
	- Number of Miles Traveled per Week	35	35	70	140	210	280	
	- Amount per Mile	\$0.58	\$0.58	\$0.58	\$0.58	\$0.58	\$0.58	
	Monthly Mileage Cost	\$87.97	\$87.97	\$175.93	\$351.87	\$527.80	\$703.73	
	Transportation Cost per Month	\$387.97	\$387.97	\$475.93	\$651.87	\$827.80	\$1,003.73	
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	\$20.21	\$20.21	
	- Supervisor Benefit Rate	28.1%	28.1%	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	
	- Number of DSPs per Supervisor	8.0	8.0	8.0	8.0	8.0	8.0	
Supervisor Cost per Month	\$288.45	\$414.64	\$757.17	\$1,532.37	\$2,127.29	\$3,028.68		
Program Coordinator	- Program Coordinator Hourly Wage	\$20.79	\$20.79	\$20.79	\$20.79	\$20.79	\$20.79	
	- Program Coordinator Benefit Rate	28.1%	28.1%	28.1%	28.1%	28.1%	28.1%	
	Weekly Cost of Program Coordinator	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28	
	- Number of Members per Program Coordinator	8.0	8.0	8.0	8.0	8.0	8.0	
Program Coordinator Cost per Month	\$578.61	\$578.61	\$578.61	\$578.61	\$578.61	\$578.61		
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	\$41.55	\$41.55	
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%	
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	
	- Number of Members per Specialized Staff	70	70	50	25	25	25	
Specialized Staff Cost per Month	\$123.60	\$123.60	\$173.03	\$346.07	\$346.07	\$346.07		
Admin. and Overhead	Cost per Month Before Admin. and Other Overhead	\$3,580.01	\$4,636.04	\$7,639.81	\$14,475.84	\$20,296.77	\$28,298.23	
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%	
	Admin. and Other Overhead Cost per Month	\$631.77	\$818.12	\$1,348.20	\$2,554.56	\$3,581.78	\$4,993.81	
Total Rate per Month	\$4,211.78	\$5,454.16	\$8,988.01	\$17,030.40	\$23,878.55	\$33,292.04		
Direct Support	\$2,603.90	\$3,697.82	\$6,770.54	\$13,697.35	\$19,845.60	\$28,198.63		
Oversight and Coordination	\$1,607.88	\$1,756.34	\$2,217.47	\$3,333.05	\$4,032.95	\$5,093.41		

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**Supported Living - Oversight and Coordination
(billed in addition to hourly direct support rate when direct supports are less than 75 percent of assumed hours)**

		Service Group 1	Service Group 2	Service Group 3	Service Group 4	Service Group 5	24-Hour Care
Unit of Service		Month	Month	Month	Month	Month	Month
On-Call Costs	- Weekly Cost of On-Call Pay/ Stipends	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00	\$175.00
	- Number of Members Covered	10	10	10	10	10	10
	On-Call Cost per Month	\$76.04	\$76.04	\$76.04	\$76.04	\$76.04	\$76.04
Transportation	- Community Transportation Cost per Month	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00
	Transportation Cost per Month	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21	\$20.21	\$20.21
	- Supervisor Benefit Rate	28.1%	28.1%	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	- Number of DSPs per Supervisor	8.0	8.0	8.0	8.0	8.0	8.0
	Supervisor Cost per Month	\$288.45	\$414.64	\$757.17	\$1,532.37	\$2,127.29	\$3,028.68
Program Coordinator	- Program Coordinator Hourly Wage	\$20.79	\$20.79	\$20.79	\$20.79	\$20.79	\$20.79
	- Program Coordinator Benefit Rate	28.1%	28.1%	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of Program Coordinator	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28	\$1,065.28
	- Number of Members per Program Coordinator	8	8	8	8	8	8
	Program Coordinator Cost per Month	\$578.61	\$578.61	\$578.61	\$578.61	\$578.61	\$578.61
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	19.8%	19.8%	19.8%	19.8%	19.8%	19.8%
	Weekly Cost of Specialized Staff	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08	\$1,991.08
	- Number of Members per Specialized Staff	70	70	50	25	25	25
	Specialized Staff Cost per Month	\$123.60	\$123.60	\$173.03	\$346.07	\$346.07	\$346.07
Admin. and Overhead	Cost per Month Before Admin. and Other Overhead	\$1,366.70	\$1,492.89	\$1,884.85	\$2,833.09	\$3,428.01	\$4,329.40
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Month	\$241.18	\$263.45	\$332.62	\$499.96	\$604.94	\$764.01
	Total Rate per Month	\$1,607.88	\$1,756.34	\$2,217.47	\$3,333.05	\$4,032.95	\$5,093.41

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**Supported Living - Direct Support
(billed in addition to the monthly oversight and coordination rate when direct supports
are less than 75 percent of assumed hours)**

		1:1	2:1	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$18.38	\$18.38	
	- Employee Benefit Rate (as a percent of wages)	29.9%	29.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.88	\$23.88	
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	
	- Travel Time (Between Members)	1.76	1.76	
	- Participating in Assessments/ Person-Centered Planning	0.22	0.22	
	- Progress Notes/ Medical Records	0.88	0.88	
	- Employer and One-on-One Supervision Time	0.66	0.66	
	- Time Lost Due to Missed Appointments	0.44	0.44	
	- Training	1.15	1.15	
	- Paid Time Off	3.69	3.69	
	"Billable" Hours	31.20	31.20	
	Productivity Adjustment	1.28	1.28	
	Staff Cost per Billable Hour	\$30.62	\$30.62	
Mileage	- Number of Miles Traveled per Week	70	70	
	- Amount per Mile	\$0.58	\$0.58	
	Weekly Mileage Cost	\$40.60	\$40.60	
	Mileage Cost per Billable Hour	\$1.30	\$1.30	
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$31.92	\$31.92	
	- Administration and Other Overhead Rate	15.0%	15.0%	
	Admin. and Other Overhead Cost per Billable Hour	\$5.63	\$5.63	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage		\$18.38	
	- Employee Benefit Rate (as a percent of wages)		29.9%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.88	
	<i>Productivity Assumptions</i>			
	Total Hours		40.00	
	- Travel Time (Between Members)		1.76	
	- Employer and One-on-One Supervision Time		0.66	
	- Time Lost Due to Missed Appointments		0.44	
	- Training		1.15	
	- Paid Time Off		3.69	
	"Billable" Hours		32.30	
Productivity Adjustment		1.24		
Staff Cost per Billable Hour		\$29.57		
Rate per Billable Hour	\$37.55	\$67.12		

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Appendices of Supporting Documentation for
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**Appendix A: Wage Assumptions
Data for Occupations with Duties Related to HCBS**

BLS Code and Title	Education and Training Requirement			Bureau of Labor Statistics Wages				
	Typical	Related	Typical On-the-Job	10th	25th	50th	75th	90th
11-9151 Social and community service managers	Not Reported	Under 5 years	None	\$16.68	\$21.42	\$28.76	\$38.61	\$46.44
19-3031 Clinical/ couns./ school psychologists	Doctoral/ prof.	None	Internship/residency	\$24.11	\$31.02	\$40.17	\$52.33	\$61.72
21-1012 Educational/ vocational/ school counselors	Master's	None	None	\$17.15	\$21.15	\$27.35	\$36.86	\$46.76
21-1015 Rehabilitation counselors	Master's	None	None	\$12.25	\$14.30	\$18.38	\$26.28	\$33.56
21-1018 Substance abuse/ behavioral, counselors	Not Reported	Not Reported	Not Reported	\$15.51	\$18.02	\$23.68	\$35.27	\$45.84
21-1021 Child/ family/ school social workers	Bachelor's	None	None	\$15.48	\$18.40	\$24.19	\$29.87	\$32.88
21-1022 Healthcare social workers	Master's	None	Internship/residency	\$22.57	\$27.35	\$33.29	\$39.67	\$46.63
21-1023 Mental health/ sub. abuse social work	Master's	None	Internship/residency	\$14.08	\$17.49	\$22.29	\$28.88	\$36.17
21-1093 Social and human service assistants	High school	None	Short-term OTJ	\$12.15	\$14.15	\$17.51	\$21.10	\$24.31
21-1094 Community health workers	High school	None	Short-term OTJ	\$13.13	\$15.06	\$18.35	\$22.02	\$25.73
25-2051 Special education teachers, preschool	Bachelor's	None	None	\$22.94	\$46.56	\$53.65	\$65.97	\$78.88
25-2052 Special ed. teachers, kinder. & elem.	Bachelor's	None	None	\$31.71	\$38.57	\$51.62	\$65.14	\$76.19
25-2053 Special ed. teachers, middle school	Bachelor's	None	None	\$34.71	\$42.52	\$56.25	\$67.65	\$78.78
25-2054 Special ed. teachers, secondary school	Bachelor's	None	None	\$33.69	\$42.09	\$52.60	\$71.70	\$83.24
25-9041 Teacher assistants	Some college	None	None	\$15.15	\$18.06	\$21.68	\$25.56	\$28.69
27-3031 Public relations specialists	Bachelor's	None	None	\$23.77	\$30.33	\$41.44	\$54.81	\$69.20
29-1122 Occupational therapists	Master's	None	None	\$32.74	\$38.32	\$43.76	\$48.84	\$55.66
29-1123 Physical therapists	Doctoral/ prof.	None	None	\$31.42	\$35.15	\$41.33	\$47.44	\$53.00
29-1127 Speech-language pathologists	Master's	None	Internship/residency	\$26.29	\$33.60	\$40.96	\$46.48	\$50.01
29-1141 Registered nurses	Bachelor's	None	None	\$31.29	\$36.19	\$42.92	\$49.04	\$56.99
29-2053 Psychiatric technicians	Postsec. nondegree	Under 5 years	Short-term OTJ	\$15.11	\$19.64	\$22.47	\$25.85	\$28.44
29-2061 Lic. practical and lic. vocational nurses	Postsec. nondegree	None	None	\$20.00	\$21.76	\$24.41	\$27.61	\$29.89
31-1011 Home health aides	High school	None	Short-term OTJ	\$10.08	\$10.58	\$11.43	\$12.45	\$14.77
31-1013 Psychiatric aides	High school	None	Short-term OTJ	\$15.62	\$16.70	\$18.46	\$21.47	\$22.55
31-1014 Nursing assistants	Postsec. nondegree	None	None	\$11.26	\$13.07	\$15.05	\$17.87	\$20.40
31-2011 Occupational therapist assistants	Associate's	None	None	\$23.61	\$26.30	\$29.20	\$32.49	\$37.01
31-2021 Physical therapist assistants	Associate's	None	None	\$22.62	\$25.78	\$28.48	\$31.25	\$35.79
31-2022 Physical therapist aides	High school	None	Short-term OTJ	\$10.64	\$12.07	\$14.03	\$16.91	\$20.08
39-1021 First-lines supervisors of PSWs	High school	Under 5 years	None	\$11.07	\$13.15	\$16.48	\$20.73	\$27.28
39-9021 Personal care aides	High school	None	Short-term OTJ	\$10.09	\$10.69	\$11.69	\$13.23	\$14.62
39-9032 Recreation workers	High school	None	Short-term OTJ	\$10.12	\$10.95	\$12.46	\$15.53	\$20.33
39-9041 Residential advisers	High school	None	Short-term OTJ	\$10.41	\$11.67	\$14.46	\$17.72	\$20.79
41-3099 Sales reps, services, all others	High school	None	Moderate-term OTJ	\$13.12	\$16.08	\$23.51	\$33.84	\$49.05

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**Appendix A: Wage Assumptions
Wage Compression Assumptions**

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
\$9.75				\$14.75
\$10.00	\$0.25	90%	\$0.23	\$14.98
\$11.00	\$1.00	90%	\$0.90	\$15.88
\$12.00	\$1.00	80%	\$0.80	\$16.68
\$13.00	\$1.00	70%	\$0.70	\$17.38
\$14.00	\$1.00	60%	\$0.60	\$17.98
\$15.00	\$1.00	50%	\$0.50	\$18.48
\$16.00	\$1.00	40%	\$0.40	\$18.88
\$17.00	\$1.00	30%	\$0.30	\$19.18
\$18.00	\$1.00	20%	\$0.20	\$19.38
\$19.00	\$1.00	10%	\$0.10	\$19.48

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**Appendix A: Wage Assumptions
BLS Wages with Adjustments for Minimum Wage**

BLS Code and Title	Adjustment for Minimum Wage				
	10th	25th	50th	75th	90th
11-9151 Social and community service managers	\$19.08	\$21.42	\$28.76	\$38.61	\$46.44
19-3031 Clinical/ couns./ school psychologists	\$24.11	\$31.02	\$40.17	\$52.33	\$61.72
21-1012 Educational/ vocational/ school counselors	\$19.21	\$21.15	\$27.35	\$36.86	\$46.76
21-1015 Rehabilitation counselors	\$16.86	\$18.13	\$19.42	\$26.28	\$33.56
21-1018 Substance abuse/ behavioral, counselors	\$18.68	\$19.38	\$23.68	\$35.27	\$45.84
21-1021 Child/ family/ school social workers	\$18.67	\$19.42	\$24.19	\$29.87	\$32.88
21-1022 Healthcare social workers	\$22.57	\$27.35	\$33.29	\$39.67	\$46.63
21-1023 Mental health/ sub. abuse social work	\$18.02	\$19.28	\$22.29	\$28.88	\$36.17
21-1093 Social and human service assistants	\$16.79	\$18.06	\$19.28	\$21.10	\$24.31
21-1094 Community health workers	\$17.46	\$18.50	\$19.42	\$22.02	\$25.73
25-2051 Special education teachers, preschool	\$22.94	\$46.56	\$53.65	\$65.97	\$78.88
25-2052 Special ed. teachers, kinder. & elem.	\$31.71	\$38.57	\$51.62	\$65.14	\$76.19
25-2053 Special ed. teachers, middle school	\$34.71	\$42.52	\$56.25	\$67.65	\$78.78
25-2054 Special ed. teachers, secondary school	\$33.69	\$42.09	\$52.60	\$71.70	\$83.24
25-9041 Teacher assistants	\$18.54	\$19.39	\$21.68	\$25.56	\$28.69
27-3031 Public relations specialists	\$23.77	\$30.33	\$41.44	\$54.81	\$69.20
29-1122 Occupational therapists	\$32.74	\$38.32	\$43.76	\$48.84	\$55.66
29-1123 Physical therapists	\$31.42	\$35.15	\$41.33	\$47.44	\$53.00
29-1127 Speech-language pathologists	\$26.29	\$33.60	\$40.96	\$46.48	\$50.01
29-1141 Registered nurses	\$31.29	\$36.19	\$42.92	\$49.04	\$56.99
29-2053 Psychiatric technicians	\$18.52	\$19.48	\$22.47	\$25.85	\$28.44
29-2061 Lic. practical and lic. vocational nurses	\$20.00	\$21.76	\$24.41	\$27.61	\$29.89
31-1011 Home health aides	\$15.05	\$15.50	\$16.22	\$17.00	\$18.37
31-1013 Psychiatric aides	\$18.73	\$19.09	\$19.43	\$21.47	\$22.55
31-1014 Nursing assistants	\$16.09	\$17.42	\$18.50	\$19.35	\$20.40
31-2011 Occupational therapist assistants	\$23.61	\$26.30	\$29.20	\$32.49	\$37.01
31-2021 Physical therapist assistants	\$22.62	\$25.78	\$28.48	\$31.25	\$35.79
31-2022 Physical therapist aides	\$15.56	\$16.73	\$18.00	\$19.15	\$20.08
39-1021 First-lines supervisors of PSWs	\$15.94	\$17.47	\$19.02	\$20.73	\$27.28
39-9021 Personal care aides	\$15.06	\$15.60	\$16.43	\$17.52	\$18.29
39-9032 Recreation workers	\$15.09	\$15.84	\$17.00	\$18.69	\$20.33
39-9041 Residential advisers	\$15.35	\$16.42	\$18.21	\$19.32	\$20.79
41-3099 Sales reps, services, all others	\$17.45	\$18.90	\$23.51	\$33.84	\$49.05

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

		Supported Living - Direct Support Staff	Supported Living - Professional Staff	Supported Living - Program Coordinators	Supervisors
BLS Code and Title					
11-9151	Social and community service managers				
19-3031	Clinical/ couns./ school psychologists		50%		
21-1012	Educational/ vocational/ school counselors				
21-1015	Rehabilitation counselors				
21-1018	Substance abuse/ behavioral, counselors				
21-1021	Child/ family/ school social workers				
21-1022	Healthcare social workers				
21-1023	Mental health/ sub. abuse social work			50%	
21-1093	Social and human service assistants	40%		50%	50%
21-1094	Community health workers				
25-2051	Special education teachers, preschool				
25-2052	Special ed. teachers, kinder. & elem.				
25-2053	Special ed. teachers, middle school				
25-2054	Special ed. teachers, secondary school				
25-9041	Teacher assistants				
27-3031	Public relations specialists				
29-1122	Occupational therapists				
29-1123	Physical therapists				
29-1127	Speech-language pathologists				
29-1141	Registered nurses		50%		
29-2053	Psychiatric technicians				
29-2061	Lic. practical and lic. vocational nurses				
31-1011	Home health aides				
31-1013	Psychiatric aides				
31-1014	Nursing assistants				
31-2011	Occupational therapist assistants				
31-2021	Physical therapist assistants				
31-2022	Physical therapist aides				
39-1021	First-lines supervisors of PSWs				
39-9021	Personal care aides	60%			
39-9032	Recreation workers				
39-9041	Residential advisers				50%
41-3099	Sales reps, services, all others				
		100%	100%	100%	100%

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Appendix A: Wage Assumptions

Supported Living - Direct Support Staff	Supported Living - Professional Staff	Supported Living - Program Coordinators	Supervisors
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Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions^{1, 2}

10th %ile	\$15.75	\$27.70	\$17.41	\$16.07
25th %ile	\$16.58	\$33.61	\$18.67	\$17.24
50th %ile	\$17.57	\$41.55	\$20.79	\$18.75
75th %ile	\$18.95	\$50.69	\$24.99	\$20.21
90th %ile	\$20.70	\$59.36	\$30.24	\$22.55
Funded	\$18.38	\$41.55	\$20.79	\$20.21

¹Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements, except manager positions (set at 75th percentile). Direct support staff wages include 4.6 percent premium.

²Service group 5 wages have 5 percent premium over the base DSP wages.

Review of Provider Rates for Supported Living - Proposed Rate Models prepared for Oregon Office of Developmental Disabilities Services

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							7.65%
Federal UI ³							0.60%
State UI ⁴							2.90%
Workers' Comp.							2.30%

Paid Time Off⁵

	<i>Days per year</i>				<i>Days per year</i>			
Holidays	75%	100%	75%	100%	8.0	8.0	6.0	8.0
Vacation Leave	71%	100%	71%	100%	10.0	16.0	7.1	16.0
Sick Leave	73%		73%		3.0		2.2	
Total					21.0	24.0	15.3	24.0

Health Insurance⁶

					<i>Employer contribution per month</i>		<i>Employer contribution per month</i>	
	66%	100%	51%	85%	\$432	\$525	\$220	\$446

Retirement

					<i>Employer contribution (% of salary)</i>		<i>Employer contribution (% of salary)</i>	
	57%	0%	45%	100%	NR	2.0%	NR	2.0%

Other Benefits⁷

					<i>Employer contribution per month</i>		<i>Employer contribution per month</i>	
	-	100%	-	100%	-	\$25	-	\$25

¹BLS' 2016 National Compensation Survey (http://www.bls.gov/ncs/eps/benefits/2016/ownership_private.htm); data reported is for private employers in the Pacific

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

³Applies to first \$7,000 in wages

⁴Applies to first \$35,700 in wages

⁵BLS data for vacation and sick leave is based on national figures for employees with 1-5 years of experience (average for those with 6-10 experience is 15 days of vacation and 6 days of sick leave)

⁶In addition to BLS data for single coverage, other data sources were reviewed. According to 2016 data from the U.S. DHHS' Medical Expenditure Panel Survey (MEPS), the average premium for a single person policy across all employers in Oregon was \$497.83 with an employer share of \$412.17 (Tables II.C.1 and II.C.2). Data from Kaiser and the Urban Institute report that the 2016 cost of the 'benchmark' silver plan offered through the federal health insurance exchange in Oregon was less than \$250 per month for non-smokers less than 40 years old

⁷BLS provides information for a variety of other benefits that cannot be combined

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Appendix B: Benefits Assumptions - Benefit Rates by Wage Level

Hourly Wage	Annual Salary	Effective Benefit Rate - Survey Results		Effective Benefit Rate - Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$9	\$18,720	37.7%	30.4%	54.5%	45.3%
\$10	\$20,800	36.0%	28.8%	51.4%	42.2%
\$11	\$22,880	34.7%	27.4%	49.0%	39.7%
\$12	\$24,960	33.5%	26.3%	46.9%	37.7%
\$13	\$27,040	32.6%	25.3%	45.1%	35.9%
\$14	\$29,120	31.7%	24.5%	43.6%	34.4%
\$15	\$31,200	31.0%	23.8%	42.3%	33.1%
\$16	\$33,280	30.4%	23.1%	41.2%	32.0%
\$17	\$35,360	29.9%	22.6%	40.2%	31.0%
\$18	\$37,440	29.2%	22.0%	39.1%	29.9%
\$19	\$39,520	28.7%	21.4%	38.2%	29.0%
\$20	\$41,600	28.1%	20.9%	37.3%	28.1%
\$21	\$43,680	27.7%	20.4%	36.6%	27.4%
\$22	\$45,760	27.2%	20.0%	35.9%	26.7%
\$23	\$47,840	26.8%	19.6%	35.2%	26.0%
\$24	\$49,920	26.5%	19.2%	34.6%	25.4%
\$25	\$52,000	26.2%	18.9%	34.1%	24.9%
\$26	\$54,080	25.9%	18.6%	33.6%	24.4%
\$27	\$56,160	25.6%	18.3%	33.1%	23.9%
\$28	\$58,240	25.3%	18.1%	32.7%	23.5%
\$29	\$60,320	25.1%	17.8%	32.3%	23.1%
\$30	\$62,400	24.8%	17.6%	31.9%	22.7%
\$31	\$64,480	24.6%	17.4%	31.6%	22.4%
\$32	\$66,560	24.4%	17.2%	31.3%	22.1%
\$33	\$68,640	24.2%	17.0%	31.0%	21.8%
\$34	\$70,720	24.1%	16.8%	30.7%	21.5%
\$35	\$72,800	23.9%	16.6%	30.4%	21.2%
\$36	\$74,880	23.7%	16.5%	30.1%	20.9%
\$37	\$76,960	23.6%	16.3%	29.9%	20.7%
\$38	\$79,040	23.5%	16.2%	29.7%	20.5%
\$39	\$81,120	23.3%	16.1%	29.5%	20.2%
\$40	\$83,200	23.2%	15.9%	29.2%	20.0%
\$41	\$85,280	23.1%	15.8%	29.0%	19.8%
\$42	\$87,360	23.0%	15.7%	28.9%	19.7%
\$43	\$89,440	22.9%	15.6%	28.7%	19.5%
\$44	\$91,520	22.8%	15.5%	28.5%	19.3%
\$45	\$93,600	22.7%	15.4%	28.3%	19.1%

¹Benefit rates based on the wage assumed in rate models, rounded down to the nearest dollar

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

Supported Living

Rate Model Assumptions

Direct services	35.50
Participating in assessments/ person-centered planning	0.25
Travel time (between members)	2.00
Progress notes/ medical records	1.00
Employer and one-on-one supervision time	0.75
Collateral contacts (not billable)	-
Time lost due to missed appointments	0.50
Total	40.00

Annual Hours for Training and PTO

Training	60.00
Paid time off	192.00

Rate Model Assumptions Adjusted for Training and PTO

Direct services	31.20
Participating in assessments/ person-centered planning	0.22
Travel time (between members)	1.76
Progress notes/ medical records	0.88
Employer and one-on-one supervision time	0.66
Collateral contacts (not billable)	-
Time lost due to missed appointments	0.44
Training	1.15
Paid time off	3.69
Total	40.00