

Review of Provider Rates for
Residential, Day, Employment, and Other HCBS

Final Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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

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**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Table of Contents

Final Rate Models

Summary of Final Rates.....	1
Attendant Care.....	5
24-Hour Residential.....	7
Transportation.....	12
Small Group Supported Employment.....	13
Employment Path Services.....	14
Day Support Activity.....	19
Discovery.....	23
Job Development.....	24
Job Coaching.....	25

Appendices

- Appendix A: Wage Assumptions
- Appendix B: Benefits Assumptions to Establish Benefit Rates
- Appendix C: Productivity Assumptions
- Appendix D: Adult 24-Hour Residential Staff Hour Assumptions
- Appendix E: Children 24-Hour Residential Staff Hour Assumptions

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Summary of Final Rates

Service	Unit	Final	Comments
Adult 24 Hour Residential (Tier 1) - 3 or fewer residents	Day	\$292.05	The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).
Adult 24 Hour Residential (Tier 2) - 3 or fewer residents	Day	\$398.79	
Adult 24 Hour Residential (Tier 3) - 3 or fewer residents	Day		
Adult 24 Hour Residential (Tier 4) - 3 or fewer residents	Day	\$545.83	
Adult 24 Hour Residential (Tier 5) - 3 or fewer residents	Day		
Adult 24 Hour Residential (Tier 6) - 3 or fewer residents	Day	\$667.16	
Adult 24 Hour Residential (Tier 1) - 4 to 5 residents	Day	\$228.40	The rate assumes a 344 day billing year, allowing providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).
Adult 24 Hour Residential (Tier 2) - 4 to 5 residents	Day	\$339.97	
Adult 24 Hour Residential (Tier 3) - 4 to 5 residents	Day		
Adult 24 Hour Residential (Tier 4) - 4 to 5 residents	Day	\$422.35	
Adult 24 Hour Residential (Tier 5) - 4 to 5 residents	Day		
Adult 24 Hour Residential (Tier 6) - 4 to 5 residents	Day	\$544.49	
Adult 24 Hour Residential (Tier 1) - 6 to 8 residents	Day	*	ODDS is not proposing to change the rates for homes with 6 to 8 residents, except to convert them to a daily amount based on a 344 day billing year, which allows providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).
Adult 24 Hour Residential (Tier 2) - 6 to 8 residents	Day	*	
Adult 24 Hour Residential (Tier 3) - 6 to 8 residents	Day	*	
Adult 24 Hour Residential (Tier 4) - 6 to 8 residents	Day	*	
Adult 24 Hour Residential (Tier 5) - 6 to 8 residents	Day		
Adult 24 Hour Residential (Tier 6) - 6 to 8 residents	Day	*	
Adult 24 Hour Residential (Tier 1) - 9 or more residents	Day	*	ODDS is not proposing to change the rates for homes with more than 9 residents, except to convert them to a daily amount based on a 344 day billing year, which allows providers to earn a full-year of revenue with 344 billed days (providers are therefore not permitted to bill more than 344 days).
Adult 24 Hour Residential (Tier 2) - 9 or more residents	Day	*	
Adult 24 Hour Residential (Tier 3) - 9 or more residents	Day	*	
Adult 24 Hour Residential (Tier 4) - 9 or more residents	Day	*	
Adult 24 Hour Residential (Tier 5) - 9 or more residents	Day		
Adult 24 Hour Residential (Tier 6) - 9 or more residents	Day	*	
Child 24 Hour Residential (Category 1) - 3 or fewer residents	Day	\$488.53	
Child 24 Hour Residential (Category 2) - 3 or fewer residents	Day	\$583.83	
Child 24 Hour Residential (Category 3) - 3 or fewer residents	Day	\$683.25	
Child 24 Hour Residential (Category 4) - 3 or fewer residents	Day	\$805.07	
Child 24 Hour Residential (Category 1) - 4 residents	Day	\$449.35	
Child 24 Hour Residential (Category 2) - 4 residents	Day	\$520.23	
Child 24 Hour Residential (Category 3) - 4 residents	Day	\$668.40	
Child 24 Hour Residential (Category 4) - 4 residents	Day	\$764.39	

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Service	Unit	Final	Comments
Child 24 Hour Residential (Category 1) - 5 residents	Day	\$366.59	
Child 24 Hour Residential (Category 2) - 5 residents	Day	\$423.20	
Child 24 Hour Residential (Category 3) - 5 residents	Day	\$542.67	
Child 24 Hour Residential (Category 4) - 5 residents	Day	\$619.65	
Attendant Care Support (ADL/IADL)	Hour	\$41.13	
Attendant Care Support (ADL/IADL), 2 to 1	Hour	\$74.52	
Non-Medical Transportation - Standard	mile	\$2.03	For trips involving multiple members, the rate is divided by the number of members transported
Non-Medical Transportation - After-Hours	mile	\$2.11	
Non-Medical Transportation - Wheelchair	mile	\$2.38	
Small Group Employment, Category 1 (Tier 1)	Hour	\$21.95	
Small Group Employment, Category 2 (Tier 2)	Hour	\$25.36	
Small Group Employment, Category 2 (Tier 3)	Hour	\$30.70	
Small Group Employment, Category 3 (Tier 4)	Hour	\$41.47	
Small Group Employment, Category 3 (Tier 5)	Hour		
Small Group Employment, Category 4 (Tier 6)	Hour	\$41.47	
Employment Path - Community, One-to-One Services	Hour	\$41.15	
Employment Path - Community, Category 1 (Tier 1)	Hour	\$20.81	
Employment Path - Community, Category 2 (Tier 2)	Hour	\$24.10	
Employment Path - Community, Category 2 (Tier 3)	Hour		
Employment Path - Community, Category 3 (Tier 4)	Hour	\$29.01	
Employment Path - Community, Category 3 (Tier 5)	Hour		
Employment Path - Community, Category 4 (Tier 6)	Hour	\$38.70	
Employment Path - Community, One-to-One (by Exception, Tier 7)	Hour	\$40.57	
Employment Path - Community, Two-to-One (by Exception, Tier 7)	Hour	\$68.77	
Employment Path - Facility, Category 1 (Tier 1)	Hour	\$13.18	
Employment Path - Facility, Category 2 (Tier 2)	Hour	\$16.91	
Employment Path - Facility, Category 2 (Tier 3)	Hour		
Employment Path - Facility, Category 3 (Tier 4)	Hour	\$21.90	
Employment Path - Facility, Category 3 (Tier 5)	Hour		
Employment Path - Facility, Category 4 (Tier 6)	Hour	\$27.40	
Employment Path - Facility, One-to-One (by Exception, Tier 7)	Hour	\$37.32	
Employment Path - Facility, Two-to-One (by Exception, Tier 7)	Hour	\$65.17	

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Summary of Final Rates

Service	Unit	Final	Comments
Day Support Activity - Community, Category 1 (Tier 1)	Hour	\$16.70	
Day Support Activity - Community, Category 2 (Tier 2)	Hour	\$20.78	
Day Support Activity - Community, Category 2 (Tier 3)	Hour		
Day Support Activity - Community, Category 3 (Tier 4)	Hour	\$28.96	
Day Support Activity - Community, Category 3 (Tier 5)	Hour		
Day Support Activity - Community, Category 4 (Tier 6)	Hour	\$38.62	
Day Support Activity - Community, One-to-One (by Excp., Tier 7)	Hour	\$40.48	
Day Support Activity - Community, Two-to-One (by Excp., Tier 7)	Hour	\$68.61	
Day Support Activity - Facility, Category 1 (Tier 1)	Hour	\$11.70	
Day Support Activity - Facility, Category 2 (Tier 2)	Hour	\$15.33	
Day Support Activity - Facility, Category 2 (Tier 3)	Hour		
Day Support Activity - Facility, Category 3 (Tier 4)	Hour	\$18.94	
Day Support Activity - Facility, Category 3 (Tier 5)	Hour		
Day Support Activity - Facility, Category 4 (Tier 6)	Hour	\$27.51	
Day Support Activity - Facility, One-to-One (by Exception, Tier 7)	Hour	\$37.27	
Day Support Activity - Facility, Two-to-One (by Exception, Tier 7)	Hour	\$65.04	
Discovery, Category 1	Profile	\$2,016.00	
Discovery, Category 2	Profile	\$2,304.00	
Discovery, Category 3	Profile	\$2,592.00	
Discovery, Category 4	Profile	\$2,592.00	
Job Development - Placement, Category 1	Outcome	\$2,242.40	
Job Development - Placement, Category 2	Outcome	\$2,803.00	
Job Development - Placement, Category 3	Outcome	\$3,363.60	
Job Development - Placement, Category 4	Outcome	\$3,363.60	
Job Development - Retention, Category 1	Outcome	\$1,401.50	
Job Development - Retention, Category 2	Outcome	\$1,681.80	
Job Development - Retention, Category 3	Outcome	\$2,242.40	
Job Development - Retention, Category 4	Outcome	\$2,242.40	
Job Coaching - Initial, Category 1	Hour	\$29.60	
Job Coaching - Initial, Category 2	Hour	\$45.98	
Job Coaching - Initial, Category 3	Hour	\$66.38	
Job Coaching - Initial, Category 4	Hour	\$66.38	

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Summary of Final Rates

Service	Unit	Final	Comments
Job Coaching - Ongoing, Category 1	Hour	\$23.68	
Job Coaching - Ongoing, Category 2	Hour	\$45.98	
Job Coaching - Ongoing, Category 3	Hour	\$66.38	
Job Coaching - Ongoing, Category 4	Hour	\$66.38	
Job Coaching - Maintenance, Category 1	Hour	\$17.76	
Job Coaching - Maintenance, Category 2	Hour	\$45.98	
Job Coaching - Maintenance, Category 3	Hour	\$66.38	
Job Coaching - Maintenance, Category 4	Hour	\$66.38	

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Attendant Care

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57
	- Employee Benefit Rate (as a percent of wages)	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (Between Members)	1.76
	- Participating in Assessments/ Person-Centered Planning	0.22
	- Progress Notes/ Medical Records	0.88
	- 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	31.20
	Productivity Adjustment	1.28
	Staff Cost After Productivity Adjustment	\$29.51
Mileage	- Number of Miles Traveled per Week	70
	- Amount per Mile	\$0.580
	Weekly Mileage Cost	\$40.60
	Mileage Cost per Billable Staff Hour	\$1.30
Supervision	- Supervisor Hourly Wage	\$20.21
	- Supervisor Benefit Rate	28.1%
	Weekly Cost of Supervisor	\$1,035.56
	- Number of DSPs per Supervisor	8.0
	Supervisor Cost per Billable Staff Hour	\$4.15
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$34.96
	- Administration and Other Overhead Rate	15.0%
	Admin. and Other Overhead Cost per Billable Staff Hour	\$6.17
	Total Hourly Rate	\$41.13
Multiple Member Rates	<i>2 Members</i>	
	- Rate Premium	10%
	Total Hourly Revenue	\$45.24
	Rate per Member per Hour	\$22.62
	<i>3 Members</i>	
	- Rate Premium	20%
	Total Hourly Revenue	\$49.36
	Rate per Member per Hour	\$16.45

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Attendant Care 2:1

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57
	- Employee Benefit Rate (as a percent of wages)	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Time (Between Members)	1.76
	- Participating in Assessments/ Person-Centered Planning	0.22
	- Progress Notes/ Medical Records	0.88
	- 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	31.20
	Productivity Adjustment	1.28
	Staff Cost After Productivity Adjustment	\$29.51
Mileage	- Number of Miles Traveled per Week	70
	- Amount per Mile	\$0.580
	Weekly Mileage Cost	\$40.60
	Mileage Cost per Billable Staff Hour	\$1.30
Supervision	- Supervisor Hourly Wage	\$20.21
	- Supervisor Benefit Rate	28.1%
	Weekly Cost of Supervisor	\$1,035.56
	- Number of DSPs per Supervisor	8.0
	Supervisor Cost per Billable Staff Hour	\$8.30
Admin. and Overhead	Cost per Billable Hour Before Admin. and Other Overhead	\$39.11
	- Administration and Other Overhead Rate	15.0%
	Admin. and Other Overhead Cost per Billable Staff Hour	\$6.90
Direct Support Staff Wages and Benefits for Second Staff	- Direct Staff Hourly Wage	\$17.57
	- Employee Benefit Rate (as a percent of wages)	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.02
	<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 After Productivity Adjustment	\$28.51
	Total Hourly Rate	\$74.52

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Adult 24 Hour Residential - Three or Fewer Residents

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.45
	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.54	1.54	1.54	1.54
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	34.03	34.03	34.03	34.03
	Productivity Adjustment	1.18	1.18	1.18	1.18
	Staff Cost per Billable Hour	\$27.06	\$27.06	\$27.06	\$28.18
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	138.0	203.0	290.0	351.0
	Allocated Staff Hours per Member per Week	46.0	67.7	96.7	117.0
	Weekly DSP Staff Cost per Member	\$1,244.76	\$1,831.96	\$2,616.70	\$3,297.06
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles per Week per Residence	100	100	100	100
	Allocated Miles per Member per Week	33.3	33.3	33.3	33.3
	Weekly Mileage Cost per Member	\$19.33	\$19.33	\$19.33	\$19.33
House Manager	- House Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of House Manager (1 FTE per home)	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly House Manager Cost per Member	\$345.19	\$345.19	\$345.19	\$345.19
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	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
	- Number of Members per Specialized Staff	70	50	25	25
	Weekly Specialized Staff Cost per Member	\$28.44	\$39.82	\$79.64	\$79.64
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$1,637.72	\$2,236.30	\$3,060.86	\$3,741.22
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$289.01	\$394.64	\$540.15	\$660.22
Total Cost per Member per Week		\$1,926.73	\$2,630.94	\$3,601.01	\$4,401.44
Cost per Member per Day		\$275.25	\$375.85	\$514.43	\$628.78
Rate per Member per Day at 344 Days per Plan Year		\$292.05	\$398.79	\$545.83	\$667.16

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**Adult 24 Hour Residential -
Four or Five Residents**

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.45
	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.09	0.09	0.09	0.09
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.54	1.54	1.54	1.54
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	34.03	34.03	34.03	34.03
	Productivity Adjustment	1.18	1.18	1.18	1.18
	Staff Cost per Billable Hour	\$27.06	\$27.06	\$27.06	\$28.18
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	168.0	270.0	340.0	436.0
	Allocated Staff Hours per Member per Week	37.3	60.0	75.6	96.9
	Weekly DSP Staff Cost per Member	\$1,009.34	\$1,623.60	\$2,045.74	\$2,730.64
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles per Week per Residence	100	100	100	100
	Allocated Miles per Member per Week	22.2	22.2	22.2	22.2
	Weekly Mileage Cost per Member	\$12.89	\$12.89	\$12.89	\$12.89
House Manager	- House Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
	- House Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of House Manager (1 FTE per home)	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly House Manager Cost per Member	\$230.12	\$230.12	\$230.12	\$230.12
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	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
	- Number of Members per Specialized Staff	70	50	25	25
	Weekly Specialized Staff Cost per Member	\$28.44	\$39.82	\$79.64	\$79.64
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$1,280.79	\$1,906.43	\$2,368.39	\$3,053.29
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$226.02	\$336.43	\$417.95	\$538.82
Total Cost per Member per Week		\$1,506.81	\$2,242.86	\$2,786.34	\$3,592.11
Cost per Member per Day		\$215.26	\$320.41	\$398.05	\$513.16
Rate per Member per Day at 344 Days per Plan Year		\$228.40	\$339.97	\$422.35	\$544.49

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**Child 24 Hour Residential -
Three or Fewer Residents**

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.45
	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63
	- Training	2.69	2.69	2.69	2.69
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34
	- Meetings on Physical Intervention	0.56	0.58	0.52	0.54
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	32.01	31.99	32.05	32.03
	Productivity Adjustment	1.25	1.25	1.25	1.25
	Staff Cost per Billable Hour	\$28.76	\$28.78	\$28.73	\$29.93
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	239.0	295.0	351.0	407.0
	Allocated Staff Hours per Member per Week	79.7	98.3	117.0	135.7
	Weekly Staff Cost per Member	\$2,292.17	\$2,829.07	\$3,361.41	\$4,061.50
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- 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
	Weekly Mileage Cost per Member	\$58.00	\$58.00	\$58.00	\$58.00
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly Manager Cost per Member	\$345.19	\$345.19	\$345.19	\$345.19
Admin. Support	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%
	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	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
	- Number of Members per Specialized Staff	50	50	30	30
	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$2,751.22	\$3,288.12	\$3,847.01	\$4,547.10
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$471.71	\$563.55	\$660.57	\$764.16
Total Cost per Member per Week		\$3,222.93	\$3,851.67	\$4,507.58	\$5,311.26
Cost per Member per Day		\$460.42	\$550.24	\$643.94	\$758.75
Rate per Member per Day at 344 Days per Plan Year		\$488.53	\$583.83	\$683.25	\$805.07

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**Child 24 Hour Residential -
Four Residents**

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.45
	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63
	- Training	2.69	2.69	2.69	2.69
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34
	- Meetings on Physical Intervention	0.58	0.52	0.56	0.52
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	31.99	32.05	32.01	32.05
	Productivity Adjustment	1.25	1.25	1.25	1.25
	Staff Cost per Billable Hour	\$28.78	\$28.73	\$28.76	\$29.91
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	300.0	356.0	468.0	524.0
	Allocated Staff Hours per Member per Week	75.0	89.0	117.0	131.0
	Weekly Staff Cost per Member	\$2,158.50	\$2,556.97	\$3,364.92	\$3,918.21
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- 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
	Weekly Mileage Cost per Member	\$58.00	\$58.00	\$58.00	\$58.00
House Manager	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly Manager Cost per Member	\$258.89	\$258.89	\$258.89	\$258.89
Admin. Support	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%
	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04
Specialized Supports	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	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
	- Number of Members per Specialized Staff	50	50	30	30
	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
Admin. and Overhead	Weekly Cost Before Admin. and Other Overhead	\$2,531.25	\$2,929.72	\$3,764.22	\$4,317.51
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$433.27	\$502.40	\$645.34	\$725.33
Total Cost per Member per Week		\$2,964.52	\$3,432.12	\$4,409.56	\$5,042.84
Cost per Member per Day		\$423.50	\$490.30	\$629.94	\$720.41
Rate per Member per Day at 344 Days per Plan Year		\$449.35	\$520.23	\$668.40	\$764.39

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services**

**Child 24 Hour Residential -
Five Residents**

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Day	Day	Day	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$17.57	\$17.57	\$17.57	\$18.45
	- Employee Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages+benefits)	\$23.02	\$23.02	\$23.02	\$23.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in Assessments/ Person-Centered Planning	0.08	0.08	0.08	0.08
	- Employer and One-on-One Supervision Time	0.63	0.63	0.63	0.63
	- Training	2.69	2.69	2.69	2.69
	- Additional Training on Physical Intervention	0.34	0.34	0.34	0.34
	- Meetings on Physical Intervention	0.58	0.52	0.56	0.52
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	31.99	32.05	32.01	32.05
	Productivity Adjustment	1.25	1.25	1.25	1.25
	Staff Cost per Billable Hour	\$28.79	\$28.73	\$28.76	\$29.91
	<i>Staffing</i>				
	- Staff Hours per Residence per Week	305.0	361.0	473.0	529.0
Mileage	Allocated Staff Hours per Member per Week	61.0	72.2	94.6	105.8
	Weekly Staff Cost per Member	\$1,756.19	\$2,074.31	\$2,720.70	\$3,164.48
	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles per Week per Residence	400	400	400	400
House Manager	Allocated Miles per Member per Week	80.0	80.0	80.0	80.0
	Weekly Mileage Cost per Member	\$46.40	\$46.40	\$46.40	\$46.40
	- Manager Hourly Wage	\$20.21	\$20.21	\$20.21	\$20.21
	- Manager Benefit Rate	28.1%	28.1%	28.1%	28.1%
Admin. Support	Weekly Cost of House Manager	\$1,035.56	\$1,035.56	\$1,035.56	\$1,035.56
	Weekly Manager Cost per Member	\$207.11	\$207.11	\$207.11	\$207.11
	- Administrative Support Hourly Wage	\$18.52	\$18.52	\$18.52	\$18.52
	- Administrative Support Benefit Rate	29.9%	29.9%	29.9%	29.9%
Specialized Supports	Weekly Administrative Support Cost per Member	\$16.04	\$16.04	\$16.04	\$16.04
	- Specialized Staff Hourly Wage	\$41.55	\$41.55	\$41.55	\$41.55
	- Specialized Staff Benefit Rate	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
Admin. and Overhead	- Number of Members per Specialized Staff	50	50	30	30
	Weekly Specialized Staff Cost per Member	\$39.82	\$39.82	\$66.37	\$66.37
	Weekly Cost Before Admin. and Other Overhead	\$2,065.56	\$2,383.68	\$3,056.62	\$3,500.40
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$352.96	\$408.26	\$523.55	\$587.63
	Total Cost per Member per Week	\$2,418.52	\$2,791.94	\$3,580.17	\$4,088.03
	Cost per Member per Day	\$345.50	\$398.85	\$511.45	\$584.00
	Rate per Member per Day at 344 Days per Plan Year	\$366.59	\$423.20	\$542.67	\$619.65

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
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Transportation

		Standard	After-Hours	Wheelchair
	Unit of Service	Mile	Mile	Mile
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.43	\$18.07	\$16.43
	- Benefit Rate (as a percent of wages)	32.0%	29.9%	32.0%
	Hourly Staff Cost Before Prod. Adj. (wages + benefits)	\$21.69	\$23.48	\$21.69
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time (Between Members)	7.47	7.47	11.43
	- Employer and One-on-One Supervision Time	0.66	0.66	0.66
	- Training	1.15	1.15	1.15
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	27.03	27.03	23.07
	Productivity Adjustment	1.48	1.48	1.73
	Weekly Staff Cost	\$867.60	\$939.20	\$867.60
Mileage	- Number of Miles Traveled per Week	1,250	1,250	1,250
	Operating Cost per Mile	\$0.580	\$0.580	\$0.580
	Weekly Mileage Cost	\$725.00	\$725.00	\$725.00
	- Number of Billable Miles per Week	1,000	1,000	850
Supervision	- Supervisor Hourly Wage	\$20.21	\$20.21	\$20.21
	- Supervisor Benefit Rate	28.1%	28.1%	28.1%
	Weekly Cost of Supervisor	\$1,035.56	\$1,035.56	\$1,035.56
	- Number of DSPs per Supervisor	8.0	8.0	8.0
	Supervisor Cost per Week per DSP	\$129.45	\$129.45	\$129.45
Admin. and Overhead	Cost per Billable Hour Before Admin. And Other Overhead	\$1,722.05	\$1,793.65	\$1,722.05
	- Administration and Other Overhead Rate	15.0%	15.0%	15.0%
	Admin. and Other Overhead Cost per Week	\$303.89	\$316.53	\$303.89
	Total Cost per Week	\$2,025.94	\$2,110.18	\$2,025.94
	Total Rate per Mile	\$2.03	\$2.11	\$2.38

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Small Group Supported Employment

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.77	\$18.77	\$18.77	\$19.71
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.38	\$24.38	\$24.38	\$25.43
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	1.30	1.30	1.30	1.30
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.16	1.51	1.08	1.08
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	28.95	29.65	30.12	30.12
	Productivity Adjustment	1.38	1.35	1.33	1.33
	Hourly Staff Cost per Billable Hour	\$33.69	\$32.89	\$32.38	\$33.77
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
Attendance	- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%
	- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26
	Staff Cost per Member per Billable Hour	\$13.37	\$15.66	\$19.27	\$26.80
Mileage	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	200.0	200.0	200.0	200.0
Admin. and Prog. Support	- Number of Members per Group	2.52	2.10	1.68	1.26
	Allocated Miles per Member per Week	79.4	95.2	119.0	158.7
	Annual Mileage Cost per Member (at 250 days of operation)	\$2,301.59	\$2,761.90	\$3,452.38	\$4,603.17
	Mileage Cost per Member per Billable Hour	\$2.19	\$2.63	\$3.29	\$4.38
	Cost per Member per Billable Hour Before Admin. and Support	\$15.56	\$18.29	\$22.56	\$31.18
Admin. and Prog. Support	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$4.39	\$5.07	\$6.14	\$8.29
Rate per Hour		\$21.95	\$25.36	\$30.70	\$41.47

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Employment Path Services - Community, One-to-One

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$18.18
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.62
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Participating in ISP/PCP meetings	0.09
	- Program Development/ Quality Improvement	0.43
	- Travel Time (Between Members)	0.43
	- Progress Notes/ Medical Records	0.65
	- Employer and One-on-One Supervision Time	0.65
	- Training	1.73
	- Paid Time Off	3.69
Mileage	"Billable" Hours	32.33
	Productivity Adjustment	1.24
	Hourly Staff Cost per Billable Hour	\$29.22
Admin. and Prog. Support	Amount per Mile	\$0.580
	- Number of Miles Traveled per Week	120.0
	Mileage Cost per Week	\$69.60
	Mileage Cost per Billable Hour	\$2.15
	Cost per Billable Hour Before Admin. and Support	\$31.37
	- Program Support Funding per Day	\$10.00
	Program Support Cost per Billable Hour	\$1.55
	- Administration Percent (as a Percent of Total Rate)	20.0%
	Administrative Cost per Billable Hour	\$8.23
	Rate per Billable Hour	\$41.15

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Employment Path Services - Community

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$19.09
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.62	\$23.62	\$23.62	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.13	0.13	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	0.86	0.86	0.86	0.86
	- Progress Notes/ Medical Records	1.30	1.08	0.86	0.86
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	31.21	31.43	31.69	31.69
	Productivity Adjustment	1.28	1.27	1.26	1.26
	Hourly Staff Cost per Billable Hour	\$30.27	\$30.06	\$29.81	\$31.09
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
Attendance	- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%
	- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26
	Staff Cost per Member per Billable Hour	\$12.01	\$14.31	\$17.74	\$24.67
Mileage	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
Facility	- Number of Members per Group	2.52	2.10	1.68	1.26
	Allocated Miles per Member per Week	59.5	71.4	89.3	119.0
	Annual Mileage Cost per Member (at 250 days of operation)	\$1,726.19	\$2,071.43	\$2,589.29	\$3,452.38
	Mileage Cost per Member per Billable Hour	\$1.64	\$1.97	\$2.47	\$3.29
Supplies	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Admin. and Prog. Support	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$14.65	\$17.28	\$21.21	\$28.96
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$4.16	\$4.82	\$5.80	\$7.74
Rate per Hour		\$20.81	\$24.10	\$29.01	\$38.70

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Employment Path Services - Community, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.18	\$18.18
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.62	\$23.62
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Travel Time (Between Members)	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
	"Billable" Hours	32.33	32.33
Mileage	Productivity Adjustment	1.24	1.24
	Hourly Staff Cost per Billable Hour	\$29.22	\$29.22
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$52.20	\$52.20
Admin. and Prog. Support	Mileage Cost per Billable Hour	\$1.61	\$1.61
	Cost per Billable Hour Before Admin. and Support	\$30.83	\$30.83
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
Admin. and Prog. Support	- Administration Percent (as a Percent of Total Rate)		
	Administrative Cost per Billable Hour (fixed at Category 4 cost)	\$7.74	\$7.74
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.18
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.62
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		0.43
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.50
	Productivity Adjustment		1.19
	Hourly Staff Cost per Billable Hour		\$28.20
Rate per Billable Hour		\$40.57	\$68.77

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Employment Path Services - Facility

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.18	\$18.18	\$18.18	\$19.09
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.62	\$23.62	\$23.62	\$24.63
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.16	1.51	1.08	1.08
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	29.82	30.52	30.99	30.99
	Productivity Adjustment	1.34	1.31	1.29	1.29
	Hourly Staff Cost per Billable Hour	\$31.68	\$30.96	\$30.49	\$31.79
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	4.0 - 6.0	2.5 - 4.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	5.00	3.50	2.50	2.00
Attendance	- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%
	- Adjusted Weighted Average of Number of Members per Staff	4.20	2.94	2.10	1.68
	Staff Cost per Member per Billable Hour	\$7.54	\$10.53	\$14.52	\$18.92
Facility	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Supplies	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Admin. and Prog. Support	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
	Cost per Member per Billable Hour Before Admin. and Support	\$8.54	\$11.53	\$15.52	\$19.92
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$2.64	\$3.38	\$4.38	\$5.48
Rate per Hour		\$13.18	\$16.91	\$21.90	\$27.40

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Employment Path Services - Facility, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.18	\$18.18
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.62	\$23.62
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
	"Billable" Hours	32.76	32.76
	Productivity Adjustment	1.22	1.22
Hourly Staff Cost per Billable Hour		\$28.84	\$28.84
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$29.84	\$29.84
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
Administrative Cost per Billable Hour (fixed at Category 4 cost)		\$5.48	\$5.48
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.18
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.62
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		-
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.93
	Productivity Adjustment		1.18
	Hourly Staff Cost per Billable Hour		\$27.85
Rate per Billable Hour		\$37.32	\$65.17

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models**

prepared for Oregon Office of Developmental Disabilities Services

Day Support Activity - Community

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.14	\$18.14	\$18.14	\$19.05
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.56	\$23.56	\$23.56	\$24.57
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.17	0.13	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	0.86	0.86	0.86	0.86
	- Progress Notes/ Medical Records	1.73	1.30	0.86	0.86
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	30.74	31.21	31.69	31.69
	Productivity Adjustment	1.30	1.28	1.26	1.26
	Hourly Staff Cost per Billable Hour	\$30.66	\$30.20	\$29.74	\$31.01
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	4.00	3.00	2.00	1.50
	- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%
	- Adjusted Weighted Average of Number of Members per Staff	3.36	2.52	1.68	1.26
	Staff Cost per Member per Billable Hour	\$9.13	\$11.98	\$17.70	\$24.61
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
	- Number of Members per Group	3.36	2.52	1.68	1.26
	Allocated Miles per Member per Week	44.6	59.5	89.3	119.0
	Annual Mileage Cost per Member (at 250 days of operation)	\$1,294.64	\$1,726.19	\$2,589.29	\$3,452.38
	Mileage Cost per Member per Billable Hour	\$1.23	\$1.64	\$2.47	\$3.29
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$11.36	\$14.62	\$21.17	\$28.90
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$3.34	\$4.16	\$5.79	\$7.72
Rate per Hour		\$16.70	\$20.78	\$28.96	\$38.62

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Day Support Activity - Community, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.14	\$18.14
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.56	\$23.56
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Travel Time (Between Members)	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
Mileage	"Billable" Hours	32.33	32.33
	Productivity Adjustment	1.24	1.24
	Hourly Staff Cost per Billable Hour	\$29.15	\$29.15
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$52.20	\$52.20
	Mileage Cost per Billable Hour	\$1.61	\$1.61
Direct Support Staff Wages and Benefits for Second Staff	Cost per Billable Hour Before Admin. and Support	\$30.76	\$30.76
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
Direct Support Staff Wages and Benefits for Second Staff	Administrative Cost per Billable Hour (fixed at Category 4 cost)	\$7.72	\$7.72
	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.14
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.56
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		0.43
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.50
	Productivity Adjustment		1.19
	Hourly Staff Cost per Billable Hour		\$28.13
Rate per Billable Hour		\$40.48	\$68.61

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Day Support Activity - Facility

		Category 1 (Tier 1)	Category 2 (Tiers 2, 3)	Category 3 (Tiers 4, 5)	Category 4 (Tier 6)
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$18.14	\$18.14	\$18.14	\$19.05
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.56	\$23.56	\$23.56	\$24.57
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13
	- Program Development/ Quality Improvement	0.43	0.43	0.43	0.43
	- Program Preparation/ Set-Up/ Clean-Up	1.30	1.30	1.30	1.30
	- Progress Notes/ Medical Records	2.59	1.73	1.30	1.30
	- Employer and One-on-One Supervision Time	0.65	0.65	0.65	0.65
	- Training	1.73	1.73	1.73	1.73
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	29.39	30.30	30.77	30.77
	Productivity Adjustment	1.36	1.32	1.30	1.30
	Hourly Staff Cost per Billable Hour	\$32.07	\$31.10	\$30.63	\$31.94
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	5.0 - 7.0	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	6.00	4.00	3.00	2.00
Attendance	- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%
	- Adjusted Weighted Average of Number of Members per Staff	5.04	3.36	2.52	1.68
	Staff Cost per Member per Billable Hour	\$6.36	\$9.26	\$12.15	\$19.01
Facility	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Supplies	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80	\$0.80	\$0.80
Admin. and Prog. Support	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$7.36	\$10.26	\$13.15	\$20.01
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Member per Billable Hour	\$2.00	\$2.00	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
Admin. and Prog. Support	Administrative Cost per Billable Hour	\$2.34	\$3.07	\$3.79	\$5.50
Rate per Hour		\$11.70	\$15.33	\$18.94	\$27.51

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Day Support Activity - Facility, Exceptions

		One-to-One	Two-to-One
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$18.14	\$18.14
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.56	\$23.56
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.09	0.09
	- Program Development/ Quality Improvement	0.43	0.43
	- Progress Notes/ Medical Records	0.65	0.65
	- Employer and One-on-One Supervision Time	0.65	0.65
	- Training	1.73	1.73
	- Paid Time Off	3.69	3.69
	"Billable" Hours	32.76	32.76
	Productivity Adjustment	1.22	1.22
Hourly Staff Cost per Billable Hour		\$28.77	\$28.77
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	Facility Cost per Member per Billable Hour	\$0.80	\$0.80
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$29.77	\$29.77
	- Program Support Funding per Day		
	Program Support Cost per Billable Hour (fixed at Category 4 cost)	\$2.00	\$2.00
	- Administration Percent (as a Percent of Total Rate)		
	Administrative Cost per Billable Hour (fixed at Category 4 cost)	\$5.50	\$5.50
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$18.14
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$23.56
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Employer and One-on-One Supervision Time		0.65
	- Training		1.73
	- Paid Time Off		3.69
	"Billable" Hours		33.93
	Productivity Adjustment		1.18
	Hourly Staff Cost per Billable Hour		\$27.77
	Rate per Billable Hour	\$37.27	\$65.04

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Discovery

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Profile	Profile	Profile	Profile
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$20.65	\$20.65	\$20.65	\$20.65
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	28.1%	28.1%	28.1%	28.1%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.45	\$26.45	\$26.45	\$26.45
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Employment Market Research	2.00	2.00	2.00	2.00
	- Travel Time (Between Members)	4.00	4.00	4.00	4.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Incomplete Assessments	1.50	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	26.06	26.06	26.06	26.06
Mileage	Productivity Adjustment	1.53	1.53	1.53	1.53
	Hourly Staff Cost per Billable Hour	\$40.60	\$40.60	\$40.60	\$40.60
	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
Admin. and Prog. Support	- Number of Miles Traveled per Week	160.0	160.0	160.0	160.0
	Mileage Cost per Week	\$92.80	\$92.80	\$92.80	\$92.80
	Mileage Cost per Billable Hour	\$3.56	\$3.56	\$3.56	\$3.56
	Cost per Billable Hour Before Admin. and Support	\$44.16	\$44.16	\$44.16	\$44.16
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.92	\$1.92	\$1.92	\$1.92
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.52	\$11.52	\$11.52	\$11.52
	Total Cost per Billable Hour	\$57.60	\$57.60	\$57.60	\$57.60
	Hours to Complete Discovery Profile	35.0	40.0	45.0	45.0
	Rate for Complete Discovery Profile	\$2,016.00	\$2,304.00	\$2,592.00	\$2,592.00

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Job Development

		Category 1	Category 2	Category 3	Category 4
	ReBAR Tier(s)	1	2,3	4,5,6	4,5,6
	Unit of Service	Outcome	Outcome	Outcome	Outcome
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.47	\$21.47	\$21.47	\$21.47
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.35	\$27.35	\$27.35	\$27.35
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Program Development/ Quality Improvement	2.00	2.00	2.00	2.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Incomplete Placements	1.50	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	27.06	27.06	27.06	27.06
Mileage	Productivity Adjustment	1.48	1.48	1.48	1.48
	Hourly Staff Cost per Billable Hour	\$40.43	\$40.43	\$40.43	\$40.43
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.57	\$2.57	\$2.57	\$2.57
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$43.00	\$43.00	\$43.00	\$43.00
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.85	\$1.85	\$1.85	\$1.85
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.21	\$11.21	\$11.21	\$11.21
	Total Cost per Billable Hour	\$56.06	\$56.06	\$56.06	\$56.06
	Staff Hours for Job Placement	40.0	50.0	60.0	60.0
	Rate for Successful Placement	\$2,242.40	\$2,803.00	\$3,363.60	\$3,363.60
	Staff Hours for Job Retention (90 Days)	25.0	30.0	40.0	40.0
	Rate for Successful Retention (90 Days)	\$1,401.50	\$1,681.80	\$2,242.40	\$2,242.40

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Job Coaching, Initial

		Category 1	Category 2	Category 3	Category 4
	ReBAR Tier(s)	1	2,3	4,5	6
	Unit of Service	Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
Mileage	"Billable" Hours	25.31	22.81	20.31	20.31
	Productivity Adjustment	1.58	1.75	1.97	1.97
	Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75
	Total Cost per Billable Hour	\$59.19	\$65.68	\$73.76	\$73.76
	Ratio of Direct Support Hours to Member Work Hours	50%	70%	90%	90%
	Rate per Member Work Hour	\$29.60	\$45.98	\$66.38	\$66.38

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Job Coaching, Ongoing

		Category 1	Category 2	Category 3	Category 4
ReBAR Tier(s)		1	2,3	4,5	6
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31	20.31
Mileage	Productivity Adjustment	1.58	1.75	1.97	1.97
	Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75
Total Cost per Billable Hour		\$59.19	\$65.68	\$73.76	\$73.76
Ratio of Direct Support Hours to Member Work Hours		40%	70%	90%	90%
Rate per Member Work Hour		\$23.68	\$45.98	\$66.38	\$66.38

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services
Job Coaching, Maintenance

		Category 1	Category 2	Category 3	Category 4
	ReBAR Tier(s)	1	2,3	4,5	6
	Unit of Service	Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$21.17	\$21.17	\$21.17	\$21.17
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	27.4%	27.4%	27.4%	27.4%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.97	\$26.97	\$26.97	\$26.97
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75	0.75
	- Training	1.00	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31	20.31
Mileage	Productivity Adjustment	1.58	1.75	1.97	1.97
	Hourly Staff Cost per Billable Hour	\$42.62	\$47.30	\$53.12	\$53.12
Admin. and Prog. Support	Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	- Number of Miles Traveled per Week	120.0	120.0	120.0	120.0
	Mileage Cost per Week	\$69.60	\$69.60	\$69.60	\$69.60
	Mileage Cost per Billable Hour	\$2.75	\$3.05	\$3.43	\$3.43
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$45.37	\$50.35	\$56.55	\$56.55
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$11.84	\$13.14	\$14.75	\$14.75
	Total Cost per Billable Hour	\$59.19	\$65.68	\$73.76	\$73.76
	Ratio of Direct Support Hours to Member Work Hours	30%	70%	90%	90%
	Rate per Member Work Hour	\$17.76	\$45.98	\$66.38	\$66.38

Review of Provider Rates for
Residential, Day, Employment, and Other HCBS

Appendices of Supporting Documentation for Final Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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

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Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services**

**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

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

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

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

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

		Attendant Care	24 Hour Residential - DSP	24 Hour Residential Professional Staff	Transportation	Supervisors	Small Group Supported Employment	Employment Path Services	Day Support Activity	Discovery	Job Development	Job Coaching
BLS Code and Title												
11-9151	Social and community service managers			50%								
19-3031	Clinical/ couns./ school psychologists											
21-1012	Educational/ vocational/ school counselors									20%	30%	30%
21-1015	Rehabilitation counselors						40%	30%		30%	40%	30%
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											
21-1093	Social and human service assistants	40%	40%			50%	40%	30%	60%	40%	20%	20%
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%	60%		100%		20%	40%	40%	10%	10%	20%
39-9032	Recreation workers											
39-9041	Residential advisers					50%						
41-3099	Sales reps, services, all others											
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

Appendix A: Wage Assumptions

Attendant Care	24 Hour Residential - Adults	24 Hour Residential - Children	24 Hour Residential - Professional Staff	Transportation	Supervisors	Small Group Supported Employment	Employment Path Services	Day Support Activity	Discovery	Job Development	Job Coaching
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Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions^{1, 2}

10th %ile	\$15.75	\$15.75	\$27.70	\$15.06	\$16.07	\$16.47	\$16.12	\$16.10	\$17.12	\$17.37	\$17.19
25th %ile	\$16.58	\$16.58	\$33.61	\$15.60	\$17.24	\$17.60	\$17.10	\$17.08	\$18.45	\$18.77	\$18.52
50th %ile	\$17.57	\$17.57	\$41.55	\$16.43	\$18.75	\$18.77	\$18.18	\$18.14	\$20.65	\$21.47	\$21.17
75th %ile	\$18.95	\$18.95	\$50.69	\$17.52	\$20.21	\$22.46	\$21.22	\$19.67	\$25.45	\$27.54	\$26.67
90th %ile	\$20.70	\$20.70	\$59.36	\$18.29	\$22.55	\$26.81	\$24.68	\$21.90	\$30.97	\$34.14	\$32.62

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.

²Category 4 wages have 5 percent premium over the based DSP wages

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final 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%		71%		10.0	16.0	7.1	16.0
Sick Leave	73%	100%	73%	100%	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/ebs/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

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

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

**Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services**

Appendix C: Productivity Assumptions

Attendant Care	24 Hour Residential - Adult	24 Hour Residential - Children	Transportation - Standard	Transportation - After-Hours	Transportation - Wheelchair
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Rate Model Assumptions

Direct services	35.50	39.15	39.15	30.75	30.75	26.25
Participating in assessments/ person-centered planning	0.25	0.10	0.10	-	-	-
Travel time (between members)	2.00	-	-	8.50	8.50	13.00
Progress notes/ medical records	1.00	-	-	-	-	-
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75
Collateral contacts (not billable)	-	-	-	-	-	-
Time lost due to missed appointments	0.50	-	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	60.00	80.00	140.00	60.00	60.00	60.00
Paid time off	192.00	192.00	192.00	192.00	192.00	192.00

Rate Model Assumptions Adjusted for Training and PTO

Direct services	31.20	34.03	32.91	27.03	27.03	23.07
Participating in assessments/ person-centered planning	0.22	0.09	0.08	-	-	-
Travel time (between members)	1.76	-	-	7.47	7.47	11.43
Progress notes/ medical records	0.88	-	-	-	-	-
Employer and one-on-one supervision time	0.66	0.65	0.63	0.66	0.66	0.66
Collateral contacts (not billable)	-	-	-	-	-	-
Time lost due to missed appointments	0.44	-	-	-	-	-
Training	1.15	1.54	2.69	1.15	1.15	1.15
Paid time off	3.69	3.69	3.69	3.69	3.69	3.69
Total	40.00	40.00	40.00	40.00	40.00	40.00

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

Appendix C: Productivity Assumptions

Small Group Supported Employment, Category 1	Small Group Supported Employment, Category 2	Small Group Supported Employment, Category 3	Small Group Supported Employment, Category 4	Employment Path Services - Community, One-to-One	Employment Path Services - Community, Category 1	Employment Path Services - Community, Category 2	Employment Path Services - Community, Category 3	Employment Path Services - Community, Category 4	Employment Path Services - Community, Exceptions	Employment Path Services - Facility, Category 1	Employment Path Services - Facility, Category 2	Employment Path Services - Facility, Category 3	Employment Path Services - Facility, Category 4	Employment Path Services - Facility, Exceptions
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Rate Model Assumptions

Direct services	28.95	29.65	30.12	30.12	32.96	31.66	31.91	32.21	32.21	32.96	30.06	30.86	31.41	31.41	33.46
Participating in ISP/PCP meetings	0.22	0.17	0.13	0.13	0.09	0.13	0.13	0.09	0.09	0.09	0.22	0.17	0.13	0.13	0.09
Travel time (between members)	-	-	-	-	0.43	-	-	-	-	0.43	-	-	-	-	-
Program development/ quality improvement	1.30	1.30	1.30	1.30	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Employment market research	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	1.30	1.30	1.30	1.30	-	0.86	0.86	0.86	0.86	-	1.30	1.30	1.30	1.30	-
On behalf of activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incomplete assessments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Incomplete placements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Progress notes/ medical records	2.16	1.51	1.08	1.08	0.65	1.30	1.08	0.86	0.86	0.65	2.16	1.51	1.08	1.08	0.65
Employer and one-on-one supervision time	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
Paid time off	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69
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	40.00

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

Appendix C: Productivity Assumptions

Day Support Activity - Community, Category 1	Day Support Activity - Community, Category 2	Day Support Activity - Community, Category 3	Day Support Activity - Community, Category 4	Day Support Activity - Community, Exceptions	Day Support Activity - Facility, Category 1	Day Support Activity - Facility, Category 2	Day Support Activity - Facility, Category 3	Day Support Activity - Facility, Category 4	Day Support Activity - Facility, Exceptions
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Rate Model Assumptions

Direct services	31.11	31.66	32.21	32.21	32.96	29.56	30.61	31.16	31.16	33.46
Participating in ISP/PCP meetings	0.17	0.13	0.09	0.09	0.09	0.22	0.17	0.13	0.13	0.09
Travel time (between members)	-	-	-	-	0.43	-	-	-	-	-
Program development/ quality improvement	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Employment market research	-	-	-	-	-	-	-	-	-	-
Program preparation/ set-up/ clean-up	0.86	0.86	0.86	0.86	-	1.30	1.30	1.30	1.30	-
On behalf of activities	-	-	-	-	-	-	-	-	-	-
Incomplete assessments	-	-	-	-	-	-	-	-	-	-
Incomplete placements	-	-	-	-	-	-	-	-	-	-
Progress notes/ medical records	1.73	1.30	0.86	0.86	0.65	2.59	1.73	1.30	1.30	0.65
Employer and one-on-one supervision time	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Training	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73	1.73
Paid time off	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69	3.69
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

Appendix C: Productivity Assumptions

Discovery	Job Development	Job Coaching, Category 1	Job Coaching, Category 2	Job Coaching, Category 3	Job Coaching, Category 4
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Rate Model Assumptions

Direct services	26.06	26.81	25.31	22.81	20.31	20.31
Participating in ISP/PCP meetings	-	0.25	0.25	0.25	0.25	0.25
Travel time (between members)	4.00	3.00	3.00	3.00	3.00	3.00
Program development/ quality improvement	-	2.00	-	-	-	-
Employment market research	2.00	-	-	-	-	-
On behalf of activities	-	-	5.00	7.50	10.00	10.00
Incomplete assessments	1.50	-	-	-	-	-
Incomplete placements	-	1.50	-	-	-	-
Progress notes/ medical records	1.00	1.00	1.00	1.00	1.00	1.00
Employer and one-on-one supervision time	0.75	0.75	0.75	0.75	0.75	0.75
Training	1.00	1.00	1.00	1.00	1.00	1.00
Paid time off	3.69	3.69	3.69	3.69	3.69	3.69
Total	40.00	40.00	40.00	40.00	40.00	40.00

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
prepared for Oregon Office of Developmental Disabilities Services

Appendix D: Adult 24-Hour Residential Staff Hour Assumptions

	<i>Three-Bed Capacity</i>				<i>Four- and Five-Bed Capacity</i>			
	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6
<i>Base Staff Hours</i>								
Hours in a Week	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1.0	1.0	2.0	2.0	1.0	2.0	2.0	2.0
Number of Staff on Shift During Non-'Peak' Daytime Hours	0.0	1.0	1.0	2.0	1.0	1.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0	2.0	1.0	1.0	1.0	2.0
Base Staff Hours	138.0	168.0	250.0	336.0	168.0	250.0	280.0	336.0
<i>'Floating' Staff Hours</i>								
'Floating' FTE Per Week ²	0.000	0.875	1.000	0.375	0.000	0.500	1.500	2.500
Floating Staff Hours	0.0	35.0	40.0	15.0	0.0	20.0	60.0	100.0
Total Hours per Home per Week	138.0	203.0	290.0	351.0	168.0	270.0	340.0	436.0
Hours per Member per Week	46.0	67.7	96.7	117.0	37.3	60.0	75.6	96.9

¹'Peak' hours include times when members are likely to be at home (i.e., mornings, evenings, and weekends)

²'Floating' FTE hours are intended to accommodate participants who participate in day programs less frequently than assumed, to provide one-to-one support away from the home, etc.

Review of Provider Rates for Residential, Day, Employment, and Other HCBS
Final Rate Models
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Appendix E: Children 24-Hour Residential Staff Hour Assumptions

	<i>Three-Bed Capacity</i>				<i>Four-Bed Capacity</i>				<i>Five-Bed Capacity</i>			
	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6	Category 1 Tier 1	Category 2 Tier 2, 3	Category 3 Tier 4, 5	Category 4 Tier 6
<i>Base Staff Hours</i>												
Hours in a Week	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0	168.0
First Shift Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0
Second Shift Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0
Third Shift (Overnight) Hours	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0	56.0
Number of Staff on First Shift	1.0	2.0	2.0	3.0	2.0	2.0	3.0	3.0	2.0	2.0	3.0	3.0
Number of Staff on Second Shift	2.0	2.0	2.0	2.0	2.0	2.0	3.0	3.0	2.0	2.0	3.0	3.0
Number of Staff on Third Shift	1.0	1.0	2.0	2.0	1.0	2.0	2.0	3.0	1.0	2.0	2.0	3.0
Base Staff Hours	224.0	280.0	336.0	392.0	280.0	336.0	448.0	504.0	280.0	336.0	448.0	504.0
<i>'Floating' Staff Hours</i>												
'Floating' FTE Per Week ²	0.375	0.375	0.375	0.375	0.500	0.500	0.500	0.500	0.625	0.625	0.625	0.625
Floating Staff Hours	15.0	15.0	15.0	15.0	20.0	20.0	20.0	20.0	25.0	25.0	25.0	25.0
Total Hours per Home per Week	239.0	295.0	351.0	407.0	300.0	356.0	468.0	524.0	305.0	361.0	473.0	529.0
Hours per Member per Week	79.7	98.3	117.0	135.7	75.0	89.0	117.0	131.0	61.0	72.2	94.6	105.8

¹'Peak' hours include times when members are likely to be at home (i.e., mornings, evenings, and weekends)

²Floating' FTE hours are intended to accommodate participants who participate in day programs less frequently than assumed, to provide one-to-one support away from the home, etc.