

Review of Provider Rates for
Individual Supported Employment Services

Final Rate Models

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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December 11, 2015

**Final Rate Models for Individual Supported Employment Services
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Table of Contents

Comparison of Current and Final Rates.....	1
Final Rate Models	
Discovery.....	2
Job Development.....	3
Job Coaching - Initial.....	4
Job Coaching - Ongoing.....	5
Job Coaching - Maintenance.....	6
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions to Establish Benefit Rates	
Appendix C: Productivity Assumptions	

**Final Rate Models for Individual Supported Employment Services
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Comparison of Current and Final Rates

Service	Unit	Current	Jan. 1, '16	Final	Comments
Discovery, Category 1 (Tier 1)	Profile	\$1,680.00	\$1,680.00	\$1,728.65	Payments are made upon completion of a Discovery Profile.
Discovery, Category 2 (Tier 2)	Profile	\$1,680.00	\$1,680.00	\$1,975.60	
Discovery, Category 2 (Tier 3)	Profile	\$1,680.00	\$1,680.00		
Discovery, Category 3 (Tier 4)	Profile	\$1,680.00	\$1,680.00		
Discovery, Category 3 (Tier 5)	Profile	\$1,680.00	\$1,680.00	\$2,222.55	
Discovery, Category 3 (Tier 6)	Profile	\$1,680.00	\$1,680.00		
Job Development - Placement, Category 1 (Tier 1)	Outcome	\$1,500.00	\$1,500.00	\$1,977.20	Payments are made upon successful placement of a member in employment.
Job Development - Placement, Category 2 (Tier 2)	Outcome	\$1,506.00	\$1,506.00	\$2,471.50	
Job Development - Placement, Category 2 (Tier 3)	Outcome	\$1,516.00	\$1,516.00		
Job Development - Placement, Category 3 (Tier 4)	Outcome	\$1,556.00	\$1,556.00		
Job Development - Placement, Category 3 (Tier 5)	Outcome	\$1,563.00	\$1,563.00	\$2,965.80	
Job Development - Placement, Category 3 (Tier 6)	Outcome	\$1,649.00	\$1,649.00		
Job Development - Retention, Category 1 (Tier 1)	Outcome	\$2,005.00	\$2,005.00	\$1,235.75	Payments are made upon a member's successful completion of 90 days of employment.
Job Development - Retention, Category 2 (Tier 2)	Outcome	\$2,012.00	\$2,012.00	\$1,482.90	
Job Development - Retention, Category 2 (Tier 3)	Outcome	\$2,026.00	\$2,026.00		
Job Development - Retention, Category 3 (Tier 4)	Outcome	\$2,079.00	\$2,079.00		
Job Development - Retention, Category 3 (Tier 5)	Outcome	\$2,088.00	\$2,088.00	\$1,977.20	
Job Development - Retention, Category 3 (Tier 6)	Outcome	\$2,203.00	\$2,203.00		
Job Coaching - Initial, Category 1 (Tier 1)	Member Work Hr.	\$27.97	\$29.09	\$31.02	Payments are made based on number of hours that a member works; the rate models are based on an estimated cost per staff hour ranging from \$51.70 to \$64.41.
Job Coaching - Initial, Category 2 (Tier 2)	Member Work Hr.	\$39.59	\$41.17	\$45.88	
Job Coaching - Initial, Category 2 (Tier 3)	Member Work Hr.	\$52.02	\$54.10		
Job Coaching - Initial, Category 3 (Tier 4)	Member Work Hr.	\$59.74	\$62.13		
Job Coaching - Initial, Category 3 (Tier 5)	Member Work Hr.	\$62.52	\$65.02	\$64.41	
Job Coaching - Initial, Category 3 (Tier 6)	Member Work Hr.	\$66.37	\$69.02		
Job Coaching - Ongoing, Category 1 (Tier 1)	Member Work Hr.	\$21.38	\$22.24	\$25.85	Payments are made based on number of hours that a member works; the rate models are based on an estimated cost per staff hour ranging from \$51.70 to \$64.41.
Job Coaching - Ongoing, Category 2 (Tier 2)	Member Work Hr.	\$26.41	\$27.47	\$40.15	
Job Coaching - Ongoing, Category 2 (Tier 3)	Member Work Hr.	\$36.79	\$38.26		
Job Coaching - Ongoing, Category 3 (Tier 4)	Member Work Hr.	\$50.67	\$52.70		
Job Coaching - Ongoing, Category 3 (Tier 5)	Member Work Hr.	\$53.01	\$55.13	\$57.97	
Job Coaching - Ongoing, Category 3 (Tier 6)	Member Work Hr.	\$56.25	\$58.50		
Job Coaching - Maintenance, Category 1 (Tier 1)	Member Work Hr.	\$21.38	\$22.24	\$20.68	Payments are made based on number of hours that a member works; the rate models are based on an estimated cost per staff hour ranging from \$51.70 to \$64.41.
Job Coaching - Maintenance, Category 2 (Tier 2)	Member Work Hr.	\$26.41	\$27.47	\$28.68	
Job Coaching - Maintenance, Category 2 (Tier 3)	Member Work Hr.	\$36.79	\$38.26		
Job Coaching - Maintenance, Category 3 (Tier 4)	Member Work Hr.	\$50.67	\$52.70		
Job Coaching - Maintenance, Category 3 (Tier 5)	Member Work Hr.	\$53.01	\$55.13	\$51.53	
Job Coaching - Maintenance, Category 3 (Tier 6)	Member Work Hr.	\$56.25	\$58.50		

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Discovery

		Category 1	Category 2	Category 3
ReBAR Tier(s)		1	2,3	4,5,6
Unit of Service		Profile	Profile	Profile
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$17.08	\$17.08	\$17.08
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.19	\$22.19	\$22.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Employment Market Research	2.00	2.00	2.00
	- Travel Time (Between Members)	4.00	4.00	4.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00
	- Incomplete Assessments	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75
	- Training	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	26.06	26.06	26.06
	Productivity Adjustment	1.53	1.53	1.53
Hourly Staff Cost per Billable Hour	\$34.06	\$34.06	\$34.06	
Mileage	Amount per Mile	\$0.575	\$0.575	\$0.575
	- Number of Miles Traveled per Week	160.0	160.0	160.0
	Mileage Cost per Week	\$92.00	\$92.00	\$92.00
	Mileage Cost per Billable Hour	\$3.53	\$3.53	\$3.53
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$37.59	\$37.59	\$37.59
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.92	\$1.92	\$1.92
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%
Administrative Cost per Billable Hour	\$9.88	\$9.88	\$9.88	
Total Cost per Billable Hour		\$49.39	\$49.39	\$49.39
Hours to Complete Discovery Profile		35.0	40.0	45.0
Rate for Complete Discovery Profile		\$1,728.65	\$1,975.60	\$2,222.55

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Job Development**

		Category 1	Category 2	Category 3
ReBAR Tier(s)		1	2,3	4,5,6
Unit of Service		Outcome	Outcome	Outcome
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$18.44	\$18.44	\$18.44
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	28.9%	28.9%	28.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.77	\$23.77	\$23.77
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Program Development/ Quality Improvement	2.00	2.00	2.00
	- Travel Time (Between Members)	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00
	- Incomplete Placements	1.50	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75
	- Training	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69
"Billable" Hours	27.06	27.06	27.06	
Productivity Adjustment	1.48	1.48	1.48	
Hourly Staff Cost per Billable Hour	\$35.14	\$35.14	\$35.14	
Mileage	Amount per Mile	\$0.575	\$0.575	\$0.575
	- Number of Miles Traveled per Week	120.0	120.0	120.0
	Mileage Cost per Week	\$69.00	\$69.00	\$69.00
	Mileage Cost per Billable Hour	\$2.55	\$2.55	\$2.55
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$37.69	\$37.69	\$37.69
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.85	\$1.85	\$1.85
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%
Administrative Cost per Billable Hour	\$9.89	\$9.89	\$9.89	
Total Cost per Billable Hour		\$49.43	\$49.43	\$49.43
Staff Hours for Job Placement		40.0	50.0	60.0
Rate for Successful Placement		\$1,977.20	\$2,471.50	\$2,965.80
Staff Hours for Job Retention (90 Days)		25.0	30.0	40.0
Rate for Successful Retention (90 Days)		\$1,235.75	\$1,482.90	\$1,977.20

**Final Rate Models for Individual Supported Employment Services
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Job Coaching, Initial**

		Category 1	Category 2	Category 3
ReBAR Tier(s)		1	2,3	4,5,6
Unit of Service		Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$17.85	\$17.85	\$17.85
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.19	\$23.19	\$23.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75
	- Training	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31
Productivity Adjustment	1.58	1.75	1.97	
Hourly Staff Cost per Billable Hour	\$36.65	\$40.67	\$45.67	
Mileage	Amount per Mile	\$0.575	\$0.575	\$0.575
	- Number of Miles Traveled per Week	120.0	120.0	120.0
	Mileage Cost per Week	\$69.00	\$69.00	\$69.00
	Mileage Cost per Billable Hour	\$2.73	\$3.02	\$3.40
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$39.38	\$43.69	\$49.07
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$10.34	\$11.47	\$12.88
Total Cost per Billable Hour		\$51.70	\$57.35	\$64.41
Ratio of Member Work Hours to Direct Support Hours		60%	80%	100%
Rate per Member Work Hour		\$31.02	\$45.88	\$64.41

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Job Coaching, Ongoing**

		Category 1	Category 2	Category 3
ReBAR Tier(s)		1	2,3	4,5,6
Unit of Service		Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$17.85	\$17.85	\$17.85
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.19	\$23.19	\$23.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75
	- Training	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31
Productivity Adjustment	1.58	1.75	1.97	
Hourly Staff Cost per Billable Hour	\$36.65	\$40.67	\$45.67	
Mileage	Amount per Mile	\$0.575	\$0.575	\$0.575
	- Number of Miles Traveled per Week	120.0	120.0	120.0
	Mileage Cost per Week	\$69.00	\$69.00	\$69.00
	Mileage Cost per Billable Hour	\$2.73	\$3.02	\$3.40
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$39.38	\$43.69	\$49.07
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$10.34	\$11.47	\$12.88
Total Cost per Billable Hour		\$51.70	\$57.35	\$64.41
Ratio of Member Work Hours to Direct Support Hours		50%	70%	90%
Rate per Member Work Hour		\$25.85	\$40.15	\$57.97

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Job Coaching, Maintenance**

		Category 1	Category 2	Category 3
ReBAR Tier(s)		1	2,3	4,5,6
Unit of Service		Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$17.85	\$17.85	\$17.85
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	29.9%	29.9%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.19	\$23.19	\$23.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25	0.25
	- On Behalf of Activities	5.00	7.50	10.00
	- Travel Time (Between Members)	3.00	3.00	3.00
	- Progress Notes/ Medical Records	1.00	1.00	1.00
	- Employer and One-on-One Supervision Time	0.75	0.75	0.75
	- Training	1.00	1.00	1.00
	- Paid Time Off	3.69	3.69	3.69
	"Billable" Hours	25.31	22.81	20.31
Productivity Adjustment	1.58	1.75	1.97	
Hourly Staff Cost per Billable Hour	\$36.65	\$40.67	\$45.67	
Mileage	Amount per Mile	\$0.575	\$0.575	\$0.575
	- Number of Miles Traveled per Week	120.0	120.0	120.0
	Mileage Cost per Week	\$69.00	\$69.00	\$69.00
	Mileage Cost per Billable Hour	\$2.73	\$3.02	\$3.40
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$39.38	\$43.69	\$49.07
	- Program Support Funding per Day	\$10.00	\$10.00	\$10.00
	Program Support Cost per Billable Hour	\$1.98	\$2.19	\$2.46
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%
	Administrative Cost per Billable Hour	\$10.34	\$11.47	\$12.88
Total Cost per Billable Hour		\$51.70	\$57.35	\$64.41
Ratio of Member Work Hours to Direct Support Hours		40%	50%	80%
Rate per Member Work Hour		\$20.68	\$28.68	\$51.53

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Individual Supported Employment Services

Appendices of Supporting Documentation for
Final Rate Models

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Appendix A: Wage Assumptions

Wage Data for Select Job Classifications that Include Duties Related to HCBS Job Requirements

BLS Code and Title		Bureau of Labor Statistics Wages				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community service managers	\$16.40	\$21.29	\$27.95	\$35.94	\$43.68
19-3031	Clinical/ couns./ school psychologists	\$18.28	\$25.79	\$33.25	\$40.34	\$53.50
21-1012	Educational/ vocational/ school counselors	\$15.98	\$20.69	\$26.05	\$31.66	\$36.55
21-1014	Mental health counselors	\$15.69	\$18.34	\$24.25	\$31.34	\$39.37
21-1015	Rehabilitation counselors	\$10.48	\$12.21	\$16.59	\$23.41	\$28.96
21-1021	Child/ family/ school social workers	\$12.11	\$16.09	\$21.27	\$25.43	\$28.30
21-1022	Healthcare social workers	\$20.11	\$24.63	\$29.28	\$34.89	\$39.52
21-1023	Mental health/ sub. abuse social work	\$13.10	\$15.78	\$20.03	\$26.06	\$32.40
21-1093	Social and human service assistants	\$9.86	\$11.29	\$14.54	\$17.97	\$22.01
21-1094	Community health workers	\$13.40	\$15.63	\$18.59	\$22.74	\$27.97
25-9041	Teacher assistants	\$9.78	\$11.66	\$13.99	\$16.75	\$18.60
29-1031	Dietitians and nutritionists	\$21.43	\$25.73	\$30.65	\$35.07	\$38.20
29-1141	Registered nurses	\$29.38	\$33.92	\$40.22	\$45.71	\$51.96
29-1122	Occupational therapists	\$28.61	\$33.44	\$39.21	\$43.79	\$46.70
29-1123	Physical therapists	\$29.71	\$33.20	\$38.41	\$43.61	\$46.98
29-1127	Speech-language pathologists	\$22.54	\$29.39	\$34.84	\$40.78	\$45.45
29-2061	Lic. practical and lic. vocational nurses	\$18.96	\$20.58	\$23.20	\$26.37	\$28.69
31-1011	Home health aides	\$9.37	\$9.92	\$10.82	\$11.74	\$14.78
31-1013	Psychiatric aides	\$12.27	\$13.91	\$15.41	\$17.57	\$20.20
31-1014	Nursing assistants	\$10.11	\$11.74	\$13.53	\$15.81	\$17.99
31-1015	Orderlies	\$11.95	\$12.92	\$14.53	\$16.69	\$18.05
31-2011	Occupational therapist assistants	\$18.83	\$22.54	\$25.92	\$28.65	\$32.56
31-2021	Physical therapist assistants	\$20.02	\$22.86	\$25.84	\$28.53	\$32.04
31-2022	Physical therapist aides	\$9.85	\$11.25	\$12.91	\$14.41	\$17.09
37-2012	Maids and housekeeping cleaners	\$9.19	\$9.35	\$10.48	\$12.27	\$15.37
39-9021	Personal and home care aides	\$9.32	\$9.84	\$10.76	\$11.69	\$13.67
39-9041	Residential Advisers	\$9.21	\$9.96	\$13.34	\$16.88	\$20.31

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

		Discovery	Job Development	Job Coaching
BLS Code and Title				
11-9151	Social and community service managers			
19-3031	Clinical/ couns./ school psychologists			
21-1012	Educational/ vocational/ school counselors	20%	30%	30%
21-1014	Mental health counselors			
21-1015	Rehabilitation counselors	30%	40%	30%
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%	20%	20%
21-1094	Community health workers			
25-9041	Teacher assistants			
29-1031	Dietitians and nutritionists			
29-1141	Registered nurses			
29-1122	Occupational therapists			
29-1123	Physical therapists			
29-1127	Speech-language pathologists			
29-2061	Lic. practical and lic. vocational nurses			
31-1011	Home health aides			
31-1013	Psychiatric aides			
31-1014	Nursing assistants			
31-1015	Orderlies			
31-2011	Occupational therapist assistants			
31-2021	Physical therapist assistants			
31-2022	Physical therapist aides			
37-2012	Maids and housekeeping cleaners			
39-9021	Personal and home care aides	10%	10%	20%
39-9041	Residential Advisers			
		100%	100%	100%

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**Appendix A: Wage Assumptions
Comparison of Wages from Provider Survey and Bureau of Labor Statistics
(Using Job Requirement Assumptions)**



Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions ¹

10th %ile	\$11.22	\$11.89	\$11.77
25th %ile	\$13.30	\$14.33	\$14.10
50th %ile	\$17.08	\$18.44	\$17.85
75th %ile	\$21.71	\$23.63	\$22.45
90th %ile	\$26.17	\$28.32	\$26.79

Provider Survey (employees excluding supervisors)

Respondents	15	14	20
Min	\$10.14	\$8.08	\$8.08
Max	\$25.23	\$25.23	\$25.23
Median	\$12.92	\$13.75	\$11.94
Wt. Avg. no outliers	\$13.49	\$14.70	\$13.24

¹Rate model wage assumptions are bolded, and have been set at the median (50th percentile) hourly wage based on the assumed job requirements.

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Appendix B: Benefits Assumptions

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model	Provider Survey ¹	BLS Data ²	Rate Model

Mandatory Benefits

FICA ³												7.65%
Federal UI ⁴												0.60%
State UI ⁵										2.76%		2.90%
Workers' Comp.										2.33%		2.30%

Paid Time Off⁶

							<i>Days per year</i>			<i>Days per year</i>		
Holidays	75%	73%	100%	75%	73%	100%	7.3	8.0	8.0	5.5	5.8	8.0
Vacation Leave		72%			72%			10.0			7.2	
Sick Leave	97%	61%	100%	97%	61%	100%	14.3	6.0	16.0	13.9	3.7	16.0
Total							21.6	24.0	24.0	19.3	16.7	24.0

Health Insurance⁷

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	81%	68%	100%	60%	52%	100%	\$525	\$392	\$425	\$315	\$204	\$425

Retirement

							<i>Employer contribution (% of salary)</i>			<i>Employer contribution (% of salary)</i>		
	56%	60%	0%	56%	46%	0%	3.7%	NR	0.0%	2.1%	NR	0.0%

Other Benefits⁸

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	56%	-	100%	83%	-	100%	\$32	-	\$75	\$27	-	\$75

¹Provider survey results - averages (means) weighted by reported numbers of full-time staff (defined in the survey as staff working more than 30 hours per week; providers reported that approximately three-quarters of the workforce is full-time)

²BLS' 2014 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2014/ownership_private.htm); data reported is for private employers in the Pacific region

³Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

⁴Applies to first \$7,000 in wages

⁵Applies to first \$35,700 in wages

⁶BLS 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)

⁷In addition to BLS data for single coverage, other data sources were reviewed. According to 2014 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 \$475.58 with an employer share of \$399.42 (Tables II.C.1 and II.C.2). Data from Kaiser and the Urban Institute report that the 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

⁸BLS provides information for a variety of other benefits that cannot be combined

**Final Rate Models for Individual Supported Employment Services
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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	44.4%	36.9%	54.3%	45.1%
\$10	\$20,800	42.1%	34.7%	51.1%	41.9%
\$11	\$22,880	40.3%	32.9%	48.5%	39.3%
\$12	\$24,960	38.8%	31.4%	46.3%	37.1%
\$13	\$27,040	37.5%	30.1%	44.4%	35.2%
\$14	\$29,120	36.5%	29.0%	42.8%	33.6%
\$15	\$31,200	35.5%	28.1%	41.4%	32.2%
\$16	\$33,280	34.7%	27.3%	40.2%	31.0%
\$17	\$35,360	33.9%	26.5%	39.1%	29.9%
\$18	\$37,440	33.2%	25.7%	38.1%	28.9%
\$19	\$39,520	32.4%	25.0%	37.1%	27.9%
\$20	\$41,600	31.8%	24.4%	36.2%	27.0%
\$21	\$43,680	31.2%	23.8%	35.4%	26.2%
\$22	\$45,760	30.7%	23.3%	34.6%	25.4%
\$23	\$47,840	30.2%	22.8%	33.9%	24.7%
\$24	\$49,920	29.7%	22.3%	33.3%	24.1%
\$25	\$52,000	29.3%	21.9%	32.8%	23.6%
\$26	\$54,080	29.0%	21.5%	32.2%	23.0%
\$27	\$56,160	28.6%	21.2%	31.8%	22.6%
\$28	\$58,240	28.3%	20.9%	31.3%	22.1%
\$29	\$60,320	28.0%	20.6%	30.9%	21.7%
\$30	\$62,400	27.7%	20.3%	30.5%	21.3%
\$31	\$64,480	27.4%	20.0%	30.1%	20.9%
\$32	\$66,560	27.2%	19.8%	29.8%	20.6%
\$33	\$68,640	26.9%	19.5%	29.5%	20.3%
\$34	\$70,720	26.7%	19.3%	29.2%	20.0%
\$35	\$72,800	26.5%	19.1%	28.9%	19.7%
\$36	\$74,880	26.3%	18.9%	28.6%	19.4%
\$37	\$76,960	26.1%	18.7%	28.4%	19.1%
\$38	\$79,040	26.0%	18.5%	28.1%	18.9%
\$39	\$81,120	25.8%	18.4%	27.9%	18.7%
\$40	\$83,200	25.6%	18.2%	27.7%	18.5%

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
(with Comparison to Provider Survey Results)**

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

Direct services	26.06	26.81	25.31	22.81	20.31
Participating in ISP/PCP meetings	-	0.25	0.25	0.25	0.25
Travel time (between members)	4.00	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
Incomplete assessments	1.50	-	-	-	-
Incomplete placements	-	1.50	-	-	-
Progress notes/ medical records	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
Training	1.00	1.00	1.00	1.00	1.00
Paid time off	3.69	3.69	3.69	3.69	3.69
Total	40.00	40.00	40.00	40.00	40.00

Provider Survey (scaled to 40 hour week)¹

Direct services	33.20	30.66	34.23
Participating in ISP/PCP meetings	-	0.00	0.40
Travel time (between members)	-	0.50	2.40
Employment market research	1.40	-	-
Employer and one-on-one supervision time	3.10	7.90	1.00
Training (calculated)	1.00	0.94	0.87
Other activities	1.30	0.00	1.10
Total	40.00	40.00	40.00

¹All figures are weighted averages (based on September 2014 - June 2015 revenues) without outliers
Burns & Associates, Inc.