

Review of Provider Rates for
Residential and Other HCBS

Draft Rate Models, Revision 1

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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

October 18, 2017

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Table of Contents

Draft Rate Models

| | |
|--|----|
| Comparison of Current and Draft Rates..... | 1 |
| Attendant Care..... | 3 |
| 24-Hour Residential..... | 5 |
| Professional Behavior Services..... | 10 |
| Transportation..... | 13 |

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

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Comparison of Current and Draft Rates

| Service | Unit | Current Pre-Oct. | Current Oct. 2017 | Draft | Comments |
|---|------|---------------------|----------------------|----------|---|
| Adult 24 Hour Residential (Tier 1) - 3 or fewer residents | Day | \$181.21* | \$190.27* | \$339.10 | 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). Current rates are published as a month, but are reported here as a 344 day rate for comparative purposes. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Adult 24 Hour Residential (Tier 2) - 3 or fewer residents | Day | \$208.89* | \$219.34* | \$353.56 | |
| Adult 24 Hour Residential (Tier 3) - 3 or fewer residents | Day | \$225.73* | \$237.01* | | |
| Adult 24 Hour Residential (Tier 4) - 3 or fewer residents | Day | \$407.70* | \$428.09* | \$443.94 | |
| Adult 24 Hour Residential (Tier 5) - 3 or fewer residents | Day | \$464.55* | \$487.78* | | |
| Adult 24 Hour Residential (Tier 6) - 3 or fewer residents | Day | \$544.59* | \$571.81* | \$575.34 | |
| Adult 24 Hour Residential (Tier 1) - 4 to 5 residents | Day | \$181.21* | \$190.27* | \$279.95 | 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). Current rates are published as a month, but are reported here as a 344 day rate for comparative purposes. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Adult 24 Hour Residential (Tier 2) - 4 to 5 residents | Day | \$208.89* | \$219.34* | \$300.77 | |
| Adult 24 Hour Residential (Tier 3) - 4 to 5 residents | Day | \$225.73* | \$237.01* | | |
| Adult 24 Hour Residential (Tier 4) - 4 to 5 residents | Day | \$273.11* | \$286.76* | \$369.91 | |
| Adult 24 Hour Residential (Tier 5) - 4 to 5 residents | Day | \$340.19* | \$357.20* | | |
| Adult 24 Hour Residential (Tier 6) - 4 to 5 residents | Day | \$398.92* | \$418.87* | \$468.24 | |
| Adult 24 Hour Residential (Tier 1) - 6 to 8 residents | Day | \$132.09* | \$138.70* | * | 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). Current rates are published as a month, but are reported here as a 344 day rate equivalent. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Adult 24 Hour Residential (Tier 2) - 6 to 8 residents | Day | \$144.14* | \$151.34* | * | |
| Adult 24 Hour Residential (Tier 3) - 6 to 8 residents | Day | \$155.78* | \$163.57* | * | |
| Adult 24 Hour Residential (Tier 4) - 6 to 8 residents | Day | \$188.47* | \$197.89* | * | |
| Adult 24 Hour Residential (Tier 5) - 6 to 8 residents | Day | \$232.91* | \$244.56* | * | |
| Adult 24 Hour Residential (Tier 6) - 6 to 8 residents | Day | \$263.79* | \$276.97* | * | |
| Adult 24 Hour Residential (Tier 1) - 9 or more residents | Day | \$100.75* | \$105.78* | * | 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). Current rates are published as a month, but are reported here as a 344 day rate equivalent. Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Adult 24 Hour Residential (Tier 2) - 9 or more residents | Day | \$100.86* | \$105.90* | * | |
| Adult 24 Hour Residential (Tier 3) - 9 or more residents | Day | \$100.89* | \$105.94* | * | |
| Adult 24 Hour Residential (Tier 4) - 9 or more residents | Day | \$117.40* | \$123.27* | * | |
| Adult 24 Hour Residential (Tier 5) - 9 or more residents | Day | \$145.08* | \$152.33* | * | |
| Adult 24 Hour Residential (Tier 6) - 9 or more residents | Day | \$164.31* | \$172.52* | * | |
| Child 24 Hour Residential (Tier 1) - 3 or fewer residents | Day | * | * | \$410.93 | Current rates are negotiated by home. Draft rate models would establish fixed rates based on home size and resident's level of need. 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). Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Child 24 Hour Residential (Tier 2) - 3 or fewer residents | Day | * | * | \$490.01 | |
| Child 24 Hour Residential (Tier 3) - 3 or fewer residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 4) - 3 or fewer residents | Day | * | * | \$572.32 | |
| Child 24 Hour Residential (Tier 5) - 3 or fewer residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 6) - 3 or fewer residents | Day | * | * | \$662.71 | |
| Child 24 Hour Residential (Tier 1) - 4 residents | Day | * | * | \$376.71 | Current rates are negotiated by home. Draft rate models would establish fixed rates based on home size and resident's level of need. 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). Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Child 24 Hour Residential (Tier 2) - 4 residents | Day | * | * | \$436.24 | |
| Child 24 Hour Residential (Tier 3) - 4 residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 4) - 4 residents | Day | * | * | \$558.08 | |
| Child 24 Hour Residential (Tier 5) - 4 residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 6) - 4 residents | Day | * | * | \$628.11 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Comparison of Current and Draft Rates

| Service | Unit | Current Pre-Oct. | Current Oct. 2017 | Draft | Comments |
|--|-------------|-----------------------------|------------------------------|--------------|---|
| Child 24 Hour Residential (Tier 1) - 5 residents | Day | * | * | \$306.75 | Current rates are negotiated by home. Draft rate models would establish fixed rates based on home size and resident's level of need. 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). Direct nursing and Professional Behavior Services will be 'unbundled' and separately billable. |
| Child 24 Hour Residential (Tier 2) - 5 residents | Day | * | * | \$354.36 | |
| Child 24 Hour Residential (Tier 3) - 5 residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 4) - 5 residents | Day | * | * | \$452.40 | |
| Child 24 Hour Residential (Tier 5) - 5 residents | Day | * | * | | |
| Child 24 Hour Residential (Tier 6) - 5 residents | Day | * | * | \$508.51 | |
| <i>Attendant Care Support (ADL/IADL)</i> | | | | | |
| Attendant Care Support (ADL/IADL) | Hour | \$27.28 | \$27.28 | \$37.32 | |
| Attendant Care Support (ADL/IADL), 2 Members | Hour | * | * | \$20.53 | |
| Attendant Care Support (ADL/IADL), 3 Members | Hour | * | * | \$14.93 | |
| Attendant Care Support (ADL/IADL), 2 to 1 | Hour | varies | varies | \$67.46 | |
| Professional Behavior Services - Master's and Above, Standard | Hour | | | \$87.18 | |
| Professional Behavior Services - Master's and Above, Incentive | Hour | | | \$96.14 | |
| Professional Behavior Services - Bachelor's, Standard | Hour | \$80.00 | \$80.00 | \$66.21 | |
| Professional Behavior Services - Bachelor's, Incentive | Hour | | | \$73.46 | |
| Professional Behavior Services - Less than Bachelor's, Standard | Hour | | | \$49.78 | |
| Professional Behavior Services - Less than Bachelor's, Incentive | Hour | | | \$55.67 | |
| Non-Medical Transportation | per ride | varies | varies | | |
| Non-Medical Transportation - Standard | mile | | | \$1.86 | For trips involving multiple members, the rate is divided by the number of members transported |
| Non-Medical Transportation - After-Hours | mile | | | \$1.93 | |
| Non-Medical Transportation - Wheelchair | mile | | | \$2.42 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Attendant Care

| | Unit of Service | Hour | |
|---|---|----------------|--|
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$15.65 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.69 | |
| | <i>Productivity Assumptions</i> | | |
| | Total Hours | 40.00 | |
| | - Travel Time (Between Members) | 2.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.25 | |
| | - Progress Notes/ Medical Records | 1.00 | |
| | - Employer and One-on-One Supervision Time | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | |
| | - Training | 0.75 | |
| | - Paid Time Off | 3.69 | |
| | "Billable" Hours | 31.06 | |
| | Productivity Adjustment | 1.29 | |
| | Staff Cost After Productivity Adjustment | \$26.65 | |
| Mileage | - Number of Miles Traveled per Week | 70 | |
| | - Amount per Mile | \$0.535 | |
| | Weekly Mileage Cost | \$37.45 | |
| | Mileage Cost per Billable Staff Hour | \$1.21 | |
| Supervision | - Supervisor Hourly Wage | \$18.58 | |
| | - Supervisor Benefit Rate | 28.9% | |
| | Weekly Cost of Supervisor | \$957.98 | |
| | - Number of DSPs per Supervisor | 8.0 | |
| | Supervisor Cost per Billable Staff Hour | \$3.86 | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. and Other Overhead | \$31.72 | |
| | - Administration and Other Overhead Rate | 15.0% | |
| | Admin. and Other Overhead Cost per Billable Staff Hour | \$5.60 | |
| | Total Hourly Rate | \$37.32 | |
| Multiple Member Rates | <i>2 Members</i> | | |
| | - Rate Premium | 10% | |
| | Total Hourly Revenue | \$41.05 | |
| | Rate per Member per Hour | \$20.53 | |
| | <i>3 Members</i> | | |
| | - Rate Premium | 20% | |
| Total Hourly Revenue | \$44.78 | | |
| | Rate per Member per Hour | \$14.93 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Attendant Care 2:1

| | Unit of Service | Hour | |
|--|---|----------------|--|
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$15.65 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.69 | |
| | <i>Productivity Assumptions</i> | | |
| | Total Hours | 40.00 | |
| | - Travel Time (Between Members) | 2.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.25 | |
| | - Progress Notes/ Medical Records | 1.00 | |
| | - Employer and One-on-One Supervision Time | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | |
| | - Training | 0.75 | |
| | - Paid Time Off | 3.69 | |
| | "Billable" Hours | 31.06 | |
| | Productivity Adjustment | 1.29 | |
| Staff Cost After Productivity Adjustment | \$26.65 | | |
| Mileage | - Number of Miles Traveled per Week | 70 | |
| | - Amount per Mile | \$0.535 | |
| | Weekly Mileage Cost | \$37.45 | |
| | Mileage Cost per Billable Staff Hour | \$1.21 | |
| Supervision | - Supervisor Hourly Wage | \$18.58 | |
| | - Supervisor Benefit Rate | 28.9% | |
| | Weekly Cost of Supervisor | \$957.98 | |
| | - Number of DSPs per Supervisor | 8.0 | |
| Supervisor Cost per Billable Staff Hour | \$7.71 | | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. and Other Overhead | \$35.57 | |
| | - Administration and Other Overhead Rate | 15.0% | |
| | Admin. and Other Overhead Cost per Billable Staff Hour | \$6.28 | |
| Direct Support Staff Wages and Benefits for Second Staff | - Direct Staff Hourly Wage | \$15.65 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.69 | |
| | <i>Productivity Assumptions</i> | | |
| | Total Hours | 40.00 | |
| | - Travel Time (Between Members) | 2.00 | |
| | - Employer and One-on-One Supervision Time | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | |
| | - Training | 0.75 | |
| | - Paid Time Off | 3.69 | |
| | "Billable" Hours | 32.31 | |
| | Productivity Adjustment | 1.24 | |
| | Staff Cost After Productivity Adjustment | \$25.61 | |
| | Total Hourly Rate | \$67.46 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**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 | \$15.65 | \$15.65 | \$15.65 | \$16.09 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | 32.2% | 32.2% | 31.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages+benefits) | \$20.69 | \$20.69 | \$20.69 | \$21.08 | |
| | <i>Productivity Assumptions</i> | | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | 40.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.10 | 0.10 | 0.10 | 0.10 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 34.71 | 34.71 | 34.71 | 34.71 | |
| | Productivity Adjustment | 1.15 | 1.15 | 1.15 | 1.15 | |
| | Staff Cost per Billable Hour | \$23.84 | \$23.84 | \$23.84 | \$24.29 | |
| | <i>Staffing</i> | | | | | |
| | - Staff Hours per Residence per Week | 193.0 | 203.0 | 265.0 | 351.0 | |
| | Allocated Staff Hours per Member per Week | 64.3 | 67.7 | 88.3 | 117.0 | |
| | Weekly DSP Staff Cost per Member | \$1,532.91 | \$1,613.97 | \$2,105.07 | \$2,841.93 | |
| | Mileage | <i>Depreciation Costs</i> | | | | |
| - Purchase Price | | \$35,000 | \$35,000 | \$35,000 | \$35,000 | |
| - Salvage Value | | 30% | 30% | 30% | 30% | |
| - Useful Life (Miles) | | 100,000 | 100,000 | 100,000 | 100,000 | |
| Depreciation Cost per Mile | | \$0.25 | \$0.25 | \$0.25 | \$0.25 | |
| <i>Operating Costs</i> | | | | | | |
| Amount per Mile | | \$0.285 | \$0.285 | \$0.285 | \$0.285 | |
| - 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 | \$17.83 | \$17.83 | \$17.83 | \$17.83 | | |
| House Manager | - House Manager Hourly Wage | \$18.58 | \$18.58 | \$18.58 | \$18.58 | |
| | - House Manager Benefit Rate | 28.9% | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of House Manager (1 FTE per home) | \$957.98 | \$957.98 | \$957.98 | \$957.98 | |
| | Weekly House Manager Cost per Member | \$319.33 | \$319.33 | \$319.33 | \$319.33 | |
| Specialized Supports | - Specialized Staff Hourly Wage | \$39.81 | \$39.81 | \$39.81 | \$39.81 | |
| | - Specialized Staff Benefit Rate | 18.7% | 18.7% | 18.7% | 18.7% | |
| | Weekly Cost of Specialized Staff | \$1,890.18 | \$1,890.18 | \$1,890.18 | \$1,890.18 | |
| | - Number of Members per Specialized Staff | 60 | 60 | 40 | 40 | |
| Weekly Specialized Staff Cost per Member | \$31.50 | \$31.50 | \$47.25 | \$47.25 | | |
| Admin. and Overhead | Weekly Cost Before Admin. and Other Overhead | \$1,901.57 | \$1,982.63 | \$2,489.48 | \$3,226.34 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$335.57 | \$349.88 | \$439.32 | \$569.35 | |
| Total Cost per Member per Week | | \$2,237.14 | \$2,332.51 | \$2,928.80 | \$3,795.69 | |
| Cost per Member per Day | | \$319.59 | \$333.22 | \$418.40 | \$542.24 | |
| Rate per Member per Day at 344 Days per Plan Year | | \$339.10 | \$353.56 | \$443.94 | \$575.34 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**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 | \$15.65 | \$15.65 | \$15.65 | \$16.09 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | 32.2% | 32.2% | 31.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages+benefits) | \$20.69 | \$20.69 | \$20.69 | \$21.08 | |
| | <i>Productivity Assumptions</i> | | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | 40.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.10 | 0.10 | 0.10 | 0.10 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 34.71 | 34.71 | 34.71 | 34.71 | |
| | Productivity Adjustment | 1.15 | 1.15 | 1.15 | 1.15 | |
| | Staff Cost per Billable Hour | \$23.84 | \$23.84 | \$23.84 | \$24.29 | |
| | <i>Staffing</i> | | | | | |
| | - Staff Hours per Residence per Week | 248.0 | 270.0 | 340.0 | 436.0 | |
| | Allocated Staff Hours per Member per Week | 55.1 | 60.0 | 75.6 | 96.9 | |
| | Weekly DSP Staff Cost per Member | \$1,313.58 | \$1,430.40 | \$1,802.30 | \$2,353.70 | |
| | Mileage | <i>Depreciation Costs</i> | | | | |
| - Purchase Price | | \$35,000 | \$35,000 | \$35,000 | \$35,000 | |
| - Salvage Value | | 30% | 30% | 30% | 30% | |
| - Useful Life (Miles) | | 100,000 | 100,000 | 100,000 | 100,000 | |
| Depreciation Cost per Mile | | \$0.25 | \$0.25 | \$0.25 | \$0.25 | |
| <i>Operating Costs</i> | | | | | | |
| Amount per Mile | | \$0.285 | \$0.285 | \$0.285 | \$0.285 | |
| - 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 | \$11.89 | \$11.89 | \$11.89 | \$11.89 | | |
| House Manager | - House Manager Hourly Wage | \$18.58 | \$18.58 | \$18.58 | \$18.58 | |
| | - House Manager Benefit Rate | 28.9% | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of House Manager (1 FTE per home) | \$957.98 | \$957.98 | \$957.98 | \$957.98 | |
| | Weekly House Manager Cost per Member | \$212.88 | \$212.88 | \$212.88 | \$212.88 | |
| Specialized Supports | - Specialized Staff Hourly Wage | \$39.81 | \$39.81 | \$39.81 | \$39.81 | |
| | - Specialized Staff Benefit Rate | 18.7% | 18.7% | 18.7% | 18.7% | |
| | Weekly Cost of Specialized Staff | \$1,890.18 | \$1,890.18 | \$1,890.18 | \$1,890.18 | |
| | - Number of Members per Specialized Staff | 60 | 60 | 40 | 40 | |
| Weekly Specialized Staff Cost per Member | \$31.50 | \$31.50 | \$47.25 | \$47.25 | | |
| Admin. and Overhead | Weekly Cost Before Admin. and Other Overhead | \$1,569.85 | \$1,686.67 | \$2,074.32 | \$2,625.72 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$277.03 | \$297.65 | \$366.06 | \$463.36 | |
| Total Cost per Member per Week | | \$1,846.88 | \$1,984.32 | \$2,440.38 | \$3,089.08 | |
| Cost per Member per Day | | \$263.84 | \$283.47 | \$348.63 | \$441.30 | |
| Rate per Member per Day at 344 Days per Plan Year | | \$279.95 | \$300.77 | \$369.91 | \$468.24 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**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 | \$15.65 | \$15.65 | \$15.65 | \$16.09 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | 32.2% | 32.2% | 31.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages+benefits) | \$20.69 | \$20.69 | \$20.69 | \$21.08 | |
| | <i>Productivity Assumptions</i> | | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | 40.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.10 | 0.10 | 0.10 | 0.10 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 34.71 | 34.71 | 34.71 | 34.71 | |
| | Productivity Adjustment | 1.15 | 1.15 | 1.15 | 1.15 | |
| | Staff Cost per Billable Hour | \$23.84 | \$23.84 | \$23.84 | \$24.29 | |
| | <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 | \$1,900.05 | \$2,343.47 | \$2,789.28 | \$3,296.15 | |
| | Mileage | <i>Depreciation Costs</i> | | | | |
| - Purchase Price | | \$35,000 | \$35,000 | \$35,000 | \$35,000 | |
| - Salvage Value | | 30% | 30% | 30% | 30% | |
| - Useful Life (Miles) | | 100,000 | 100,000 | 100,000 | 100,000 | |
| Depreciation Cost per Mile | | \$0.25 | \$0.25 | \$0.25 | \$0.25 | |
| <i>Operating Costs</i> | | | | | | |
| Amount per Mile | | \$0.285 | \$0.285 | \$0.285 | \$0.285 | |
| - 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 | \$53.50 | \$53.50 | \$53.50 | \$53.50 | | |
| House Manager | - Manager Hourly Wage | \$18.58 | \$18.58 | \$18.58 | \$18.58 | |
| | - Manager Benefit Rate | 28.9% | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of House Manager | \$957.98 | \$957.98 | \$957.98 | \$957.98 | |
| | Weekly Manager Cost per Member | \$319.33 | \$319.33 | \$319.33 | \$319.33 | |
| Specialized Supports | - Specialized Staff Hourly Wage | \$39.81 | \$39.81 | \$39.81 | \$39.81 | |
| | - Specialized Staff Benefit Rate | 18.7% | 18.7% | 18.7% | 18.7% | |
| | Weekly Cost of Specialized Staff | \$1,890.18 | \$1,890.18 | \$1,890.18 | \$1,890.18 | |
| | - Number of Members per Specialized Staff | 60 | 60 | 40 | 40 | |
| Weekly Specialized Staff Cost per Member | \$31.50 | \$31.50 | \$47.25 | \$47.25 | | |
| Admin. and Overhead | Weekly Cost Before Admin. and Other Overhead | \$2,304.38 | \$2,747.80 | \$3,209.36 | \$3,716.23 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$406.66 | \$484.91 | \$566.36 | \$655.81 | |
| Total Cost per Member per Week | | \$2,711.04 | \$3,232.71 | \$3,775.72 | \$4,372.04 | |
| Cost per Member per Day | | \$387.29 | \$461.82 | \$539.39 | \$624.58 | |
| Rate per Member per Day at 344 Days per Plan Year | | \$410.93 | \$490.01 | \$572.32 | \$662.71 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**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 | \$15.65 | \$15.65 | \$15.65 | \$16.09 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | 32.2% | 32.2% | 31.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages+benefits) | \$20.69 | \$20.69 | \$20.69 | \$21.08 | |
| | <i>Productivity Assumptions</i> | | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | 40.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.10 | 0.10 | 0.10 | 0.10 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 34.71 | 34.71 | 34.71 | 34.71 | |
| | Productivity Adjustment | 1.15 | 1.15 | 1.15 | 1.15 | |
| | Staff Cost per Billable Hour | \$23.84 | \$23.84 | \$23.84 | \$24.29 | |
| | <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 | \$1,788.00 | \$2,121.76 | \$2,789.28 | \$3,181.99 | | |
| Mileage | <i>Depreciation Costs</i> | | | | | |
| | - Purchase Price | \$35,000 | \$35,000 | \$35,000 | \$35,000 | |
| | - Salvage Value | 30% | 30% | 30% | 30% | |
| | - Useful Life (Miles) | 100,000 | 100,000 | 100,000 | 100,000 | |
| | Depreciation Cost per Mile | \$0.25 | \$0.25 | \$0.25 | \$0.25 | |
| | <i>Operating Costs</i> | | | | | |
| | Amount per Mile | \$0.285 | \$0.285 | \$0.285 | \$0.285 | |
| - 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 | \$53.50 | \$53.50 | \$53.50 | \$53.50 | | |
| House Manager | - Manager Hourly Wage | \$18.58 | \$18.58 | \$18.58 | \$18.58 | |
| | - Manager Benefit Rate | 28.9% | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of House Manager | \$957.98 | \$957.98 | \$957.98 | \$957.98 | |
| | Weekly Manager Cost per Member | \$239.50 | \$239.50 | \$239.50 | \$239.50 | |
| Specialized Supports | - Specialized Staff Hourly Wage | \$39.81 | \$39.81 | \$39.81 | \$39.81 | |
| | - Specialized Staff Benefit Rate | 18.7% | 18.7% | 18.7% | 18.7% | |
| | Weekly Cost of Specialized Staff | \$1,890.18 | \$1,890.18 | \$1,890.18 | \$1,890.18 | |
| | - Number of Members per Specialized Staff | 60 | 60 | 40 | 40 | |
| Weekly Specialized Staff Cost per Member | \$31.50 | \$31.50 | \$47.25 | \$47.25 | | |
| Admin. and Overhead | Weekly Cost Before Admin. and Other Overhead | \$2,112.50 | \$2,446.26 | \$3,129.53 | \$3,522.24 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$372.79 | \$431.69 | \$552.27 | \$621.57 | |
| Total Cost per Member per Week | | \$2,485.29 | \$2,877.95 | \$3,681.80 | \$4,143.81 | |
| Cost per Member per Day | | \$355.04 | \$411.14 | \$525.97 | \$591.97 | |
| Rate per Member per Day at 344 Days per Plan Year | | \$376.71 | \$436.24 | \$558.08 | \$628.11 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
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 | \$15.65 | \$15.65 | \$15.65 | \$16.09 | |
| | - Employee Benefit Rate (as a percent of wages) | 32.2% | 32.2% | 32.2% | 31.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages+benefits) | \$20.69 | \$20.69 | \$20.69 | \$21.08 | |
| | <i>Productivity Assumptions</i> | | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | 40.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.10 | 0.10 | 0.10 | 0.10 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 34.71 | 34.71 | 34.71 | 34.71 | |
| | Productivity Adjustment | 1.15 | 1.15 | 1.15 | 1.15 | |
| | Staff Cost per Billable Hour | \$23.84 | \$23.84 | \$23.84 | \$24.29 | |
| | <i>Staffing</i> | | | | | |
| | - Staff Hours per Residence per Week | 305.0 | 361.0 | 473.0 | 529.0 | |
| | Allocated Staff Hours per Member per Week | 61.0 | 72.2 | 94.6 | 105.8 | |
| | Weekly Staff Cost per Member | \$1,454.24 | \$1,721.25 | \$2,255.26 | \$2,569.88 | |
| | Mileage | <i>Depreciation Costs</i> | | | | |
| - Purchase Price | | \$35,000 | \$35,000 | \$35,000 | \$35,000 | |
| - Salvage Value | | 30% | 30% | 30% | 30% | |
| - Useful Life (Miles) | | 100,000 | 100,000 | 100,000 | 100,000 | |
| Depreciation Cost per Mile | | \$0.25 | \$0.25 | \$0.25 | \$0.25 | |
| <i>Operating Costs</i> | | | | | | |
| Amount per Mile | | \$0.285 | \$0.285 | \$0.285 | \$0.285 | |
| - Number of Miles per Week per Residence | 400 | 400 | 400 | 400 | | |
| Allocated Miles per Member per Week | 80.0 | 80.0 | 80.0 | 80.0 | | |
| Weekly Mileage Cost per Member | \$42.80 | \$42.80 | \$42.80 | \$42.80 | | |
| House Manager | - Manager Hourly Wage | \$18.58 | \$18.58 | \$18.58 | \$18.58 | |
| | - Manager Benefit Rate | 28.9% | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of House Manager | \$957.98 | \$957.98 | \$957.98 | \$957.98 | |
| | Weekly Manager Cost per Member | \$191.60 | \$191.60 | \$191.60 | \$191.60 | |
| Specialized Supports | - Specialized Staff Hourly Wage | \$39.81 | \$39.81 | \$39.81 | \$39.81 | |
| | - Specialized Staff Benefit Rate | 18.7% | 18.7% | 18.7% | 18.7% | |
| | Weekly Cost of Specialized Staff | \$1,890.18 | \$1,890.18 | \$1,890.18 | \$1,890.18 | |
| | - Number of Members per Specialized Staff | 60 | 60 | 40 | 40 | |
| Weekly Specialized Staff Cost per Member | \$31.50 | \$31.50 | \$47.25 | \$47.25 | | |
| Admin. and Overhead | Weekly Cost Before Admin. and Other Overhead | \$1,720.14 | \$1,987.15 | \$2,536.91 | \$2,851.53 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$303.55 | \$350.67 | \$447.69 | \$503.21 | |
| Total Cost per Member per Week | | \$2,023.69 | \$2,337.82 | \$2,984.60 | \$3,354.74 | |
| Cost per Member per Day | | \$289.10 | \$333.97 | \$426.37 | \$479.25 | |
| Rate per Member per Day at 344 Days per Plan Year | | \$306.75 | \$354.36 | \$452.40 | \$508.51 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Professional Behavior Services

Master's Degree or Above

| | | Standard | Incentive | |
|---|---|----------------|----------------|--|
| Unit of Service | | Hour | Hour | |
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$37.29 | \$37.29 | |
| | - Benefit Rate (as a percent of wages) | 19.1% | 19.1% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$44.41 | \$44.41 | |
| | <i>Productivity Assumptions</i> | | | |
| | Total Hours | 40.00 | 40.00 | |
| | - Travel Time (Between Members) | 4.00 | 6.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.25 | 0.25 | |
| | - Progress Notes/ Medical Records | 2.50 | 2.50 | |
| | - Collateral Contacts (Not Billable) | 1.25 | 1.25 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | 0.50 | |
| | - Training | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | |
| | "Billable" Hours | 26.31 | 24.31 | |
| Productivity Adjustment | 1.52 | 1.65 | | |
| Staff Cost per Billable Hour | | \$67.52 | \$73.07 | |
| Operating Expenses | - Square Feet of Office Space | 100 | 100 | |
| | - Annual Cost per Square Foot | \$15.00 | \$15.00 | |
| | Annual Cost of Office Space | \$1,500.00 | \$1,500.00 | |
| | Annual Cost for Phone and Internet | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Office Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Total Annual Operating Expense Cost | \$5,100.00 | \$5,100.00 | |
| Operating Expense Cost per Billable Hour | | \$3.73 | \$4.03 | |
| Mileage | - Number of Miles Traveled per Week | 140 | 210 | |
| | - Amount per Mile | \$0.535 | \$0.535 | |
| | Weekly Mileage Cost | \$74.90 | \$112.35 | |
| | Mileage Cost per Billable Hour | \$2.85 | \$4.62 | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. and Other Overhead | \$74.10 | \$81.72 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Billable Staff Hour | \$13.08 | \$14.42 | |
| Total Hourly Rate | | \$87.18 | \$96.14 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

| Professional Behavior Services | | Bachelor's Degree | | |
|---|---|--------------------------|------------------|--|
| | | Standard | Incentive | |
| Unit of Service | | Hour | Hour | |
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$26.58 | \$26.58 | |
| | - Benefit Rate (as a percent of wages) | 23.0% | 23.0% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.69 | \$32.69 | |
| | <i>Productivity Assumptions</i> | | | |
| | Total Hours | 40.00 | 40.00 | |
| | - Travel Time (Between Members) | 4.00 | 6.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.25 | 0.25 | |
| | - Progress Notes/ Medical Records | 2.50 | 2.50 | |
| | - Collateral Contacts (Not Billable) | 1.25 | 1.25 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | 0.50 | |
| | - Training | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | |
| | "Billable" Hours | 26.31 | 24.31 | |
| Productivity Adjustment | 1.52 | 1.65 | | |
| Staff Cost per Billable Hour | | \$49.70 | \$53.79 | |
| Operating Expenses | - Square Feet of Office Space | 100 | 100 | |
| | - Annual Cost per Square Foot | \$15.00 | \$15.00 | |
| | Annual Cost of Office Space | \$1,500.00 | \$1,500.00 | |
| | Annual Cost for Phone and Internet | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Office Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Total Annual Operating Expense Cost | \$5,100.00 | \$5,100.00 | |
| Operating Expense Cost per Billable Hour | | \$3.73 | \$4.03 | |
| Mileage | - Number of Miles Traveled per Week | 140 | 210 | |
| | - Amount per Mile | \$0.535 | \$0.535 | |
| | Weekly Mileage Cost | \$74.90 | \$112.35 | |
| | Mileage Cost per Billable Hour | \$2.85 | \$4.62 | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. and Other Overhead | \$56.28 | \$62.44 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Billable Staff Hour | \$9.93 | \$11.02 | |
| Total Hourly Rate | | \$66.21 | \$73.46 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

| Professional Behavior Services | | Less than Bachelor's | | |
|---|---|-----------------------------|------------------|--|
| | | Standard | Incentive | |
| Unit of Service | | Hour | Hour | |
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$18.23 | \$18.23 | |
| | - Benefit Rate (as a percent of wages) | 28.9% | 28.9% | |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.50 | \$23.50 | |
| | <i>Productivity Assumptions</i> | | | |
| | Total Hours | 40.00 | 40.00 | |
| | - Travel Time (Between Members) | 4.00 | 6.00 | |
| | - Participating in Assessments/ Person-Centered Planning | 0.25 | 0.25 | |
| | - Progress Notes/ Medical Records | 2.50 | 2.50 | |
| | - Collateral Contacts (Not Billable) | 1.25 | 1.25 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | |
| | - Time Lost Due to Missed Appointments | 0.50 | 0.50 | |
| | - Training | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | |
| | "Billable" Hours | 26.31 | 24.31 | |
| Productivity Adjustment | 1.52 | 1.65 | | |
| Staff Cost per Billable Hour | | \$35.73 | \$38.67 | |
| Operating Expenses | - Square Feet of Office Space | 100 | 100 | |
| | - Annual Cost per Square Foot | \$15.00 | \$15.00 | |
| | Annual Cost of Office Space | \$1,500.00 | \$1,500.00 | |
| | Annual Cost for Phone and Internet | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Office Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Annual Cost of Equipment and Supplies | \$1,200.00 | \$1,200.00 | |
| | Total Annual Operating Expense Cost | \$5,100.00 | \$5,100.00 | |
| Operating Expense Cost per Billable Hour | | \$3.73 | \$4.03 | |
| Mileage | - Number of Miles Traveled per Week | 140 | 210 | |
| | - Amount per Mile | \$0.535 | \$0.535 | |
| | Weekly Mileage Cost | \$74.90 | \$112.35 | |
| | Mileage Cost per Billable Hour | \$2.85 | \$4.62 | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. and Other Overhead | \$42.31 | \$47.32 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Billable Staff Hour | \$7.47 | \$8.35 | |
| Total Hourly Rate | | \$49.78 | \$55.67 | |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Transportation

| | | Standard | After-Hours | Wheelchair | |
|--|---|-----------------|--------------------|-------------------|--|
| Unit of Service | | Mile | Mile | Mile | |
| Direct Support Staff Wages and Benefits | - Direct Staff Hourly Wage | \$14.75 | \$16.23 | \$14.75 | |
| | - Benefit Rate (as a percent of wages) | 33.6% | 31.0% | 33.6% | |
| | Hourly Staff Cost Before Prod. Adj. (wages + benefits) | \$19.71 | \$21.25 | \$19.71 | |
| | <i>Productivity Assumptions</i> | | | | |
| | Total Hours | 40.00 | 40.00 | 40.00 | |
| | - Travel Time (Between Members) | 8.50 | 8.50 | 13.00 | |
| | - Employer and One-on-One Supervision Time | 0.75 | 0.75 | 0.75 | |
| | - Training | 0.75 | 0.75 | 0.75 | |
| | - Paid Time Off | 3.69 | 3.69 | 3.69 | |
| | "Billable" Hours | 26.31 | 26.31 | 21.81 | |
| Productivity Adjustment | 1.52 | 1.52 | 1.83 | | |
| Weekly Staff Cost | | \$788.40 | \$850.00 | \$788.40 | |
| Mileage | - Number of Miles Traveled per Week | 1,250 | 1,250 | 1,250 | |
| | <i>Depreciation Costs</i> | | | | |
| | - Purchase Price | | | \$55,000 | |
| | - Salvage Value | | | 30% | |
| | - Useful Life (Miles) | | | 100,000 | |
| | Depreciation Cost per Mile | \$0.250 | \$0.250 | \$0.39 | |
| | <i>Operating Costs</i> | | | | |
| Operating Cost per Mile | \$0.285 | \$0.285 | \$0.285 | | |
| Weekly Mileage Cost | | \$668.75 | \$668.75 | \$843.75 | |
| | - Number of Billable Miles per Week | 1,000 | 1,000 | 850 | |
| Supervision | - Supervisor Hourly Wage | \$18.58 | \$18.58 | \$18.58 | |
| | - Supervisor Benefit Rate | 28.9% | 28.9% | 28.9% | |
| | Weekly Cost of Supervisor | \$957.98 | \$957.98 | \$957.98 | |
| | - Number of DSPs per Supervisor | 8.0 | 8.0 | 8.0 | |
| Supervisor Cost per Week per DSP | | \$119.75 | \$119.75 | \$119.75 | |
| Admin. and Overhead | Cost per Billable Hour Before Admin. And Other Overhead | \$1,576.90 | \$1,638.50 | \$1,751.90 | |
| | - Administration and Other Overhead Rate | 15.0% | 15.0% | 15.0% | |
| | Admin. and Other Overhead Cost per Week | \$278.28 | \$289.15 | \$309.16 | |
| Total Cost per Week | | \$1,855.18 | \$1,927.65 | \$2,061.06 | |
| Total Rate per Mile | | \$1.86 | \$1.93 | \$2.42 | |

Review of Provider Rates for Residential and Other HCBS
Appendices of Supporting Documentation for
Draft Rate Models, Revision 1

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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

October 18, 2017

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**Appendix A: Wage Assumptions
Data for Occupations with Duties Related to HCBS**

| BLS Code and Title | Bureau of Labor Statistics Wages (May 2016) | | | | | Other BLS Information | | |
|--|---|------------|------------|------------|------------|-----------------------|--------------------|-----------------------------|
| | 10th %-ile | 25th %-ile | 50th %-ile | 75th %-ile | 90th %-ile | Typical Education | Related Experience | Typical On-the-Job Training |
| 11-9151 Social and community service managers | \$17.79 | \$22.47 | \$29.55 | \$37.79 | \$46.02 | Bachelor's | 5+ years | None |
| 19-3031 Clinical/ couns./ school psychologists | \$21.78 | \$28.65 | \$37.29 | \$48.26 | \$60.47 | Doctoral/ prof. | None | Intern/residency |
| 21-1012 Educational/ vocational/ school counselors | \$15.77 | \$20.42 | \$26.16 | \$33.91 | \$43.24 | Master's | None | None |
| 21-1014 Mental health counselors | \$15.77 | \$18.63 | \$24.20 | \$34.12 | \$43.72 | Master's | None | Intern/residency |
| 21-1015 Rehabilitation counselors | \$14.75 | \$14.75 | \$17.45 | \$23.75 | \$30.63 | Master's | None | None |
| 21-1021 Child/ family/ school social workers | \$14.75 | \$18.33 | \$22.39 | \$28.29 | \$30.66 | Bachelor's | None | None |
| 21-1022 Healthcare social workers | \$21.40 | \$26.41 | \$31.82 | \$37.21 | \$42.91 | Master's | None | None |
| 21-1023 Mental health/ sub. abuse social work | \$14.75 | \$16.52 | \$21.33 | \$25.75 | \$31.25 | Bachelor's | None | None |
| 21-1093 Social and human service assistants | \$14.75 | \$14.75 | \$17.01 | \$19.94 | \$23.52 | High school | None | Short-term OTJ |
| 21-1094 Community health workers | \$14.75 | \$15.59 | \$18.27 | \$22.89 | \$28.43 | High school | None | Short-term OTJ |
| 25-2051 Special education teachers, preschool | \$35.54 | \$43.33 | \$51.67 | \$62.31 | \$69.90 | Bachelor's | None | Intern/residency |
| 25-2052 Special ed. teachers, kinder. & elem. | \$30.66 | \$35.98 | \$46.31 | \$59.24 | \$69.39 | Bachelor's | None | Intern/residency |
| 25-2053 Special ed. teachers, middle school | \$31.30 | \$37.30 | \$48.35 | \$61.43 | \$70.57 | Bachelor's | None | Intern/residency |
| 25-2054 Special ed. teachers, secondary school | \$31.09 | \$38.42 | \$48.25 | \$61.25 | \$77.92 | Bachelor's | None | Intern/residency |
| 25-9041 Teacher assistants | \$14.77 | \$17.46 | \$20.99 | \$24.93 | \$27.56 | Some college | None | None |
| 29-1122 Occupational therapists | \$30.63 | \$35.48 | \$41.58 | \$46.57 | \$49.84 | Master's | None | None |
| 29-1123 Physical therapists | \$31.11 | \$34.42 | \$39.75 | \$45.95 | \$49.87 | Doctoral/ prof. | None | None |
| 29-1127 Speech-language pathologists | \$25.34 | \$32.35 | \$39.35 | \$45.44 | \$49.26 | Master's | None | None |
| 29-1141 Registered nurses | \$30.90 | \$35.75 | \$42.32 | \$48.08 | \$54.62 | Bachelor's | None | None |
| 29-2053 Psychiatric technicians | \$14.75 | \$14.75 | \$19.45 | \$23.25 | \$25.86 | Nondegree | Under 5 Yrs. | Short-term OTJ |
| 29-2061 Lic. practical and lic. vocational nurses | \$19.66 | \$21.36 | \$23.89 | \$27.25 | \$29.61 | Nondegree | None | None |
| 31-1011 Home health aides | \$14.75 | \$14.75 | \$14.75 | \$14.75 | \$14.75 | None | None | Short-term OTJ |
| 31-1013 Psychiatric aides | \$15.02 | \$15.73 | \$17.64 | \$20.22 | \$21.49 | High school | None | Short-term OTJ |
| 31-1014 Nursing assistants | \$14.75 | \$14.75 | \$14.80 | \$17.40 | \$19.29 | Nondegree | None | None |
| 31-2011 Occupational therapist assistants | \$22.56 | \$25.43 | \$28.11 | \$30.91 | \$35.93 | Associate's | None | None |
| 31-2021 Physical therapist assistants | \$21.30 | \$24.40 | \$27.24 | \$29.87 | \$32.81 | Associate's | None | None |
| 31-2022 Physical therapist aides | \$14.75 | \$14.75 | \$14.75 | \$15.67 | \$18.71 | High school | None | Short-term OTJ |
| 39-9021 Personal care aides | \$14.75 | \$14.75 | \$14.75 | \$14.75 | \$14.75 | None | None | Short-term OTJ |
| 39-9032 Recreation workers | \$14.75 | \$14.75 | \$14.75 | \$14.75 | \$18.99 | High school | None | Short-term OTJ |
| 39-9041 Residential advisers | \$14.75 | \$14.75 | \$14.75 | \$17.22 | \$20.19 | High school | None | Short-term OTJ |

Note: Cells that are highlighted indicate that the calculated rate has been overwritten by the July 2022 Portland Metro minimum wage.

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

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

| BLS Code and Title | | Attendant Care | 24 Hour Residential - DSP | 24 Hour Residential Professional Staff | 24 Hour Residential - Category 4 | Professional Behavior Services - Master's and Above | Professional Behavior Services - Bachelor's | Professional Behavior Services - Less than Bachelor's | Transportation | Supervisors |
|---------------------------|--|----------------|---------------------------|--|----------------------------------|---|---|---|----------------|-------------|
| 11-9151 | Social and community service managers | | | 50% | | 100% | | | | |
| 19-3031 | Clinical/ couns./ school psychologists | | | | | | | | | |
| 21-1012 | Educational/ vocational/ school counselors | | | | | | | | | |
| 21-1014 | Mental health counselors | | | | | | | | | |
| 21-1015 | Rehabilitation counselors | | | | | | | | | |
| 21-1021 | Child/ family/ school social workers | | | | | | | | | |
| 21-1022 | Healthcare social workers | | | | | | 50% | | | |
| 21-1023 | Mental health/ sub. abuse social work | | | | | | 50% | | | |
| 21-1093 | Social and human service assistants | 40% | 40% | | 40% | | | 50% | | 50% |
| 21-1094 | Community health workers | | | | | | | | | |
| 25-2051 | Special education teachers, preschool | | | | | | | | | |
| 25-2052 | Special ed. teachers, kinder. & elem. | | | | | | | | | |
| 25-2053 | Special ed. teachers, middle school | | | | | | | | | |
| 25-2054 | Special ed. teachers, secondary school | | | | | | | | | |
| 25-9041 | Teacher assistants | | | | | | | | | |
| 29-1122 | Occupational therapists | | | | | | | | | |
| 29-1123 | Physical therapists | | | | | | | | | |
| 29-1127 | Speech-language pathologists | | | | | | | | | |
| 29-1141 | Registered nurses | | | 50% | | | | | | |
| 29-2053 | Psychiatric technicians | | | | | | | 50% | | |
| 29-2061 | Lic. practical and lic. vocational nurses | | | | | | | | | |
| 31-1011 | Home health aides | | | | | | | | | |
| 31-1013 | Psychiatric aides | | | | 15% | | | | | |
| 31-1014 | Nursing assistants | | | | | | | | | |
| 31-2011 | Occupational therapist assistants | | | | | | | | | |
| 31-2021 | Physical therapist assistants | | | | | | | | | |
| 31-2022 | Physical therapist aides | | | | | | | | | |
| 39-9021 | Personal care aides | 60% | 60% | | 45% | | | | 100% | |
| 39-9032 | Recreation workers | | | | | | | | | |
| 39-9041 | Residential advisers | | | | | | | | | 50% |
| | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

Appendix A: Wage Assumptions

Comparison of Wages from Provider Survey and Bureau of Labor Statistics (Using Job Requirement Assumptions)

| | | | | | | | | | |
|----------------|---------------------------------|-----------------------------------|---|-------------------------------------|---|--|---|----------------|-------------|
| Attendant Care | 24 Hour Residential - Adults | 24 Hour Residential - Children | 24 Hour Residential Professional Staff | 24 Hour Residential - Category 4 | Professional Behavior Services - Master's and Above | Professional Behavior Services - Bachelor's | Professional Behavior Services - Less than Bachelor's | Transportation | Supervisors |
|----------------|---------------------------------|-----------------------------------|---|-------------------------------------|---|--|---|----------------|-------------|

Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions¹

| | | | | | | | | | |
|------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 10th %ile | \$14.75 | \$14.75 | \$26.34 | \$14.79 | \$21.78 | \$18.08 | \$14.75 | \$14.75 | \$14.75 |
| 25th %ile | \$14.75 | \$14.75 | \$32.20 | \$14.90 | \$28.65 | \$21.47 | \$14.75 | \$14.75 | \$14.75 |
| 50th %ile | \$15.65 | \$15.65 | \$39.81 | \$16.09 | \$37.29 | \$26.58 | \$18.23 | \$14.75 | \$15.88 |
| 75th %ile | \$16.83 | \$16.83 | \$48.17 | \$17.65 | \$48.26 | \$31.48 | \$21.60 | \$14.75 | \$18.58 |
| 90th %ile | \$18.26 | \$18.26 | \$57.55 | \$19.27 | \$60.47 | \$37.08 | \$24.69 | \$14.75 | \$21.86 |

Provider Survey Standard Areas (employees excluding supervisors)²

| | | | | | | | | | |
|----------------------|---------|---------|---------|--|--|---------|--|---------|--|
| Respondents | 6 | 22 | 6 | | | 12 | | 12 | |
| Min | \$9.31 | \$9.31 | \$11.00 | | | \$13.49 | | \$9.31 | |
| Max | \$18.51 | \$34.91 | \$17.50 | | | \$49.37 | | \$14.50 | |
| Median | \$11.38 | \$11.99 | \$11.63 | | | \$19.76 | | \$12.29 | |
| Wt. Avg. no outliers | \$11.90 | \$11.91 | \$11.61 | | | \$21.08 | | \$12.02 | |

Provider Survey Portland Metro Areas (employees excluding supervisors)²

| | | | | | | | | | |
|----------------------|---------|---------|---------|--|--|---------|--|---------|--|
| Respondents | 11 | 8 | 3 | | | 2 | | 8 | |
| Min | \$11.92 | \$11.31 | \$11.49 | | | \$17.00 | | \$11.78 | |
| Max | \$17.98 | \$34.99 | \$17.00 | | | \$17.66 | | \$17.00 | |
| Median | \$14.39 | \$12.31 | \$11.99 | | | \$17.33 | | \$12.85 | |
| Wt. Avg. no outliers | \$13.75 | \$13.17 | \$12.05 | | | \$17.33 | | \$14.89 | |

Provider Survey Nonurban Areas (employees excluding supervisors)²

| | | | | | | | | | |
|----------------------|---------|---------|---------|--|--|---|--|---------|--|
| Respondents | 1 | 1 | 1 | | | 1 | | 1 | |
| Min | \$16.92 | \$10.77 | \$10.77 | | | | | \$10.77 | |
| Max | \$16.92 | \$10.77 | \$10.77 | | | | | \$10.77 | |
| Median | \$16.92 | \$10.77 | \$10.77 | | | | | \$10.77 | |
| Wt. Avg. no outliers | \$16.92 | \$10.77 | \$10.77 | | | | | \$10.77 | |

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

²Provider Survey results are reported for Professional Behavior Services within a comprehensive setting due to low sample size of Professional Behavior Services - External

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
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) | | |
|------------------------------|-----------------------|------------|--|-----------------------|------------|---|-----------------------|------------|--|-----------------------|------------|
| 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 | 80% | 75% | 100% | 80% | 75% | 100% | 7.4 | 8.0 | 8.0 | 6.0 | 6.0 | 8.0 |
| Vacation Leave | | 71% | | | 71% | | | 10.0 | | | 7.1 | |
| Sick Leave | 92% | 73% | 100% | 92% | 73% | 100% | 14.1 | 3.0 | 16.0 | 12.9 | 2.2 | 16.0 |
| Total | | | | | | | 21.5 | 21.0 | 24.0 | 18.9 | 15.3 | 24.0 |

Health Insurance⁷

| | | | | | | | <i>Employer contribution per month</i> | | | <i>Employer contribution per month</i> | | |
|--|-----|-----|------|-----|-----|------|--|-------|-------|--|-------|-------|
| | 85% | 66% | 100% | 59% | 51% | 100% | \$391 | \$432 | \$425 | \$232 | \$220 | \$425 |

Retirement

| | | | | | | | <i>Employer contribution (% of salary)</i> | | | <i>Employer contribution (% of salary)</i> | | |
|--|-----|-----|----|-----|-----|----|--|----|------|--|----|------|
| | 58% | 57% | 0% | 27% | 45% | 0% | 3.8% | NR | 0.0% | 1.0% | NR | 0.0% |

Other Benefits⁸

| | | | | | | | <i>Employer contribution per month</i> | | | <i>Employer contribution per month</i> | | |
|--|-----|---|------|-----|---|------|--|---|------|--|---|------|
| | 89% | - | 100% | 74% | - | 100% | \$34 | - | \$75 | \$25 | - | \$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' 2016 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2016/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 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 ILC.1 and ILC.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

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

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
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 |
| \$11 | \$22,880 | 34.7% | 27.4% | 48.5% | 39.3% |
| \$12 | \$24,960 | 33.5% | 26.3% | 46.3% | 37.1% |
| \$13 | \$27,040 | 32.6% | 25.3% | 44.4% | 35.2% |
| \$14 | \$29,120 | 31.7% | 24.5% | 42.8% | 33.6% |
| \$15 | \$31,200 | 31.0% | 23.8% | 41.4% | 32.2% |
| \$16 | \$33,280 | 30.4% | 23.1% | 40.2% | 31.0% |
| \$17 | \$35,360 | 29.9% | 22.6% | 39.1% | 29.9% |
| \$18 | \$37,440 | 29.2% | 22.0% | 38.1% | 28.9% |
| \$19 | \$39,520 | 28.7% | 21.4% | 37.1% | 27.9% |
| \$20 | \$41,600 | 28.1% | 20.9% | 36.2% | 27.0% |
| \$21 | \$43,680 | 27.7% | 20.4% | 35.4% | 26.2% |
| \$22 | \$45,760 | 27.2% | 20.0% | 34.6% | 25.4% |
| \$23 | \$47,840 | 26.8% | 19.6% | 33.9% | 24.7% |
| \$24 | \$49,920 | 26.5% | 19.2% | 33.3% | 24.1% |
| \$25 | \$52,000 | 26.2% | 18.9% | 32.8% | 23.6% |
| \$26 | \$54,080 | 25.9% | 18.6% | 32.2% | 23.0% |
| \$27 | \$56,160 | 25.6% | 18.3% | 31.8% | 22.6% |
| \$28 | \$58,240 | 25.3% | 18.1% | 31.3% | 22.1% |
| \$29 | \$60,320 | 25.1% | 17.8% | 30.9% | 21.7% |
| \$30 | \$62,400 | 24.8% | 17.6% | 30.5% | 21.3% |
| \$31 | \$64,480 | 24.6% | 17.4% | 30.1% | 20.9% |
| \$32 | \$66,560 | 24.4% | 17.2% | 29.8% | 20.6% |
| \$33 | \$68,640 | 24.2% | 17.0% | 29.5% | 20.3% |
| \$34 | \$70,720 | 24.1% | 16.8% | 29.2% | 20.0% |
| \$35 | \$72,800 | 23.9% | 16.6% | 28.9% | 19.7% |
| \$36 | \$74,880 | 23.7% | 16.5% | 28.6% | 19.4% |
| \$37 | \$76,960 | 23.6% | 16.3% | 28.4% | 19.1% |
| \$38 | \$79,040 | 23.5% | 16.2% | 28.1% | 18.9% |
| \$39 | \$81,120 | 23.3% | 16.1% | 27.9% | 18.7% |
| \$40 | \$83,200 | 23.2% | 15.9% | 27.7% | 18.5% |
| \$41 | \$85,280 | 23.1% | 15.8% | 27.5% | 18.2% |
| \$42 | \$87,360 | 23.0% | 15.7% | 27.3% | 18.1% |
| \$43 | \$89,440 | 22.9% | 15.6% | 27.1% | 17.9% |
| \$44 | \$91,520 | 22.8% | 15.5% | 26.9% | 17.7% |
| \$45 | \$93,600 | 22.7% | 15.4% | 26.7% | 17.5% |
| \$46 | \$95,680 | 22.6% | 15.3% | 26.6% | 17.3% |
| \$47 | \$97,760 | 22.5% | 15.2% | 26.4% | 17.2% |
| \$48 | \$99,840 | 22.4% | 15.1% | 26.2% | 17.0% |
| \$49 | \$101,920 | 22.3% | 15.0% | 26.1% | 16.9% |

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 and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**Appendix C: Productivity Assumptions
(with Comparison to Provider Survey Results)**

| Attendant Care | 24 Hour Residential - Adult | 24 Hour Residential - Children | Professional Behavior Services - Master's Degree or Above, Standard | Professional Behavior Services - Bachelor's Degree, Standard | Professional Behavior Services - Less than Bachelor's, Standard | Professional Behavior Services - Master's Degree or Above, Incentive | Professional Behavior Services - Bachelor's Degree, Incentive | Professional Behavior Services - Less than Bachelor's, Incentive | Transportation - Standard | Transportation - After-Hours | Transportation - Wheelchair |
|----------------|-----------------------------|--------------------------------|--|---|--|---|--|---|---------------------------|------------------------------|-----------------------------|
|----------------|-----------------------------|--------------------------------|--|---|--|---|--|---|---------------------------|------------------------------|-----------------------------|

Rate Model Assumptions

| | | | | | | | | | | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 31.06 | 34.71 | 34.71 | 26.31 | 26.31 | 26.31 | 24.31 | 24.31 | 24.31 | 26.31 | 26.31 | 21.81 |
| Participating in assessments/ person-centered planning | 0.25 | 0.10 | 0.10 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | 0.25 | - | - | - |
| Travel time (between members) | 2.00 | - | - | 4.00 | 4.00 | 4.00 | 6.00 | 6.00 | 6.00 | 8.50 | 8.50 | 13.00 |
| Progress notes/ medical records | 1.00 | - | - | 2.50 | 2.50 | 2.50 | 2.50 | 2.50 | 2.50 | - | - | - |
| Employer and one-on-one supervision time | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 |
| Collateral contacts (not billable) | - | - | - | 1.25 | 1.25 | 1.25 | 1.25 | 1.25 | 1.25 | - | - | - |
| Time lost due to missed appointments | 0.50 | - | - | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | - | - | - |
| Training | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 |
| 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 |
| 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 |

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

**Appendix C: Productivity Assumptions
(with Comparison to Provider Survey Results)**

| Attendant Care | 24 Hour Residential - Adult | 24 Hour Residential - Children | Professional Behavior Services - Master's Degree or Above, Standard | Professional Behavior Services - Bachelor's Degree, Standard | Professional Behavior Services - Less than Bachelor's, Standard | Professional Behavior Services - Master's Degree or Above, Incentive | Professional Behavior Services - Bachelor's Degree, Incentive | Professional Behavior Services - Less than Bachelor's, Incentive | Transportation - Standard | Transportation - After-Hours | Transportation - Wheelchair |
|----------------|-----------------------------|--------------------------------|--|---|--|---|--|---|---------------------------|------------------------------|-----------------------------|
|----------------|-----------------------------|--------------------------------|--|---|--|---|--|---|---------------------------|------------------------------|-----------------------------|

Provider Survey (scaled to 40 hour week) ¹

Standard Region

| | | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--|--|--|--|--|--|--------------|
| Direct services | 35.20 | 36.22 | 33.01 | 21.08 | | | | | | | 36.33 |
| Collateral contacts not otherwise billable | | | | 1.32 | | | | | | | |
| Participating in ISP meetings | 0.32 | 0.17 | 0.28 | 0.18 | | | | | | | 1.51 |
| Travel time (between members) | 1.99 | | | 3.86 | | | | | | | |
| Time lost to missed appointments | 0.26 | | | 0.18 | | | | | | | |
| Recordkeeping | 0.54 | | | 7.60 | | | | | | | |
| 'Employer time' (e.g. staff meetings) | 0.83 | 1.18 | 1.60 | 3.64 | | | | | | | 0.67 |
| Independent Behavior Consultants Admin time | | | | 1.35 | | | | | | | |
| Training (calculated) | 0.81 | 1.32 | 1.14 | 0.78 | | | | | | | 1.37 |
| Other activities | 0.03 | 1.11 | 3.97 | | | | | | | | 0.11 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | | | | | | | 40.00 |

Portland Region

| | | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--|--|--|--|--|--|--------------|
| Direct services | 36.55 | 33.95 | 30.99 | 21.08 | | | | | | | 38.47 |
| Collateral contacts not otherwise billable | | | | 1.32 | | | | | | | |
| Participating in ISP meetings | | 0.18 | 0.42 | 0.18 | | | | | | | 0.16 |
| Travel time (between members) | 0.61 | | | 3.86 | | | | | | | |
| Time lost to missed appointments | 0.28 | | | 0.18 | | | | | | | |
| Recordkeeping | 0.88 | | | 7.60 | | | | | | | |
| 'Employer time' (e.g. staff meetings) | 0.86 | 0.65 | 0.62 | 3.64 | | | | | | | |
| Independent Behavior Consultants Admin time | | | | 1.35 | | | | | | | |
| Training (calculated) | 0.81 | 1.32 | 1.14 | 0.78 | | | | | | | 1.37 |
| Other activities | | 3.90 | 6.83 | | | | | | | | |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | | | | | | | 40.00 |

Nonurban Region

| | | | | | | | | | | | |
|---|--------------|--------------|--------------|--|--|--|--|--|--|--|--------------|
| Direct services | 39.19 | 38.68 | 38.86 | | | | | | | | 38.63 |
| Collateral contacts not otherwise billable | | | | | | | | | | | |
| Participating in ISP meetings | | | | | | | | | | | |
| Travel time (between members) | | | | | | | | | | | |
| Time lost to missed appointments | | | | | | | | | | | |
| Recordkeeping | | | | | | | | | | | |
| 'Employer time' (e.g. staff meetings) | | | | | | | | | | | |
| Independent Behavior Consultants Admin time | | | | | | | | | | | |
| Training (calculated) | 0.81 | 1.32 | 1.14 | | | | | | | | 1.37 |
| Other activities | | | | | | | | | | | |
| Total | 40.00 | 40.00 | 40.00 | | | | | | | | 40.00 |

¹All figures are weighted averages (based on April 2015 - March 2016 revenues) without outliers

**Review of Provider Rates for Residential and Other HCBS
Draft Rate Models, Revision 1
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 | 1.0 | 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 | 168.0 | 168.0 | 250.0 | 336.0 | 168.0 | 250.0 | 280.0 | 336.0 |
| <i>'Floating' Staff Hours</i> | | | | | | | | |
| 'Floating' FTE Per Week ² | 0.625 | 0.875 | 0.375 | 0.375 | 2.000 | 0.500 | 1.500 | 2.500 |
| Floating Staff Hours | 25.0 | 35.0 | 15.0 | 15.0 | 80.0 | 20.0 | 60.0 | 100.0 |
| Total Hours per Home per Week | 193.0 | 203.0 | 265.0 | 351.0 | 248.0 | 270.0 | 340.0 | 436.0 |
| Hours per Member per Week | 64.3 | 67.7 | 88.3 | 117.0 | 55.1 | 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 and Other HCBS
Draft Rate Models, Revision 1
prepared for Oregon Office of Developmental Disabilities Services**

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)

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.