

Review of Provider Rates for  
Small Group Supported Employment,  
Employment Path and Day Support Activities

Proposed Rate Models, Revision 1

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities,  
Revision 1  
prepared for the Oregon Office of Developmental Disabilities Services**

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**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Comparison of Current and Draft Rates**

<b>Service</b>	<b>Unit</b>	<b>Current Pre-Oct.</b>	<b>Current Oct. 2017</b>	<b>Draft</b>
Small Group Employment, Category 1 (Tier 1)	Hour	\$18.83	\$18.83	\$20.04
Small Group Employment, Category 2 (Tier 2)	Hour	\$19.77	\$19.77	\$23.06
Small Group Employment, Category 2 (Tier 3)	Hour	\$20.82	\$20.82	
Small Group Employment, Category 3 (Tier 4)	Hour	\$21.99	\$21.99	\$27.81
Small Group Employment, Category 3 (Tier 5)	Hour	\$23.30	\$23.30	
Small Group Employment, Category 4 (Tier 6)	Hour	\$24.77	\$24.77	\$36.53
Employment Path - Community, One-to-One Services	Hour			\$39.48
Employment Path - Community, Category 1 (Tier 1)	Hour	\$18.83	\$19.77	\$19.81
Employment Path - Community, Category 2 (Tier 2)	Hour	\$19.77	\$20.76	
Employment Path - Community, Category 2 (Tier 3)	Hour	\$20.82	\$21.86	\$22.71
Employment Path - Community, Category 3 (Tier 4)	Hour	\$21.99	\$23.09	
Employment Path - Community, Category 3 (Tier 5)	Hour	\$23.30	\$24.47	\$27.46
Employment Path - Community, Category 4 (Tier 6)	Hour	\$24.77	\$26.01	\$33.29
Employment Path - Community, One-to-One (by Exception, Tier 7)	Hour			\$36.18
Employment Path - Community, Two-to-One (by Exception, Tier 7)	Hour			\$60.62
Employment Path - Facility, Category 1 (Tier 1)	Hour	\$10.39	\$10.91	\$11.69
Employment Path - Facility, Category 2 (Tier 2)	Hour	\$11.45	\$12.02	
Employment Path - Facility, Category 2 (Tier 3)	Hour	\$12.84	\$13.48	\$14.98
Employment Path - Facility, Category 3 (Tier 4)	Hour	\$14.76	\$15.50	
Employment Path - Facility, Category 3 (Tier 5)	Hour	\$17.56	\$18.44	\$19.48
Employment Path - Facility, Category 4 (Tier 6)	Hour	\$22.03	\$23.13	\$23.00
Employment Path - Facility, One-to-One (by Exception, Tier 7)	Hour			\$34.56
Employment Path - Facility, Two-to-One (by Exception, Tier 7)	Hour			\$59.00
Day Support Activity - Community, Category 1 (Tier 1)	Hour	\$15.00	\$15.75	\$15.38
Day Support Activity - Community, Category 2 (Tier 2)	Hour	\$16.24	\$17.05	
Day Support Activity - Community, Category 2 (Tier 3)	Hour	\$17.75	\$18.64	\$19.00
Day Support Activity - Community, Category 3 (Tier 4)	Hour	\$19.58	\$20.56	
Day Support Activity - Community, Category 3 (Tier 5)	Hour	\$21.86	\$22.95	\$26.64
Day Support Activity - Community, Category 4 (Tier 6)	Hour	\$24.77	\$26.01	\$33.09
Day Support Activity - Community, One-to-One (by Excp., Tier 7)	Hour			\$36.40
Day Support Activity - Community, Two-to-One (by Excp., Tier 7)	Hour			\$60.65
Day Support Activity - Facility, Category 1 (Tier 1)	Hour	\$8.48	\$8.90	\$10.36
Day Support Activity - Facility, Category 2 (Tier 2)	Hour	\$9.45	\$9.92	
Day Support Activity - Facility, Category 2 (Tier 3)	Hour	\$10.81	\$11.35	\$13.50
Day Support Activity - Facility, Category 3 (Tier 4)	Hour	\$12.76	\$13.40	
Day Support Activity - Facility, Category 3 (Tier 5)	Hour	\$15.87	\$16.66	\$16.75
Day Support Activity - Facility, Category 4 (Tier 6)	Hour	\$21.58	\$22.66	\$22.86
Day Support Activity - Facility, One-to-One (by Exception, Tier 7)	Hour			\$34.74
Day Support Activity - Facility, Two-to-One (by Exception, Tier 7)	Hour			\$58.99

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Small Group Supported Employment**

		<b>Category 1 (Tier 1)</b>	<b>Category 2 (Tiers 2, 3)</b>	<b>Category 3 (Tiers 4, 5)</b>	<b>Category 4 (Tier 6)</b>
Unit of Service		Hour	Hour	Hour	Hour
<b>Direct Support Staff Wages and Benefits</b>	<i>Wages</i>				
	Direct Staff Hourly Wage	\$16.73	\$16.73	\$16.73	\$17.03
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	29.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.92	\$21.92	\$21.92	\$22.12
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.20	0.15	0.15
	- Program Development/ Quality Improvement	1.50	1.50	1.50	1.50
	- Program Preparation/ Set-Up/ Clean-Up	1.50	1.50	1.50	1.50
	- Progress Notes/ Medical Records	2.50	1.75	1.25	1.25
	- 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	29.06	29.86	30.41	30.41
	Productivity Adjustment	1.38	1.34	1.32	1.32
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$30.17</b>	<b>\$29.36</b>	<b>\$28.83</b>	<b>\$29.10</b>
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26	
<b>Staff Cost per Member per Billable Hour</b>	<b>\$11.97</b>	<b>\$13.98</b>	<b>\$17.16</b>	<b>\$23.10</b>	
<b>Attendance</b>	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
<b>Mileage</b>	<i>Capital Costs</i>				
	- Purchase Price	\$35,000	\$35,000	\$35,000	\$35,000
	- Salvage Value	25%	25%	25%	25%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.260	\$0.260	\$0.260	\$0.260
	<i>Operating Costs</i>				
	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285
	- Number of Miles Traveled per Group per Week	200.0	200.0	200.0	200.0
	- Number of Members per Group	2.52	2.10	1.68	1.26
	Allocated Miles per Member per Week	79.4	95.2	119.0	158.7
Annual Mileage Cost per Member (at 250 days of operation)	\$2,162.70	\$2,595.24	\$3,244.05	\$4,325.40	
<b>Mileage Cost per Member per Billable Hour</b>	<b>\$2.06</b>	<b>\$2.47</b>	<b>\$3.09</b>	<b>\$4.12</b>	
<b>Admin. and Prog. Support</b>	Cost per Member per Billable Hour Before Admin. and Support	\$14.03	\$16.45	\$20.25	\$27.22
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$4.01</b>	<b>\$4.61</b>	<b>\$5.56</b>	<b>\$7.31</b>
<b>Rate per Hour</b>	<b>\$20.04</b>	<b>\$23.06</b>	<b>\$27.81</b>	<b>\$36.53</b>	

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**Employment Path Services - Community, One-to-One**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$16.24
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.27
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Participating in ISP/PCP meetings	0.25
	- Program Development/ Quality Improvement	1.50
	- Travel Time (Between Members)	-
	- Progress Notes/ Medical Records	2.50
	- Employer and One-on-One Supervision Time	0.75
	- Training	0.75
	- Paid Time Off	3.69
	"Billable" Hours	30.56
Productivity Adjustment	1.31	
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$27.84</b>
Mileage	Amount per Mile	\$0.535
	- Number of Miles Traveled per Week	120.0
	Mileage Cost per Week	\$64.20
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.10</b>
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$29.94
	- Program Support Funding per Day	\$10.00
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.64</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$7.90</b>
	<b>Rate per Billable Hour</b>	<b>\$39.48</b>

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**Employment Path Services - Community**

		<b>Category 1 (Tier 1)</b>	<b>Category 2 (Tiers 2, 3)</b>	<b>Category 3 (Tiers 4, 5)</b>	<b>Category 4 (Tier 6)</b>
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$16.24	\$16.24	\$16.24	\$16.53
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.27	\$21.27	\$21.27	\$21.65
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.20	0.15	0.15	0.10
	- Program Development/ Quality Improvement	1.50	1.50	1.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	1.50	1.50	1.50	-
	- Progress Notes/ Medical Records	1.75	1.25	1.25	0.75
	- 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	29.86	30.41	30.41	33.46
	Productivity Adjustment	1.34	1.32	1.32	1.20
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$28.49</b>	<b>\$27.98</b>	<b>\$27.98</b>	<b>\$25.88</b>
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	2.0 - 4.0	1.5 - 3.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	3.00	2.50	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	2.52	2.10	1.68	1.26	
<b>Staff Cost per Member per Billable Hour</b>	<b>\$11.31</b>	<b>\$13.32</b>	<b>\$16.65</b>	<b>\$20.54</b>	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	<i>Capital Costs</i>				
	- Purchase Price	\$35,000	\$35,000	\$35,000	\$35,000
	- Salvage Value	25%	25%	25%	25%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.260	\$0.260	\$0.260	\$0.260
	<i>Operating Costs</i>				
	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
- Number of Members per Group	2.52	2.10	1.68	1.26	
Allocated Miles per Member per Week	59.5	71.4	89.3	119.0	
Annual Mileage Cost per Member (at 250 days of operation)	\$1,622.02	\$1,946.43	\$2,433.04	\$3,244.05	
<b>Mileage Cost per Member per Billable Hour</b>	<b>\$1.54</b>	<b>\$1.85</b>	<b>\$2.32</b>	<b>\$3.09</b>	
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$13.85	\$16.17	\$19.97	\$24.63
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.96</b>	<b>\$4.54</b>	<b>\$5.49</b>	<b>\$6.66</b>
<b>Rate per Hour</b>		<b>\$19.81</b>	<b>\$22.71</b>	<b>\$27.46</b>	<b>\$33.29</b>

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**Employment Path Services - Community, Exceptions**

		<b>One-to-One</b>	<b>Two-to-One</b>
Unit of Service		Hour	Hour
<b>Direct Support Staff Wages and Benefits</b>	<i>Wages</i>		
	Direct Staff Hourly Wage	\$16.24	\$16.24
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.27	\$21.27
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.15	0.15
	- Program Development/ Quality Improvement	0.50	0.50
	- Travel Time (Between Members)	-	-
	- Progress Notes/ Medical Records	1.50	1.50
	- Employer and One-on-One Supervision Time	0.75	0.75
	- Training	0.75	0.75
	- Paid Time Off	3.69	3.69
	"Billable" Hours	32.66	32.66
Productivity Adjustment	1.22	1.22	
<b>Hourly Staff Cost per Billable Hour</b>	<b>\$26.05</b>	<b>\$26.05</b>	
<b>Mileage</b>	Amount per Mile	\$0.535	\$0.535
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$48.15	\$48.15
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.47</b>	<b>\$1.47</b>
<b>Admin. and Prog. Support</b>	Cost per Billable Hour Before Admin. and Support	\$27.52	\$27.52
	- Program Support Funding per Day		
	<b>Program Support Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)		
<b>Administrative Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$6.66</b>	<b>\$6.66</b>	
<b>Direct Support Staff Wages and Benefits for Second Staff</b>	<i>Wages</i>		
	Direct Staff Hourly Wage		\$16.24
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$21.27
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		-
	- Employer and One-on-One Supervision Time		0.75
	- Training		0.75
	- Paid Time Off		3.69
	"Billable" Hours		34.81
Productivity Adjustment		1.15	
<b>Hourly Staff Cost per Billable Hour</b>		<b>\$24.44</b>	
<b>Rate per Billable Hour</b>	<b>\$36.18</b>	<b>\$60.62</b>	

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**Employment Path Services - Facility**

		<b>Category 1 (Tier 1)</b>	<b>Category 2 (Tiers 2, 3)</b>	<b>Category 3 (Tiers 4, 5)</b>	<b>Category 4 (Tier 6)</b>
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$16.24	\$16.24	\$16.24	\$16.53
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.27	\$21.27	\$21.27	\$21.65
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.15	0.10	0.10	0.10
	- Program Development/ Quality Improvement	0.50	0.50	0.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	1.00	1.00	1.00	-
	- Progress Notes/ Medical Records	1.25	1.00	1.00	0.75
	- 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	31.91	32.21	32.21	33.46
	Productivity Adjustment	1.25	1.24	1.24	1.20
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$26.66</b>	<b>\$26.41</b>	<b>\$26.41</b>	<b>\$25.88</b>
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	4.0 - 6.0	2.5 - 4.5	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	5.00	3.50	2.50	2.00
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	4.20	2.94	2.10	1.68	
<b>Staff Cost per Member per Billable Hour</b>	<b>\$6.35</b>	<b>\$8.98</b>	<b>\$12.58</b>	<b>\$15.40</b>	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$7.35	\$9.98	\$13.58	\$16.40
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$2.34</b>	<b>\$3.00</b>	<b>\$3.90</b>	<b>\$4.60</b>
<b>Rate per Hour</b>		<b>\$11.69</b>	<b>\$14.98</b>	<b>\$19.48</b>	<b>\$23.00</b>

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**Employment Path Services - Facility, Exceptions**

		<b>One-to-One</b>	<b>Two-to-One</b>
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$16.24	\$16.24
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.27	\$21.27
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25
	- Program Development/ Quality Improvement	0.50	0.50
	- Progress Notes/ Medical Records	2.50	2.50
	- Employer and One-on-One Supervision Time	0.75	0.75
	- Training	0.75	0.75
	- Paid Time Off	3.69	3.69
	"Billable" Hours	31.56	31.56
Productivity Adjustment	1.27	1.27	
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$26.96</b>	<b>\$26.96</b>
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$27.96	\$27.96
	- Program Support Funding per Day		
	<b>Program Support Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)		
	<b>Administrative Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$4.60</b>	<b>\$4.60</b>
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$16.24
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$21.27
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		-
	- Employer and One-on-One Supervision Time		0.75
	- Training		0.75
	- Paid Time Off		3.69
	"Billable" Hours		34.81
	Productivity Adjustment		1.15
	<b>Hourly Staff Cost per Billable Hour</b>		<b>\$24.44</b>
	<b>Rate per Billable Hour</b>	<b>\$34.56</b>	<b>\$59.00</b>

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Day Support Activity - Community**

		<b>Category 1 (Tier 1)</b>	<b>Category 2 (Tiers 2, 3)</b>	<b>Category 3 (Tiers 4, 5)</b>	<b>Category 4 (Tier 6)</b>
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$16.11	\$16.11	\$16.11	\$16.40
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.10	\$21.10	\$21.10	\$21.48
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.20	0.15	0.15	0.10
	- Program Development/ Quality Improvement	0.50	0.50	0.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	1.50	1.50	1.50	-
	- Progress Notes/ Medical Records	1.75	1.25	1.25	0.75
	- 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	30.86	31.41	31.41	33.46
	Productivity Adjustment	1.30	1.27	1.27	1.20
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$27.35</b>	<b>\$26.87</b>	<b>\$26.87</b>	<b>\$25.68</b>
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	4.00	3.00	2.00	1.50
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	3.36	2.52	1.68	1.26	
<b>Staff Cost per Member per Billable Hour</b>	<b>\$8.14</b>	<b>\$10.66</b>	<b>\$15.99</b>	<b>\$20.38</b>	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Mileage	<i>Capital Costs</i>				
	- Purchase Price	\$35,000	\$35,000	\$35,000	\$35,000
	- Salvage Value	25%	25%	25%	25%
	- Useful Life (Miles)	100,000	100,000	100,000	100,000
	Capital Cost per Mile	\$0.260	\$0.260	\$0.260	\$0.260
	<i>Operating Costs</i>				
	Amount per Mile	\$0.285	\$0.285	\$0.285	\$0.285
	- Number of Miles Traveled per Group per Week	150.0	150.0	150.0	150.0
- Number of Members per Group	3.36	2.52	1.68	1.26	
Allocated Miles per Member per Week	44.6	59.5	89.3	119.0	
Annual Mileage Cost per Member (at 250 days of operation)	\$1,216.52	\$1,622.02	\$2,433.04	\$3,244.05	
<b>Mileage Cost per Member per Billable Hour</b>	<b>\$1.16</b>	<b>\$1.54</b>	<b>\$2.32</b>	<b>\$3.09</b>	
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$10.30	\$13.20	\$19.31	\$24.47
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$3.08</b>	<b>\$3.80</b>	<b>\$5.33</b>	<b>\$6.62</b>
<b>Rate per Hour</b>	<b>\$15.38</b>	<b>\$19.00</b>	<b>\$26.64</b>	<b>\$33.09</b>	

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Day Support Activity - Community, Exceptions**

		<b>One-to-One</b>	<b>Two-to-One</b>
Unit of Service		Hour	Hour
<b>Direct Support Staff Wages and Benefits</b>	<i>Wages</i>		
	Direct Staff Hourly Wage	\$16.11	\$16.11
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.10	\$21.10
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.20	0.20
	- Program Development/ Quality Improvement	0.50	0.50
	- Travel Time (Between Members)	-	-
	- Progress Notes/ Medical Records	2.00	2.00
	- Employer and One-on-One Supervision Time	0.75	0.75
	- Training	0.75	0.75
	- Paid Time Off	3.69	3.69
"Billable" Hours	32.11	32.11	
Productivity Adjustment	1.25	1.25	
<b>Hourly Staff Cost per Billable Hour</b>	<b>\$26.28</b>	<b>\$26.28</b>	
<b>Mileage</b>	Amount per Mile	\$0.535	\$0.535
	- Number of Miles Traveled per Week	90.0	90.0
	Mileage Cost per Week	\$48.15	\$48.15
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.50</b>	<b>\$1.50</b>
<b>Admin. and Prog. Support</b>	Cost per Billable Hour Before Admin. and Support	\$27.78	\$27.78
	- Program Support Funding per Day		
	<b>Program Support Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)		
<b>Administrative Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$6.62</b>	<b>\$6.62</b>	
<b>Direct Support Staff Wages and Benefits for Second Staff</b>	<i>Wages</i>		
	Direct Staff Hourly Wage		\$16.11
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$21.10
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Travel Time (Between Members)		-
	- Employer and One-on-One Supervision Time		0.75
	- Training		0.75
	- Paid Time Off		3.69
	"Billable" Hours		34.81
	Productivity Adjustment		1.15
	<b>Hourly Staff Cost per Billable Hour</b>		<b>\$24.25</b>
<b>Rate per Billable Hour</b>	<b>\$36.40</b>	<b>\$60.65</b>	

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Day Support Activity - Facility**

		<b>Category 1 (Tier 1)</b>	<b>Category 2 (Tiers 2, 3)</b>	<b>Category 3 (Tiers 4, 5)</b>	<b>Category 4 (Tier 6)</b>
Unit of Service		Hour	Hour	Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>				
	Direct Staff Hourly Wage	\$16.11	\$16.11	\$16.11	\$16.40
	<i>Employee Benefits</i>				
	Benefit Rate (as a percent of wages)	31.0%	31.0%	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.10	\$21.10	\$21.10	\$21.48
	<i>Productivity Assumptions</i>				
	Total Hours	40.00	40.00	40.00	40.00
	- Participating in ISP/PCP meetings	0.15	0.10	0.10	0.10
	- Program Development/ Quality Improvement	0.50	0.50	0.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	1.00	1.00	1.00	-
	- Progress Notes/ Medical Records	1.50	1.00	1.00	0.75
	- 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	31.66	32.21	32.21	33.46
	Productivity Adjustment	1.26	1.24	1.24	1.20
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$26.66</b>	<b>\$26.20</b>	<b>\$26.20</b>	<b>\$25.68</b>
	<i>Staffing Ratio</i>				
	Expected Range of Group Sizes (Members per Staff)	5.0 - 7.0	3.0 - 5.0	2.0 - 4.0	1.5 - 3.0
	- Expected Average Group Size (Members per Staff)	6.00	4.00	3.00	2.00
- Member Attendance Rate	84.0%	84.0%	84.0%	84.0%	
- Adjusted Weighted Average of Number of Members per Staff	5.04	3.36	2.52	1.68	
<b>Staff Cost per Member per Billable Hour</b>	<b>\$5.29</b>	<b>\$7.80</b>	<b>\$10.40</b>	<b>\$15.29</b>	
Attendance	- Days per Year of Program Operations	250	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210	210	210
	- Hours per Day of Member Attendance	5.00	5.00	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Member per Billable Hour Before Admin. and Support	\$6.29	\$8.80	\$11.40	\$16.29
	- Program Support Funding per Member Day	\$10.00	\$10.00	\$10.00	\$10.00
	<b>Program Support Cost per Member per Billable Hour</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)	20.0%	20.0%	20.0%	20.0%
	<b>Administrative Cost per Billable Hour</b>	<b>\$2.07</b>	<b>\$2.70</b>	<b>\$3.35</b>	<b>\$4.57</b>
<b>Rate per Hour</b>	<b>\$10.36</b>	<b>\$13.50</b>	<b>\$16.75</b>	<b>\$22.86</b>	

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Day Support Activity - Facility, Exceptions**

		<b>One-to-One</b>	<b>Two-to-One</b>
Unit of Service		Hour	Hour
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$16.11	\$16.11
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	31.0%	31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.10	\$21.10
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in ISP/PCP meetings	0.25	0.25
	- Program Development/ Quality Improvement	0.50	0.50
	- Progress Notes/ Medical Records	3.00	3.00
	- Employer and One-on-One Supervision Time	0.75	0.75
	- Training	0.75	0.75
	- Paid Time Off	3.69	3.69
	"Billable" Hours	31.06	31.06
Productivity Adjustment	1.29	1.29	
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$27.17</b>	<b>\$27.17</b>
Attendance	- Days per Year of Program Operations	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	210	210
	- Hours per Day of Member Attendance	5.00	5.00
	Hours per Year of Member Attendance	1,050	1,050
Facility	- Square Feet of Facility Space per Member	75.0	75.0
	- Annual Cost per Square Foot	\$11.25	\$11.25
	Annual Facility Cost per Member	\$843.75	\$843.75
	<b>Facility Cost per Member per Billable Hour</b>	<b>\$0.80</b>	<b>\$0.80</b>
Supplies	- Cost of Supplies per Member per Day	\$1.00	\$1.00
	Annual Supplies Cost per Member	\$210.00	\$210.00
	<b>Supply Cost per Member per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$28.17	\$28.17
	- Program Support Funding per Day		
	<b>Program Support Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$2.00</b>	<b>\$2.00</b>
	- Administration Percent (as a Percent of Total Rate)		
	<b>Administrative Cost per Billable Hour (fixed at Category 4 cost)</b>	<b>\$4.57</b>	<b>\$4.57</b>
Direct Support Staff Wages and Benefits for Second Staff	<i>Wages</i>		
	Direct Staff Hourly Wage		\$16.11
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)		31.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$21.10
	<i>Productivity Assumptions</i>		
	Total Hours		40.00
	- Employer and One-on-One Supervision Time		0.75
	- Training		0.75
	- Paid Time Off		3.69
	"Billable" Hours		34.81
Productivity Adjustment		1.15	
	<b>Hourly Staff Cost per Billable Hour</b>		<b>\$24.25</b>
	<b>Rate per Billable Hour</b>	<b>\$34.74</b>	<b>\$58.99</b>

Review of Provider Rates for  
Small Group Employment, Employment Path, and Day Support  
Activities

Appendices of Supporting Documentation for  
Proposed Rate Models, Revision 1

- prepared for -

Oregon Office of Developmental Disabilities Services

- prepared by -

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**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Appendix A: Wage Assumptions**

BLS Code and Title	Bureau of Labor Statistics Wages					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.

**Proposed Rate Models for Small Group Supported Employment, Employment Path, and Day Support Activities, Revision 1  
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**Appendix A: Wage Assumptions  
Development of Job Requirements (Using BLS Job Codes) by Service**

<b>BLS Code and Title</b>		Small Group Supported Employment	Small Group Supported Employment - Category 4	Employment Path Services	Employment Path Services - Category 4	Day Support Activity	Day Support Activity - Category 4
11-9151	Social and community service managers						
19-3031	Clinical/ couns./ school psychologists						
21-1012	Educational/ vocational/ school counselors						
21-1014	Mental health counselors						
21-1015	Rehabilitation counselors	40%	40%	30%	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%	40%	30%	30%	60%	60%
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						
29-2053	Psychiatric technicians						
29-2061	Lic. practical and lic. vocational nurses						
31-1011	Home health aides						
31-1013	Psychiatric aides		10%		10%		10%
31-1014	Nursing assistants		10%		10%		10%
31-2011	Occupational therapist assistants						
31-2021	Physical therapist assistants						
31-2022	Physical therapist aides						
39-9021	Personal care aides	20%	0%	40%	20%	40%	20%
39-9032	Recreation workers						
39-9041	Residential advisers						
		100%	100%	100%	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)**

Small Group Supported Employment - Category 4	Employment Path Services	Employment Path Services - Category 4	Day Support Activity	Day Support Activity - Category 4
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**Wage Levels Based on Bureau of Labor Statistics Wages and Job Duty Assumptions <sup>1</sup>**

10th %ile	\$14.75	\$14.78	\$14.75	\$14.78	\$14.75	\$14.78
25th %ile	\$14.75	\$14.85	\$14.75	\$14.85	\$14.75	\$14.85
<b>50th %ile</b>	<b>\$16.73</b>	<b>\$17.03</b>	<b>\$16.24</b>	<b>\$16.53</b>	<b>\$16.11</b>	<b>\$16.40</b>
75th %ile	\$20.43	\$21.24	\$19.01	\$19.82	\$17.86	\$18.68
90th %ile	\$24.61	\$25.74	\$22.15	\$23.27	\$20.01	\$21.14

**Provider Survey (employees excluding supervisors) <sup>2</sup>**

Respondents	14	20	28
Min	\$10.11	\$7.42	\$7.60
Max	\$16.69	\$18.85	\$21.78
Median	\$11.82	\$11.46	\$11.29
Wt. Avg. no outliers	\$12.54	\$11.12	\$11.87

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

<sup>2</sup>Provider Survey results are for the entire state.

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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 <sup>1</sup>	BLS Data <sup>2</sup>	Rate Model	Provider Survey <sup>1</sup>	BLS Data <sup>2</sup>	Rate Model	Provider Survey <sup>1</sup>	BLS Data <sup>2</sup>	Rate Model	Provider Survey <sup>1</sup>	BLS Data <sup>2</sup>	Rate Model

**Mandatory Benefits**

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

**Paid Time Off<sup>6</sup>**

							<i>Days per year</i>			<i>Days per year</i>		
Holidays	75%	75%	100%	75%	75%	100%	7.3	8.0	8.0	5.5	6.0	8.0
Vacation Leave		71%	100%		71%	100%		10.0			7.1	
Sick Leave	97%	73%		97%	73%		14.3	3.0	16.0	13.9	2.2	16.0
<b>Total</b>							<b>21.6</b>	<b>21.0</b>	<b>24.0</b>	<b>19.3</b>	<b>15.3</b>	<b>24.0</b>

**Health Insurance<sup>7</sup>**

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	81%	66%	100%	60%	51%	100%	\$525	\$432	\$425	\$315	\$220	\$425

**Retirement**

							<i>Employer contribution (% of salary)</i>			<i>Employer contribution (% of salary)</i>		
	56%	57%	0%	56%	45%	0%	3.7%	NR	0.0%	2.1%	NR	0.0%

**Other Benefits<sup>8</sup>**

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

<sup>1</sup>Provider 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)

<sup>2</sup>BLS' 2016 National Compensation Survey ([http://www.bls.gov/ncs/ebs/benefits/2016/ownership\\_private.htm](http://www.bls.gov/ncs/ebs/benefits/2016/ownership_private.htm)); data reported is for private employers in the Pacific region

<sup>3</sup>Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

<sup>4</sup>Applies to first \$7,000 in wages

<sup>5</sup>Applies to first \$35,700 in wages

<sup>6</sup>BLS 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)

<sup>7</sup>In addition to BLS data for single coverage, other data sources were reviewed. According to 2016 data from the U.S. DHHS' Medical Expenditure Panel Survey (MEPS), the average premium for a single person policy across all employers in Oregon was \$497.83 with an employer share of \$412.17 (Tables II.C.1 and II.C.2). Data from Kaiser and the Urban Institute report that the 2016 cost of the 'benchmark' silver plan offered through the federal health insurance exchange in Oregon was less than \$250 per month for non-smokers less than 40 years old

<sup>8</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Appendix B: Benefits Assumptions  
Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Effective Benefit Rate - Survey Results		Effective Benefit Rate - Model Assumptions <sup>1,2</sup>	
		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%

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

<sup>2</sup>Benefit 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)**

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

Direct services	29.06	29.86	30.41	30.41	32.96	31.66	31.91	32.21	32.21	32.96	30.06	30.86	31.41	31.41	33.46
Participating in ISP/PCP meetings	0.25	0.20	0.15	0.15	0.10	0.15	0.15	0.10	0.10	0.10	0.25	0.20	0.15	0.15	0.10
Travel time (between members)	-	-	-	-	0.50	-	-	-	-	0.50	-	-	-	-	-
Program development/ quality improvement	1.50	1.50	1.50	1.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Program preparation/ set-up/ clean-up	1.50	1.50	1.50	1.50	-	1.00	1.00	1.00	1.00	-	1.50	1.50	1.50	1.50	-
Progress notes/ medical records	2.50	1.75	1.25	1.25	0.75	1.50	1.25	1.00	1.00	0.75	2.50	1.75	1.25	1.25	0.75
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	0.75	0.75	0.75
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	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	3.69	3.69	3.69
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Provider Survey (scaled to 40 hour week)<sup>1</sup>**

Direct services	35.61	32.52
Participating in ISP/PCP meetings	0.30	0.40
Travel time (between members)	-	-
Program development	0.60	0.60
Employment market research	-	-
Program preparation/ set-up/ clean-up	0.70	1.70
Recordkeeping	0.90	2.70
Employer and one-on-one supervision time	0.50	0.90
Training (calculated)	0.69	0.98
Other activities	0.70	0.20
<b>Total</b>	<b>40.00</b>	<b>40.00</b>

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

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

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

Direct services	31.11	31.66	32.21	32.21	32.96	29.56	30.61	31.16	31.16	33.46
Participating in ISP/PCP meetings	0.20	0.15	0.10	0.10	0.10	0.25	0.20	0.15	0.15	0.10
Travel time (between members)	-	-	-	-	0.50	-	-	-	-	-
Program development/ quality improvement	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Program preparation/ set-up/ clean-up	1.00	1.00	1.00	1.00	-	1.50	1.50	1.50	1.50	-
Progress notes/ medical records	2.00	1.50	1.00	1.00	0.75	3.00	2.00	1.50	1.50	0.75
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
Training	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
<b>Total</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

**Provider Survey (scaled to 40 hour week) <sup>1</sup>**

Direct services	34.93
Participating in ISP/PCP meetings	0.20
Travel time (between members)	-
Program development	0.50
Employment market research	-
Program preparation/ set-up/ clean-up	0.80
Recordkeeping	2.10
Employer and one-on-one supervision time	0.70
Training (calculated)	0.77
Other activities	0.00
<b>Total</b>	<b>40.00</b>

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