

Review of Payment Rates for  
Children's Integrated Services

Draft Proposed Rate Models

- prepared for -

Vermont Agency of Human Services  
Department for Children and Families,  
Child Development Division

- prepared by -

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**Review of CIS Bundled Payment Rates - Draft Proposed Rate Models**  
**Prepared for Vermont Department for Children and Families - Child Development Division**

	Unit of Service	Month (2019)	Month (2024)
Early Intervention	- Hourly Wage	\$24.86	\$31.05
	- Benefit Rate (as a percent of wages)	28.6%	25.4%
	Annual Cost of Wages and Benefits	\$66,497.52	\$80,988.34
	Monthly Cost of Wages and Benefits	\$5,541.46	\$6,749.03
	- Number of Miles Traveled per Month	433	433
	- Amount per Mile	\$0.580	\$0.670
	Monthly Mileage Cost	\$251.14	\$290.11
	Number of CIS Cases per Early Interventionist	30	30
	<b>Monthly Early Interventionist Cost per Case</b>	<b>\$193.09</b>	<b>\$234.64</b>
	Early Childhood and Family Mental Health	- Hourly Wage	\$28.67
- Benefit Rate (as a percent of wages)		26.1%	23.2%
Annual Cost of Wages and Benefits		\$75,197.97	\$93,456.56
Monthly Cost of Wages and Benefits		\$6,266.50	\$7,788.05
- Number of Miles Traveled per Month		433	433
- Amount per Mile		\$0.580	\$0.670
Monthly Mileage Cost		\$251.14	\$290.11
Number of CIS Cases per ECF Mental Health Expert		85	125
<b>Monthly Mental Health Expert Cost per Case</b>		<b>\$76.68</b>	<b>\$64.63</b>
Specialized Child Care		- Hourly Wage	\$17.07
	- Benefit Rate (as a percent of wages)	37.3%	28.9%
	Annual Cost of Wages and Benefits	\$48,749.19	\$67,242.49
	Monthly Cost of Wages and Benefits	\$4,062.43	\$5,603.54
	- Number of Miles Traveled per Month	100	100
	- Amount per Mile	\$0.580	\$0.670
	Monthly Mileage Cost	\$58.00	\$67.00
	Number of CIS Cases per Specialized Child Care Coordinator	125	150
	<b>Monthly Specialized Child Care Coordinator Cost per Case</b>	<b>\$32.96</b>	<b>\$37.80</b>
	Responsive/ Sustained Nurse Home Visiting	- Hourly Wage	\$32.88
- Benefit Rate (as a percent of wages)		24.0%	21.4%
Annual Cost of Wages and Benefits		\$84,804.10	\$107,544.86
Monthly Cost of Wages and Benefits		\$7,067.01	\$8,962.07
- Number of Miles Traveled per Month		433	433
- Amount per Mile		\$0.580	\$0.670
Monthly Mileage Cost		\$251.14	\$290.11
Number of CIS Cases per Home Visitor (Nurse)		250	200
<b>Monthly Home Visitation (Nursing) Cost per Case</b>		<b>\$29.27</b>	<b>\$46.26</b>

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	Unit of Service	Month (2019)	Month (2024)
Responsive/ Sustained Family Home Visiting - Master's	- Hourly Wage	\$28.12	\$34.98
	- Benefit Rate (as a percent of wages)	26.4%	23.7%
	Annual Cost of Wages and Benefits	\$73,930.85	\$90,002.14
	Monthly Cost of Wages and Benefits	\$6,160.90	\$7,500.18
	- Number of Miles Traveled per Month	433	433
	- Amount per Mile	\$0.580	\$0.670
	Monthly Mileage Cost	\$251.14	\$290.11
	Number of CIS Cases per Home Visitor (Master's)	200	200
	<b>Monthly Home Visitation (Master's) Cost per Case</b>	<b>\$32.06</b>	<b>\$38.95</b>
	Responsive/ Sustained Family Home Visiting - Bachelor's	- Hourly Wage	\$24.86
- Benefit Rate (as a percent of wages)		28.6%	25.4%
Annual Cost of Wages and Benefits		\$66,497.52	\$80,988.34
Monthly Cost of Wages and Benefits		\$5,541.46	\$6,749.03
- Number of Miles Traveled per Month		433	433
- Amount per Mile		\$0.580	\$0.670
Monthly Mileage Cost		\$251.14	\$290.11
Number of CIS Cases per Home Visitor (Bachelor's)		200	200
<b>Monthly Home Visitation (Bachelor's) Cost per Case</b>		<b>\$28.96</b>	<b>\$35.20</b>
Admin. and Program Support		Monthly Cost per Case Before Admin. and Program Support	\$393.02
	- CIS Coordinator and Other Program Support Percent	22.0%	22.0%
	<b>CIS Coordinator and Program Support Cost per Month</b>	<b>\$139.46</b>	<b>\$162.33</b>
	- Administration Percent	16.0%	16.0%
	<b>Administration Cost per Month</b>	<b>\$101.42</b>	<b>\$118.06</b>
	<b>Monthly Case Rate</b>	<b>\$633.90</b>	<b>\$737.87</b>

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**Appendix A: Wage Assumptions**

**Bureau of Labor Statistics Information for Select Job Classifications that Include Duties Potentially Related to Requirements of Children's Integrated Services**

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - May 2023					Use in Rate Model
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
Adj. for Inflation <sup>1</sup>										
Clinical and Counseling Psychologists (19-3033)	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.	Doctoral or professional degree	None	Internship/ residency	\$25.11	\$31.37	\$37.84	\$47.78	\$68.94	<b>Early Childhood and Family Mental Health (25 percent of total)</b>
					\$27.17	\$33.94	<b>\$40.94</b>	\$51.69	\$74.59	
Child, Family, and School Social Workers (21-1021)	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.	Bachelor's degree	None	None	\$21.24	\$24.66	\$28.70	\$31.93	\$36.82	<b>Early Intervention; Responsive/ Sustained Family Home Visiting - Bachelor's; Specialized Child Care</b>
					\$22.98	\$26.68	<b>\$31.05</b>	\$34.55	\$39.84	
Healthcare Social Workers (21-1022)	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	Master's degree	None	Internship/ residency	\$23.86	\$28.12	\$32.33	\$40.73	\$49.25	<b>Early Childhood and Family Mental Health (75 percent of total)</b>
					\$25.81	\$30.42	<b>\$34.98</b>	\$44.07	\$53.28	

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					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	
					Adj. for Inflation <sup>1</sup>					
Community and Social Service Specialists, All Other	All community and social service specialists not listed separately.	Bachelor's degree	None	None	\$18.29	\$21.29	\$23.18	\$27.66	\$30.39	<b>Specialized Child Care</b>
					\$19.79	\$23.03	<b>\$25.08</b>	\$29.93	\$32.88	
Registered Nurses (29-1141)	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).	Bachelor's degree	None	None	\$31.44	\$37.14	\$39.37	\$48.38	\$53.21	<b>Responsive/ Sustained Nurse Home Visiting</b>
					\$34.01	\$40.18	<b>\$42.59</b>	\$52.34	\$57.57	

<sup>1</sup>Wages have been inflated from May 2023 to July 2025 by 8.19 percent based on the 10-year compound annual growth rate (CAGR) of net earnings in Vermont (3.70 percent) to account for the time between the BLS wage data survey in May 2023 to the mid-point of the year in which the CIS bundled rate revision is anticipated to take effect for a total of 26 months.

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**Appendix B: Benefits Assumptions**  
**Assumptions for Individual Benefits to Establish Benefit Rates**

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level
BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	Rate Models

**Mandatory Benefits**

FICA <sup>2</sup>	-	100%	-	100%	-	7.65%	7.65%
Federal UI <sup>3</sup>	-	100%	-	100%	-	0.60%	0.60%
State UI <sup>4</sup>	-	100%	-	100%	-	1.00%	1.00%
Workers' Comp. <sup>5</sup>	-	100%	-	100%	-	2.00%	3.01%

**Health Insurance<sup>6</sup>**

					<i>Employer contribution/ month</i>	<i>Employer contribution/ month</i>
Employee Only				39%	\$554	\$575
Employee + One				13%		\$1,100
Family				14%	\$1,409	\$1,550
<b>All Coverages</b>	<b>71%</b>	<b>100%</b>	<b>73%</b>	<b>65.4%</b>		<b>\$575.40</b>

**Other Benefits<sup>7</sup>**

					<i>Employer contribution/ month</i>	<i>Employer contribution/ month</i>
	-	100%	-	100%	-	\$200
						<b>\$200</b>

Notes

<sup>1</sup>BLS' 2023 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>); data reported is for private employers in the

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>The rate model uses the rate assigned to new employers; the tax applies to the first \$14,300 in wages (see <https://labor.vermont.gov/unemployment-insurance/ui-employers/unemployment-tax-rates> and <https://labor.vermont.gov/unemployment-insurance/ui-employers/quarterly-reporting-taxable-wage-information>).

<sup>5</sup>Based on National Council on Compensation Insurance, Inc. 2023 workers' compensation class code 8835 (Home/ Public Healthcare) in Vermont (see [https://dfr.vermont.gov/sites/finreg/files/doc\\_library/VT%20AR%204-1-23\\_0.pdf](https://dfr.vermont.gov/sites/finreg/files/doc_library/VT%20AR%204-1-23_0.pdf)).

<sup>6</sup>According to U.S. DHHS' 2022 Medical Expenditure Panel Survey (most recent as of April 2024 for private sector employers in Vermont), the average monthly employee-only premium was \$701.42 with an employer share of \$528.83 (see Tables II.C.1 and II.C.2); the average monthly employee plus one premium was \$1,375.00 with an employer share of \$1,010.17 (see Tables II.E.1 and II.E.2); and the average monthly family premium was \$1,990.08 with an employer share of \$1,428.75 (see Tables II.D.1 and II.D.2)

See:

[https://meps.ahrq.gov/data\\_stats/summ\\_tables/insr/state/series\\_2/2022/ic22\\_iaa\\_f.pdf?\\_gl=1\\*r3e6gt\\*\\_ga\\*MTU00Tc0NDQzMC4xNzEzNDE2NTgz\\*\\_ga\\_45NDTD15CJ\\*MTcxMzQxNjU4N4xLjAuMTcxMzQxNjU4NC42MC4wLjA](https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_2/2022/ic22_iaa_f.pdf?_gl=1*r3e6gt*_ga*MTU00Tc0NDQzMC4xNzEzNDE2NTgz*_ga_45NDTD15CJ*MTcxMzQxNjU4N4xLjAuMTcxMzQxNjU4NC42MC4wLjA).

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Benefit Rates by Wage Level Based on Benefits Assumptions**

<b>Hourly Wage</b>	<b>Full-Time Annual Salary</b>	<b>Effective Benefit Rate - Model Assumptions<sup>1,2</sup></b>
\$14	\$29,120	43.2%
\$15	\$31,200	41.1%
\$16	\$33,280	39.2%
\$17	\$35,360	37.5%
\$18	\$37,440	36.0%
\$19	\$39,520	34.7%
\$20	\$41,600	33.5%
\$21	\$43,680	32.4%
\$22	\$45,760	31.4%
\$23	\$47,840	30.5%
\$24	\$49,920	29.7%
\$25	\$52,000	28.9%
\$26	\$54,080	28.2%
\$27	\$56,160	27.6%
\$28	\$58,240	27.0%
\$29	\$60,320	26.4%
\$30	\$62,400	25.9%
\$31	\$64,480	25.4%
\$32	\$66,560	24.9%
\$33	\$68,640	24.5%
\$34	\$70,720	24.1%
\$35	\$72,800	23.7%
\$36	\$74,880	23.3%
\$37	\$76,960	23.0%
\$38	\$79,040	22.7%
\$39	\$81,120	22.4%
\$40	\$83,200	22.1%

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<b>Hourly Wage</b>	<b>Full-Time Annual Salary</b>	<b>Effective Benefit Rate - Model Assumptions<sup>1,2</sup></b>
\$41	\$85,280	21.8%
\$42	\$87,360	21.5%
\$43	\$89,440	21.3%
\$44	\$91,520	21.0%
\$45	\$93,600	20.8%
\$46	\$95,680	20.6%
\$47	\$97,760	20.4%
\$48	\$99,840	20.2%
\$49	\$101,920	20.0%
\$50	\$104,000	19.8%

<sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

<sup>2</sup>The benefit rate does not include paid time off, which is implicitly incorporated in the caseload assumptions.