

**NOW and COMP Waiver Rate Study
Final Rate Models**
prepared for Georgia Department of Behavioral Health and Developmental Disabilities

Community Residential Alternative - Behaviorally-Focused

	Unit of Service	Month	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Supp. Staff Hours per Individual per Day (24 Hour, 1:1)	24.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Employee Benefit Rate (as a percent of wages)	27.9%	
	Annual Supervisor Cost (wages + benefits)	\$65,151.24	
	- Individuals per Supervisor (2 homes per supervisor)	8	
	Weekly Supervision Cost per Member (2 Homes/ 8 Members)	\$156.61	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	- Individuals per Registered Nurse	6	
	Weekly Registered Nurse Cost per Member	\$403.17	
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Individual per Day	4	
	Weekly Licensed Practical Nurse Cost per Member	\$1,183.00	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	- Individuals per Board Certified Behavior Analyst	6	
	Weekly Board Certified Behavior Analyst Cost per Member	\$344.86	
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,191.82	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$7,922.38	
	Rate per Member per Month	\$34,424.63	

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Community Residential Alternative - Specialized Transitional

	Unit of Service	Month	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Supp. Staff Hours per Individual per Day (24 Hour, 1:1)	24.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
Supervision	- Supervisor Hourly Wage	\$24.49	
	- Employee Benefit Rate (as a percent of wages)	27.9%	
	Annual Supervisor Cost (wages + benefits)	\$65,151.24	
	- Individuals per Supervisor (2 homes per supervisor)	8	
	Weekly Supervision Cost per Member (2 Homes/ 8 Members)	\$156.61	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	- Individuals per Registered Nurse	4	
	Weekly Registered Nurse Cost per Member	\$604.75	
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Individual per Day	6	
	Weekly Licensed Practical Nurse Cost per Member	\$1,774.50	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	- Individuals per Board Certified Behavior Analyst	12	
	Weekly Board Certified Behavior Analyst Cost per Member	\$172.43	
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,812.47	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$8,543.03	
	Rate per Member per Month	\$37,121.50	

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Community Residential Alternative - Intensive*

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$19.68	
	- Employee Benefit Rate (as a percent of wages)	32.0%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.98	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$30.01	
	- Direct Support Staff Hours per Week	168.0	
	Weekly Direct Support Staff Cost per Member	\$5,041.68	
	Supervision	- Supervisor Hourly Wage	\$24.49
- Employee Benefit Rate (as a percent of wages)		27.9%	
Annual Supervisor Cost (wages + benefits)		\$65,151.24	
- Individuals per Supervisor (2 homes per supervisor)		6	
Weekly Supervision Cost per Member (2 Homes/ 6 Members)		\$208.82	
Registered Nurse	- Registered Nurse Hourly Wage	\$46.75	
	- Employee Benefit Rate (as a percent of wages)	20.0%	
	Annual Registered Nurse Cost (wages + benefits)	\$116,688.00	
	Annual On-Call Payments per Registered Nurse (\$175/ week)	\$9,100.00	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$60.48	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$69.86	
	- Registered Nurse Hours per Week	7.0	
Weekly Registered Nurse Cost per Member	\$489.02		
Licensed Practical Nurse	- Licensed Practical Nurse Hourly Wage	\$29.22	
	- Employee Benefit Rate (as a percent of wages)	25.2%	
	Hourly Licensed Practical Nurse Cost (wages + benefits)	\$36.58	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$42.25	
	- Licensed Practical Nurse Hours per Week	28.0	
	Weekly Licensed Practical Nurse Cost per Member	\$1,183.00	

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	Unit of Service	Day	
Board Certified Behavior Analyst	- Board Certified Behavior Analyst Hourly Wage	\$38.91	
	- Employee Benefit Rate (as a percent of wages)	21.7%	
	Annual Board Certified Behavior Analyst Cost (wages + benefits)	\$98,495.22	
	Annual On-Call Payments per BCBA (\$175/ week)	\$9,100.00	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$51.73	
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.66	
	- Individual Planning Meetings	0.09	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.63	
	Productivity Adjustment	1.16	
	Staff Cost per "Billable" Hour	\$59.75	
- Board Certified Behavior Analyst Hours per Week	14.0		
Weekly Board Certified Behavior Analyst Cost per Member	\$836.50		
Mileage	- Number of Miles per Week per Residence	400	
	Allocated Miles per Member per Week	100.0	
	Amount per Mile	\$0.625	
	Weekly Mileage Cost per Member	\$62.50	
Admin. and Prog. Supp.	Weekly Cost per Member Before Admin. and Program Support	\$7,821.52	
	- Prog. Supp. Cost per Member per Day (200% of CRA Tier 4)	\$20.00	
	Weekly Program Support Cost per Member	\$140.00	
	Weekly Admin. Cost per Member (200% of 4-Bed CRA Tier 4)	\$590.56	
	Total Cost per Member per Week	\$8,552.08	
	Rate per Day	\$1,221.73	
	Rate per Day at 344 Days per Year	\$1,296.31	

* Rates will be customized to the individual based on approved staffing levels (the areas shaded in orange will be approved person-by-person).