

Review of Payment Rates for Children's Integrated Services

Provider Survey Analysis

- 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 - Provider Survey Analysis
Prepared for Vermont Department for Children and Families - Child Development Division

Table of Contents

Direct Care Staff Wages and Hours

Wages by Position Title..... 1

Distribution of Hours by Position Title and Service..... 2

Service Details

Early Childhood and Family Mental Health Service Detail..... 3

Early Intervention Service Details..... 4

Specialized Child Care Coordination Service Detail..... 5

Family Resource Coordinator/ EI Service Coordinator Service Detail..... 6

SFVT: Responsive Nurse HV (Bundle Funded) Service Detail..... 7

Early Childhood and Family Mental Health Service Detail..... 8

SFVT: Responsive Family Support HV (Bundle Funded) Service Detail..... 9

SFVT: Sustained Family Support HV (PAT) Service Detail..... 10

Review of CIS Bundled Payment Rates - Provider Survey Analysis
Prepared for Vermont Department for Children and Families - Child Development Division

Wages by Position Title

Survey Responses	Reported Direct Care Hours	Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers**	Weighted Avg. w/o Outliers**
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Position Title

Early Childhood and Family Mental Health Expert	8	22,447	\$26.64	\$26.13	\$26.07	\$25.39	\$25.39
CIS Coordinator	6	4,670	\$28.22	\$28.22	\$27.69	\$28.38	\$28.38
Specialized Child Care Coordinator	9	19,557	\$22.46	\$22.46	\$22.18	\$22.74	\$22.74
Strong Families Vermont Family Support Home Visitor Master and Bachelor Prepared	11	27,792	\$24.81	\$24.09	\$22.72	\$25.50	\$24.74
Strong Families Vermont Nurse Home Visitor	8	14,204	\$38.84	\$39.44	\$39.96	\$38.44	\$38.44
Early Interventionist/Development Educator	9	88,165	\$23.49	\$22.72	\$21.76	\$20.94	\$20.94
Early Interventionist Associate	3	4,053	\$20.31	\$20.31	\$20.21	\$20.62	\$20.62
Other	7	13,901	\$31.74	\$30.33	\$30.85	\$34.78	\$34.78

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Distribution of Hours by Position Title and Service*

Total Reported Hours	Early Childhood and Family Mental Health	Early Intervention (EI)	Specialized Child Care Coordination	Family Resource Coordinator/EI Service Coordinator	SFVT: Responsive Nurse HV (Bundle Funded)	SFVT: Sustained Nurse HV (MECSH)	SFVT: Responsive Family Support HV (Bundle Funded)	SFVT: Sustained Family Support HV (PAT)	CIS-Related Program Support	Administrative Activities	All Other Duties
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Position Title

Early Childhood and Family Mental Health Expert	58,358	35%	-	-	-	-	-	3%	-	4%	2%	56%
CIS Coordinator	20,962	0%	6%	7%	-	-	-	10%	-	65%	11%	2%
Specialized Child Care Coordinator	24,779	-	-	79%	-	-	-	-	-	4%	5%	12%
Strong Families Vermont Family Support Home Visitor Master and Bachelor Prepared	35,442	-	1%	3%	-	6%	-	67%	1%	6%	4%	12%
Strong Families Vermont Nurse Home Visitor	33,733	-	-	-	-	26%	16%	-	-	2%	9%	47%
Early Interventionist/Development Educator	109,453	-	78%	-	2%	-	-	1%	-	4%	14%	1%
Early Interventionist Associate	6,163	-	49%	-	17%	-	-	-	-	3%	31%	-
Other	37,867	1%	28%	-	4%	1%	-	3%	-	13%	10%	41%

*Excludes employees reported as having 80 percent or more administrative duties.

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Early Childhood and Family Mental Health Service Detail (Survey Responses = 7)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	15.9	16.8	18.9	22.2	22.5
Providing direct care in other programs	15.4	15.6	18.3	12.9	13.0
Performing all other tasks	8.7	7.6	2.8	4.9	4.5
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	14	13	14	13	13
Monthly encounters per employee	43	40	38	39	39
Mileage per week	47	43	40	56	55

Additional Service Details

Number of children receiving this service: 172					
Average number of months individuals receive services	12.9	11.4	12.0	12.9	12.1
Average number of face-to-face service encounters per month per service recipient	3.7	3.7	4.0	3.4	3.4
Average length in hours per service encounter	1.0	1.0	1.0	1.0	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	66%	66%	84%	75%	75%
Via telehealth	6%	6%	5%	6%	6%
In a clinic or similar setting	27%	27%	11%	20%	20%

* Weighting for the staffing pattern and per employee caseloads, encounters, and monthly mileage is based on reported direct care hours per reported employee for the service. Weighting for additional service details is based on reported CIS revenues by responding agency.

**Staffing patterns, caseloads per employee, and monthly encounters per employee are scaled to a 40-hour workweek for staff with average workweeks of more or less than 40-hours. Caseloads and encounters per employee are further adjusted to account for time spent providing direct care in other services (including non-CIS bundled services).

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Early Intervention Service Details (Survey Responses = 9)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	28.8	30.5	34.0	31.4	32.5
Providing direct care in other programs	0.6	0.0	0.0	0.4	0.0
Performing all other tasks	10.6	9.5	6.0	8.2	7.5
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	18	16	18	20	18
Monthly encounters per employee	31	24	25	32	25
Mileage per week	90	81	76	102	91

Additional Service Details

Number of children receiving this service: 1,133					
Average number of months individuals receive services	21.0	21.0	24.0	20.7	20.7
Average number of face-to-face service encounters per month per service recipient	15.6	2.3	2.0	16.7	2.2
Average length in hours per service encounter	6.0	1.1	1.0	2.4	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	85%	87%	86%	87%	88%
Via telehealth	7%	8%	8%	8%	8%
In a clinic or similar setting	8%	6%	7%	5%	4%

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**Staffing patterns, caseloads per employee, and monthly encounters per employee are scaled to a 40-hour workweek for staff with average workweeks of more or less than 40-hours. Caseloads and encounters per employee are further adjusted to account for time spent providing direct care in other services (including non-CIS bundled services).

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Specialized Child Care Coordination Service Detail (Survey Responses = 9)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	30.4	32.4	34.0	30.1	32.4
Providing direct care in other programs	2.1	0.4	0.0	1.9	0.5
Performing all other tasks	7.5	7.2	6.0	8.0	7.2
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	109	75	68	124	78
Monthly encounters per employee	34	29	25	40	28
Mileage per week	55	49	50	35	35

Additional Service Details

Number of children receiving this service: 1,146					
Average number of months individuals receive services	20.4	14.7	15.5	24.1	15.6
Average number of face-to-face service encounters per month per service recipient	3.8	1.9	1.5	3.6	1.8
Average length in hours per service encounter	0.8	0.6	0.5	0.7	0.7
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	52%	63%	71%	52%	58%
Via telehealth	29%	23%	28%	24%	24%
In a clinic or similar setting	19%	14%	1%	24%	18%

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Family Resource Coordinator/ EI Service Coordinator Service Detail (Survey Responses = 2)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	28.3	28.3	40.0	37.7	37.7
Providing direct care in other programs	0.0	0.0	0.0	0.0	0.0
Performing all other tasks	11.7	11.7	0.0	2.3	2.3
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	22	15	20	22	22
Monthly encounters per employee	23	23	27	30	30
Mileage per week	51	39	32	31	31

Additional Service Details

Number of children receiving this service: 67					
Average number of months individuals receive services	18.0	18.0	18.0	18.0	18.0
Average number of face-to-face service encounters per month per service recipient	1.0	1.0	1.0	1.0	1.0
Average length in hours per service encounter	1.0	1.0	1.0	1.0	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	32%	32%	32%	32%	32%
Via telehealth	33%	33%	33%	33%	33%
In a clinic or similar setting	35%	35%	35%	35%	35%

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SFVT: Responsive Nurse HV (Bundle Funded) Service Detail (Survey Responses = 8)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	15.1	15.1	12.1	20.2	20.9
Providing direct care in other programs	16.3	18.2	21.4	10.3	11.4
Performing all other tasks	8.7	6.7	6.5	9.4	7.7
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	28	23	18	24	22
Monthly encounters per employee	44	39	50	41	37
Mileage per week	99	80	95	100	75

Additional Service Details

Number of children receiving this service: 295					
Average number of months individuals receive services	6.4	6.4	6.0	6.8	6.8
Average number of face-to-face service encounters per month per service recipient	1.8	1.8	2.0	1.8	1.8
Average length in hours per service encounter	1.0	0.9	1.0	1.1	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	83%	91%	93%	80%	86%
Via telehealth	13%	8%	8%	12%	10%
In a clinic or similar setting	4%	2%	0%	8%	4%

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Early Childhood and Family Mental Health Service Detail (Survey Responses = 7)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	7.3	7.3	6.8	5.4	5.4
Providing direct care in other programs	32.7	32.7	33.2	34.6	34.6
Performing all other tasks	0.0	0.0	0.0	0.0	0.0
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	41	41	53	53	53
Monthly encounters per employee	38	38	47	49	49
Mileage per week	27	17	17	33	22

Additional Service Details

Number of children receiving this service: 0					
Average number of months individuals receive services	9.0	9.0	9.0	9.0	9.0
Average number of face-to-face service encounters per month per service recipient	2.0	2.0	2.0	2.0	2.0
Average length in hours per service encounter	1.0	1.0	1.0	1.0	1.0

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SFVT: Responsive Family Support HV (Bundle Funded) Service Detail (Survey Responses = 12)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	33.6	37.5	40.0	35.6	35.8
Providing direct care in other programs	1.7	0.2	0.0	0.3	0.2
Performing all other tasks	4.7	2.3	0.0	4.1	4.0
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	12	11	12	15	13
Monthly encounters per employee	22	19	10	27	23
Mileage per week	82	71	70	92	70

Additional Service Details

Number of children receiving this service: 309					
Average number of months individuals receive services	21.2	21.2	13.0	18.8	18.8
Average number of face-to-face service encounters per month per service recipient	6.5	2.8	3.0	6.9	2.8
Average length in hours per service encounter	1.1	1.1	1.0	1.0	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	86%	87%	90%	87%	87%
Via telehealth	11%	11%	8%	10%	10%
In a clinic or similar setting	3%	2%	2%	3%	3%

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SFVT: Sustained Family Support HV (PAT) Service Detail (Survey Responses = 2)

Average with Outliers	Average w/o Outliers	Median	Weighted Avg. w/ Outliers*	Weighted Avg. w/o Outliers*
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Staffing Pattern**

Providing direct care	26.7	26.7	20.0	20.0	20.0
Providing direct care in other programs	13.3	13.3	20.0	20.0	20.0
Performing all other tasks	0.0	0.0	0.0	0.0	0.0
Total Hours (scaled to a 40-hour workweek)	40.0	40.0	40.0	40.0	40.0

Caseloads, Monthly Encounters, and Weekly Mileage per Employee**

Caseload per employee	8	8	4	4	4
Monthly encounters per employee	11	11	14	14	14
Mileage per week	21	21	21	26	26

Additional Service Details

Number of children receiving this service: 32					
Average number of months individuals receive services	9.5	9.5	9.5	8.7	8.7
Average number of face-to-face service encounters per month per service recipient	2.5	2.5	2.5	2.4	2.4
Average length in hours per service encounter	1.0	1.0	1.0	1.0	1.0
Percent of direct care service provided in:					
A natural environment (e.g., the child's home or other community-based setting)	98%	98%	98%	98%	98%
Via telehealth	0%	0%	0%	0%	0%
In a clinic or similar setting	3%	3%	3%	2%	2%

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