

MILLIMAN REPORT

# 2024 AzEIP Market Rate Study

Commissioned by the Arizona Department of Economic Security  
Arizona Early Intervention Program (AzEIP)

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# Table of Contents

<b>PROJECT OVERVIEW</b> .....	<b>2</b>
BACKGROUND .....	2
MARKET RATE RESULTS .....	2
PROGRAM OVERVIEW: ELIGIBILITY, BENEFITS, AND RATE STRUCTURE .....	2
NOTABLE WORK CONTRIBUTING TO MARKET RATE DEVELOPMENT .....	4
KEY UPDATES INCORPORATED BASED ON CONTRACTOR FEEDBACK .....	5
<b>METHODOLOGY AND DATA RELIED UPON</b> .....	<b>6</b>
RATE MODELING DATA SOURCES .....	6
INDEPENDENT MARKET RATE MODELING METHODOLOGY .....	6
RATE MODEL COMPONENTS .....	7
DSP and Supervisor Salaries and Wages .....	7
Employee Related Expenses .....	11
Transportation Expenses .....	12
Administration and program support .....	13
Other Service-Specific adjustments .....	14
<b>LIMITATIONS</b> .....	<b>15</b>
<b>APPENDIX 1: AZEIP MARKET RATES</b> .....	<b>16</b>
<b>APPENDIX 2: AZEIP MARKET RATE BY COMPONENT</b> .....	<b>19</b>
<b>APPENDIX 3A: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR DISCIPLINE SPECIFIC CLINIC SETTING SERVICES</b> .....	<b>28</b>
<b>APPENDIX 3B: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR DISCIPLINE SPECIFIC NATURAL SETTING SERVICES</b> .....	<b>32</b>
<b>APPENDIX 3C: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR DISCIPLINE SPECIFIC TELEHEALTH SETTING SERVICES</b> .....	<b>36</b>
<b>APPENDIX 3D: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR EVALUATION SERVICES</b> .....	<b>40</b>
<b>APPENDIX 3E: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR SERVICE COORDINATION NON-DIRECT SERVICES</b> .....	<b>42</b>
<b>APPENDIX 3F: SUMMARY OF RATE ASSUMPTIONS PER UNIT OF SERVICE FOR TEAM CONFERENCING SERVICE</b> .....	<b>44</b>
<b>APPENDIX 4: EXAMPLE IRM MODEL FOR SERVICE COORDINATION IN A NATURAL SETTING, BASE TIER</b> .....	<b>46</b>
<b>APPENDIX 5: TIER MAPPING BY ZIP CODE</b> .....	<b>48</b>
<b>APPENDIX 6: AZEIP WAGES AND PROVIDER GROUPING ASSUMPTIONS</b> .....	<b>62</b>
<b>APPENDIX 7: BLS SOC DEFINITIONS</b> .....	<b>64</b>
<b>APPENDIX 8: PTO AND TRAINING ASSUMPTIONS BY PROVIDER GROUPING</b> .....	<b>66</b>
<b>APPENDIX 9: ERE BY PROVIDER GROUPING AT THE BASE TIER</b> .....	<b>68</b>

# Project Overview

## BACKGROUND

Milliman has been engaged by the Arizona Department of Economic Security (ADES) to conduct a market rate study for Arizona Early Intervention Program (AzEIP) services and supports for families of infants and toddlers, birth through two years of age, with disabilities or delays. ADES commissioned this rate study in response to an Arizona legislative requirement that a “complete study of reimbursement rates shall be completed no less than once every five years.”<sup>1</sup> At ADES’ direction, the primary goal of this rate study was to develop market rates based on the expected average reasonable and necessary costs of the delivery of AzEIP services effective for the target period of July 1, 2024 through December 31, 2024. AzEIP service offerings and definitions relied upon for this rate study were based on the AzEIP Billing Manual effective October 1, 2023<sup>2</sup> (“2023 Billing Manual”) and the AzEIP Policy Manual effective April 1, 2022<sup>3</sup> (“2022 Policy Manual”).

The market rate development approach relied upon for this rate study was the independent rate model (IRM) methodology. This approach builds rates from the ground up, by determining the costs related to separate components and summing the component amounts to derive a market rate for each service. The IRM modeling process is conducted independently of current rates or expenditure levels, and therefore is not limited to historical costs incurred by AzEIP contractors and their providers. The IRM approach is generally consistent with legacy AzEIP rate methodologies, with additional refinements/adjustments to best align rate development with costs anticipated to administer each service. We understand that ADES will utilize this rate study to evaluate overall AzEIP program funding levels and to inform future AzEIP rates. We also understand that final adopted AzEIP reimbursement rates (which have not been determined as of the time of this report) will be based on ADES policy decisions and legislative funding appropriations.

In this rate study, our evaluation of current payment methodologies and rate factors was based on the 2023 AzEIP Billing Manual. We understand these rates were last rebased in SFY 2019 (effective date of July 1, 2018) and were informed by a prior rate study developed by Guidehouse titled *SFY 2019 Arizona Early Intervention Program (AzEIP) Provider Reimbursement Rate Rebase Supplemental Materials* (“2019 Rate Study”). Current adopted rates paid by AzEIP are generally consistent with these 2019 Rate Study rates.

## MARKET RATE RESULTS

For this rate study we have modeled market rates for a total of **385 different AzEIP rate cohorts**, which differ across AzEIP disciplines, services, tiers, settings, and the number of children served per visit. The AzEIP market rates and their components can be found in the appendices of this report. **Appendix 1** provides a summary of the market rates across rate cohorts, and **Appendix 2** summarizes that rate components that build up to each market rate under the IRM approach. **Appendices 3a through 3f** list the detailed rate modeling assumptions used in AzEIP market rate development. **Appendix 4** includes a complete rate calculation for an example AzEIP service.

## PROGRAM OVERVIEW: ELIGIBILITY, BENEFITS, AND RATE STRUCTURE

AzEIP is a statewide program providing multidisciplinary services to children, and their families, who are determined to be eligible for the program under the Individuals with Disabilities Education Act (IDEA), Part C. Per the 2022 Policy Manual, eligibility requirements for AzEIP include the following:

- Infants and toddlers under 3 years of age
- Native American infants and toddlers with disabilities, and their families who reside on a reservation geographically located in the state
- Infants and toddlers with disabilities and their families, including those experiencing homelessness

<sup>1</sup> Arizona Revised Statutes, 36-2959. Retrieved from <https://www.azleg.gov/ars/36/02959.htm>.

<sup>2</sup> Arizona Early Intervention Program. (October 23, 2023). *Team-Based Early Intervention Services Billing Manual*. Retrieved from <https://des.az.gov/sites/default/files/dl/AzEIP-TBEIS-Billing-Manual-October-2023.pdf?time=1709655652180>.

<sup>3</sup> Arizona Early Intervention Program. (April 2022). *Policy Manual Effective April 1, 2022*. Retrieved from <https://des.az.gov/sites/default/files/dl/AzEIP-TBEIS-Policy-Manual.pdf?time=1705606823296>.

- Infants and toddlers with disabilities who are wards of the state

This rate study includes development of rates for all AzEIP disciplines and specific services. Figure 1 below illustrates discipline and service rate cohorts included in this market rate study. Note that the included disciplines and services are broader than prior rate studies, as the 2019 Rate Study was limited to service modeling for the clinic and natural settings for therapy, development special instruction, social work, psychologist, and service coordinator disciplines.

**FIGURE 1: DISCIPLINES AND SERVICES INCLUDED WITHIN MARKET RATE STUDY**

DISCIPLINE/SERVICE	NOTES
<b>Therapy (PT/OT/ST) Services (1-3 Children)</b>	One discipline rate for all physical therapist (PT), occupational therapist (OT), and speech-language pathologist (ST) staff
<b>Developmental Special Instruction (1-3 Children)</b>	Split rates for Bachelor's and master's level staff
<b>Social Work (1-3 Children)</b>	Split rates for Bachelor's and master's level staff
<b>Psychological Services (1-3 Children)</b>	
<b>Service Coordination (1-3 Children)</b>	
<b>Nutrition and Dietician Services (1-3 Children)</b>	<i>New discipline-specific rate:</i> to be billed per hour of service
<b>Translation and Interpretation Services (1-3 Children)</b>	<i>New discipline-specific rate:</i> to be billed per hour of service
<b>Evaluation</b>	Service rate for therapy, developmental special instruction, social work, or psychological service disciplines only
<b>Service Coordination Non-Direct – Initial Planning Process (IPP)</b>	<i>New service-specific rate:</i> to be billed at maximum once a month per child. Can be billed for children who are under evaluation to enter the program as part of their Individualized Family Service Plan (IFSP)
<b>Service Coordination Non-Direct – Transition</b>	<i>New service-specific rate:</i> to be billed at maximum once a month per child. Can be billed for children ages 2 years and 3 months or older as part of their transitioning out of AzEIP and into a new program
<b>Service Coordination Non-Direct – All Else</b>	<i>New service-specific rate:</i> to be billed at maximum once a month per child. Can be billed for children not eligible for the IPP or transition service coordination non-direct rate
<b>Team Conferencing</b>	<i>New service-rate:</i> to be billed once per meeting per child, no longer to be billed for each staff member in attendance individually

As mentioned, we have developed new discipline and service rates in this rate study at AzEIP’s request. New disciplines include a nutrition and dietician discipline and a translation and interpretation discipline, which will operate consistent with the existing disciplines. We also developed stand-alone rates for service coordination non-direct and team conferences services, which currently are billed under the discipline-specific rates (where the discipline-specific rates include the costs of these services). Under the new stand-alone rates in this rate study, time and costs associated with service coordination non-direct and team conferencing services are “carved out” of the discipline-specific rates and included separately within the service-specific rates.

AzEIP rates are further delineated into the three different settings in which the service is provided (as described in the 2023 AzEIP Billing Manual), and each have their own travel assumptions in the service rates in the service rate calculations as shown in Figure 2 below.

**FIGURE 2: AZEIP SETTINGS INCLUDED WITHIN MARKET RATE STUDY**

SETTING	DEFINITION	SERVICE RATE TRAVEL ASSUMPTIONS
<b>Natural</b>	Settings that are natural or typical for a same-aged child without a disability and may include the home or community settings, such as the park, restaurant, or a childcare provider	Service rate travel assumptions reflect staff travel to and from visits with the child and their families
<b>Telehealth</b>	Services provided virtually or telephonically, conducted in a location that meets privacy and confidentiality requirements	Stakeholders gave feedback that staff provide many telehealth setting and team conferencing services in between natural setting visits; as such service rate travel assumptions reflect a mix of time spent in idling vehicles, traveling to a central office in between natural setting visits, and no travel (provided at home)

SETTING	DEFINITION	SERVICE RATE TRAVEL ASSUMPTIONS
Clinic (“Other”)	Service provided in a “non-natural environment”, such as the provider office	Service rate travel assumptions do not reflect staff travel

The AzEIP market rates also differ by a rate tiering component for all disciplines and services, except the team conferencing service. AzEIP rate tier are determined based on where the AzEIP child resides. Tier levels include a base, tier 1, tier 2, and tier 3, which were defined by ADES based on zip codes and are intended to compensate contractors for needing to provide services to children in harder to reach areas of the state. Tiering adjustments are included in Direct Support Professional (DSP) and Supervisor wages as well as mileage assumptions in the market rates. **Appendix 5** provides the zip code to market rate tier mapping for AzEIP. Additional details on tiering assumptions can be found in the “Methodology and Data Relied Upon” section later in this report.

The payment rate assumptions within the IRM were informed by AzEIP contractor survey responses, AzEIP calendar year (CY) 2022 claims data, stakeholder feedback, independent research, and policy decisions by ADES. Figure 3 provides the key IRM rate components included in the modeled market rates (see the *Methodology and Data Relied Upon* section of this report for more details).

**FIGURE 3: INDEPENDENT RATE MODEL COMPONENTS**

IRM COMPONENT	DESCRIPTION
DSP and Supervisor Salaries and Wages	Includes labor-related costs for DSPs and supervisors, for both employee wages and salaries and contractor rates
Employee Related Expenses (ERE)	Includes payroll-related taxes and fees and employee benefits
Transportation Expenses	Includes expenses related to operation of a vehicle as part of providing AzEIP services
Administration, Program Support, Overhead	Includes administrative staff salaries and wages and program vehicle expenses, program operating expenses, including, management, accounting, legal, information technology, etc., excluding room and board

The IRM components listed above provide a consistent framework across services, while still allowing for customization for each service to determine the appropriate reimbursement level and service delivery incentives. The IRM also provides ADES with a mechanism for future rate updates and for developing rates for new services and/or service definitions.

### NOTABLE WORK CONTRIBUTING TO MARKET RATE DEVELOPMENT

The development of the market rates reflects intensive work with ADES and AzEIP stakeholders to better understand the costs associated with AzEIP service delivery. We conducted stakeholder outreach and engagement with AzEIP contractors and their associations, collected contractor cost and wage survey data, and presented draft rate assumptions for contractor feedback. This process included the following efforts to better understand the resources required to provide the AzEIP services included in this rate study:

- **ADES weekly status calls:** Milliman participated in weekly meetings with ADES and AzEIP representatives to discuss service requirements, stakeholder feedback received, planned adjustments to the IRM and comparison rates in response to the feedback (June 2023 – March 2024).
- **AzEIP rate study project webpage:** ADES created an AzEIP Rate Rebase project specific webpage on its [des.az.gov](https://des.az.gov) website. ADES leveraged the AzEIP Rate Rebase webpage to communicate the project background and provide project specific resources.
- **Stakeholder meetings:** Engagement of stakeholders via five public meetings with participation from contractors and the Arizona Association of Providers for People with Disabilities (AAPPD): three technical workgroup contractor survey meetings, one occupation assumption discussion with AAPPD, and one meeting with contractors to discuss draft modeled rates and assumptions (with AAPPD participation). In addition, AzEIP stakeholders were provided a dedicated email inbox for questions and feedback.
- **AzEIP contractor survey for AzEIP DSP and supervisory staff “contractor market rate survey”:** We used a contractor cost and wage survey to capture the cost and service delivery experience of AzEIP enrolled contractors delivering AzEIP services. We released the AzEIP contractor survey in July 2023 and contractors

were given approximately five weeks to complete the survey. The *Methodology and Data Relied Upon* section of this report provides additional details.

### KEY UPDATES INCORPORATED BASED ON CONTRACTOR FEEDBACK

The modeled rates documented in this report are the result of the stakeholder engagement process described above, with the contractor survey responses used as the primary source of a number of assumptions driving the rate development process (as described throughout this report). We further modified rate assumptions based on specific feedback received from stakeholders, including the following:

- Provider grouping blending assumptions for the Therapy discipline – Modified based on AAPPD feedback received. **Appendix 6** lists the final blending selections.
- Assumed trips per service per day – Updated to vary by tier based on AzEIP contractor feedback, reflecting that AzEIP staff serving children in rural areas will have fewer trips per day as they need to travel longer distances to reach those children. Figure 8 lists the final assumptions used.
- Other vehicle costs for telehealth and team conferencing services – Included in telehealth setting and team conferencing services rates. Stakeholders gave feedback that staff provide many telehealth setting and team conferencing services in between natural setting visits. Figures 6, 7, 8, 10, and 11 provides additional detail on travel time and vehicle costs included in the market rates.

## Methodology and Data Relied Upon

### RATE MODELING DATA SOURCES

We used several data sources to inform development of the AzEIP market rates. These included AzEIP and ADES program requirements as outlined in the 2023 Billing Manual, 2022 Policy Manual, publicly available information, CY 2022 AzEIP claims data, and contractor survey responses.

We used CY 2022 AzEIP claims data, provided by AzEIP on July 7<sup>th</sup>, 2023, to develop rate modeling inputs such as discipline wage blending and direct time assumptions for new services and to evaluate the distribution of utilization across services. We reviewed the AzEIP claims data for reasonableness for use in rate modeling but did not perform a full audit of the data.

Contractor survey responses were another primary data source in AzEIP market rate modeling. Figure 4 below summarizes at a high level the type of information requested in the survey.

**FIGURE 4: CONTRACTOR SURVEY DATA**

SURVEY TOOL SECTIONS	SUMMARY OF REQUESTED INFORMATION BY SECTION
General Provider Information	Contractor's total revenues, annual count of children served, and other operation related questions
Total Costs	Annual costs associated with providing services for AzEIP and all other lines of business
Wages	Annual hours and wages/rates for direct care/supervisor staff
Turnover	Number of direct care/supervisor full-time and part-time employee positions that were filled or vacant
Benefits	Benefits that were provided to employed AzEIP direct care staff and supervisors
Service Geography	Distribution of AzEIP services by region
Mileage Geography	Distribution of mileage reimbursement to providers of AzEIP services by region
AzEIP Child Count	Unduplicated count of children who received AzEIP services by tier, setting, and service
Service Specific Details	Detailed discipline and service-specific information

Seven of the ten AzEIP contractors provided survey responses. Information collected on the other survey sections listed above was sufficient for consideration in the development of IRM assumptions, with the exception of the service geography and service-specific sections, which were generally blank or incomplete.

- *DSP and supervisor salary and wages rate component:* identification of Bureau of Labor Statistics (BLS) standard occupational classification (SOC) and wage percentile selections, and adjustments for non-billable (or indirect) time, paid time off (PTO), and turnover percentage.
- *ERE component:* adjustments to BLS publicly available information on retirement and health insurance costs.
- *Administrative, Program Support, and Overhead Component:* determination of rate factor level

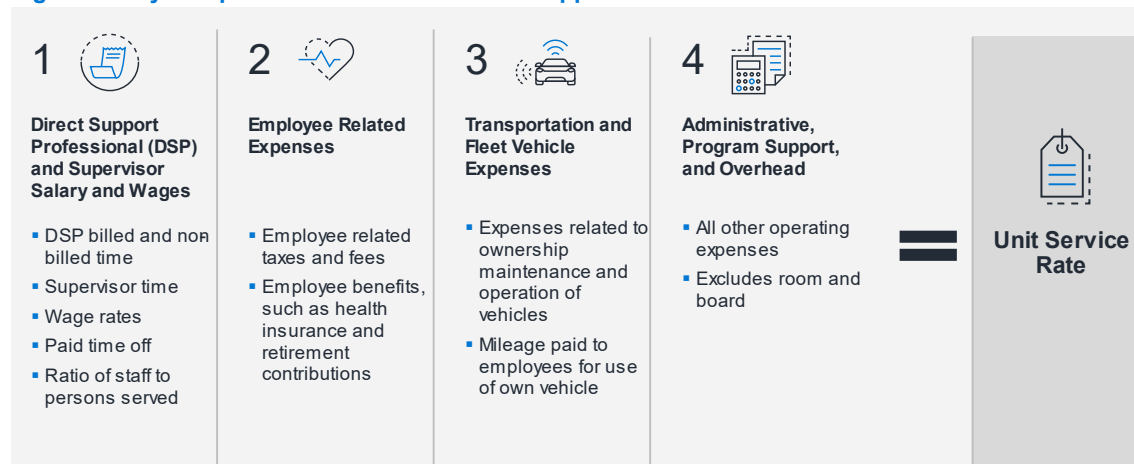
### INDEPENDENT MARKET RATE MODELING METHODOLOGY

The IRM approach aims to develop rates that reflect the average expected costs a reasonably efficient AzEIP contractor would incur while delivering the program services. One of the benefits of the IRM approach is to provide transparency as to the expected reasonable and necessary costs required to provide the service, particularly in terms of the labor costs attributable to DSP wages. Another benefit of this approach is that rates are developed independently from historical costs incurred, which facilitates an understanding of the resulting market rates under different assumptions. Rather than limiting market rates to historical costs and expenditure levels, the IRM approach builds rates from the "ground up" and considers what the costs may be to provide the service based on a set of assumptions. To the extent actual costs incurred by service providers are affected by external factors, such as legislatively-mandated funding levels made available for services that are not consistent with factors that drive the market, the IRM approach provides a means to communicate what costs may reasonably be incurred, and the issues faced by providers, so decision makers can more equitably allocate resources based on this information.



The IRM approach constructs a market rate for each service as the sum of the costs associated with each of the components shown below in Figure 5. The cost and other assumptions associated with each component are adjusted to reflect the expected use of resources separately for each service.

**Figure 5: Key components included in the IRM approach**



The first two components shown in Figure 5 above – DSP and Supervisor Salaries and Wages component and ERE component – generally comprise the largest portion of the expected costs built into the rate models. The rate models have been designed to account for differences in the salaries and wages, and the EREs attributable to the different types of DSPs and supervisors authorized to provide the services.

**RATE MODEL COMPONENTS**

This subsection provides a description of the key IRM rate components listed in Figure 5.

**DSP and Supervisor Salaries and Wages**

The DSP and supervisor wage components are generally the largest components of the market rates, comprising the labor-related cost, or the product of the time and expected wage rates for the direct care staff who deliver each of the services. The following subsection provides a description of the development of the DSP and Supervisor salaries and wages rate component.

**Wage Assumptions for DSP and Supervisor Staff:** There are a wide range of provider types authorized to perform AzEIP services. In order to appropriately reflect the various provider qualification and credential requirements across services, we developed a set of “provider groups” based on similar characteristics, such as educational degrees, professional credentials, and expected wage rates. We then assigned each provider group to each AzEIP discipline as the basis for wage assumption development in the DSP and Supervisor salaries and wages rate component. In certain cases, a discipline or service included multiple provider groups (e.g., services requiring a direct supervisor such as service coordination, or services that utilize a team-based approach to service delivery such as the team conferencing service). **Appendix 3a to 3f** provides a list of the provider groupings applicable for each discipline or service, including both the DSP and supervisor where relevant. **Appendix 6** also specifies the BLS wage percentiles applicable for each service and provider grouping combination.

Once we developed the provider groupings, we extracted Arizona-specific BLS wage data effective as of May 2022, and published in April 2023<sup>4</sup>, as the primary source (most recent BLS data publicly available at the time of analysis). This BLS data contains state-specific information that is updated on an annual basis and is collected and reported in a consistent and statistically credible manner. The BLS wage data reports wages and salaries by percentile across Standard Occupation Classifications (SOCs) allowing for wages used in rate development to better align with program staffing expectations. Contractor survey responses were used as a benchmark source in selection of wage percentiles from the BLS data.

<sup>4</sup> Bureau of Labor Statistics. *State Occupational Employment and Wage Estimates – May 2022*. Retrieved September 11, 2023, from [https://www.bls.gov/oes/current/oes\\_az.htm](https://www.bls.gov/oes/current/oes_az.htm)



We used BLS SOCs to assign occupations reported in the wage data to staffing of the AzEIP services. For certain AzEIP disciplines, BLS SOCs directly correspond to the direct care staff providing the service, such as social worker, psychologist, nutritionist, and interpreter staff. However, for many AzEIP disciplines, BLS does not publish a specific occupational code that directly corresponds to the staff member providing the service. For these AzEIP disciplines, we grouped relevant BLS occupation codes together and blended the occupation wage data using a weighting for each selected occupation. We determined the BLS occupation codes and weighting within each provider grouping based on review of the requirements and qualifications for each AzEIP service and the BLS occupation code descriptions, along with consideration of AzEIP contractor survey results and AAPPD feedback received related to BLS occupations.

We trended wages forward for 29 months to reflect anticipated wage level changes from the May 2022 BLS data to the anticipated rate effective period midpoint of October 1, 2024. We selected an annual trend factor of 4% to represent anticipated wages growth based on monthly BLS current employment statistic (CES) wage<sup>5</sup> reports for Arizona in the education and health services as of August 2023.

Per AzEIP policy direction, we also included Geographic Incentive Factors to adjust wages from the base wages to tier-specific wages. We used the same Geographic Incentive Factors reflected in the 2023 AzEIP Billing Manual and 2019 Rate Study, with values of 10% for tier 1, 25% for tier 2, and 50% for tier 3. We applied these factor as an increase from the wages at the base tier (as opposed to the 2019 Rate Study, which applied these factors as a “back end” adjustment to all rate components). We made these policy adjustments at AzEIP’s direction as an incentive to continue providing services in more rural regions of the state. This adjustment is outside of the determination of the expected average resource requirements for these rate cohorts.

**Appendix 7** includes details on BLS SOC selection for provider groupings, and **Appendix 6** illustrates wage percentile selection and total wages after incorporation of occupation weighting, trend, and tiering adjustments.

**Staffing Assumptions:** For AzEIP, the majority of services are provided on a one-to-one basis, meaning a child is visited by one DSP per service. Services can also be provided at the same time to multiple children living in the same household. Payment rates for these types of services reflect the ratio of staff to the number of children visited and include an adjustment to indirect time as described in Figure 6 to account for the recordkeeping time required for each child.

The new team conferencing service assumes a mix of staff are necessary to participate in each meeting based on an AzEIP child’s service plan. Figure 12 provides additional staffing assumption detail.

**Staff Time Assumptions:** In the IRM approach, staff time is categorized as direct time, indirect time, transportation time, and supervisor time. Adjustments for PTO and holidays are also incorporated. Figure 6 below provides a description of each of these sub-elements and related adjustments.

**FIGURE 6: SUMMARY OF DSP AND SUPERVISOR TIME CONSIDERED IN RATE MODELING**

TYPE OF TIME	DEFINITION	ASSUMPTIONS
DSP Direct Time	<ul style="list-style-type: none"> <li>Amount of time incurred by direct care staff that can be billed for services provided to individuals.</li> </ul>	<ul style="list-style-type: none"> <li><i>Discipline-specific rates:</i> 60 minutes based on 1 hour unit billing</li> <li><i>Evaluation services:</i> 105 minutes based on assumption that evaluation services last 1 hour and 45 minutes in alignment with the direct service time assumed in the current rates</li> <li><i>Team conferencing service:</i> 15 minutes per child based on feedback provided by AzEIP</li> <li><i>Service coordination non-direct:</i> Assumptions vary based on the type of service being performed and were developed using CY 2022 AzEIP claims experience, specifically:                             <ul style="list-style-type: none"> <li>IPP services: 2.5 hours (150 minutes) per child per month</li> <li>Transition services: 1 hour and 15 minutes (75 minutes) per child per month</li> </ul> </li> </ul>

<sup>5</sup> Bureau of Labor Statistics. (October 2023). *Current Employment Statistics: State and Area Employment, Hours, and Earnings – August 2023*. Retrieved from [https://www.bls.gov/web/empst/cesprog.htm#Data\\_Available](https://www.bls.gov/web/empst/cesprog.htm#Data_Available)

TYPE OF TIME	DEFINITION	ASSUMPTIONS
<b>DSP Indirect Time</b>	<ul style="list-style-type: none"> <li>Time that must be spent by non-supervisory DSP staff to provide the service but does not result in a billable unit of service.</li> <li>Time incurred for necessary activities such as recordkeeping, missed appointments, and employer time that is not otherwise included in direct care staff direct time.</li> </ul>	<ul style="list-style-type: none"> <li>All other: 1 hour (60 minutes) per child per month.</li> <li><i>Team conference and service coordination non-direct</i>: No indirect time was assumed as all time associated with these services should be billable.</li> <li><i>All other services and disciplines</i>: 22% of staff time or 13.2 minutes for every billable hour.               <ul style="list-style-type: none"> <li>Assumption was informed by contractor survey responses which averaged between 6.9 minutes and 9.7 minutes of indirect time for every hour of billed time, varying by setting.</li> </ul> </li> <li><i>Services where multiple children are visited during the same service</i>: Multiplied the indirect time by the number of children visited to account for each child's recordkeeping time.</li> </ul>
<b>DSP Transportation Time</b>	<ul style="list-style-type: none"> <li>Transportation time is included for services where it is expected that direct care staff will be required to travel to provide the service.</li> </ul>	<ul style="list-style-type: none"> <li>Transportation time assumptions, detailed in Figures 7 and 8, are based on:               <ul style="list-style-type: none"> <li>Estimates of average distance driven per service</li> <li>Amount of time it takes to travel that distance (based on average vehicle speed), which varies based on the region where the service is provided</li> </ul> </li> <li>Adjustments for transportation time were applied to disciplines and services in the natural and telehealth setting only.               <ul style="list-style-type: none"> <li>Telehealth setting – Assumed that staff provided 25% of their telehealth visits in a central office in between natural setting visits, with the remaining 75% of telehealth visits occurring in an idling vehicle or in a way that required no travel (described in more detail later in this report).</li> </ul> </li> <li>Adjusted DSP transportation time by zip code to reflect the tier in which the child receiving the service resides (e.g., allowing for more transportation time in rural areas as compared to urban areas).               <ul style="list-style-type: none"> <li>Telehealth setting transportation time assumption is 25% of the base tier travel time, and does not vary by telehealth setting tier.</li> </ul> </li> </ul>
<b>PTO Adjustment Factor</b>	<ul style="list-style-type: none"> <li>Accounts for additional time that must be covered over the course of a year by other DSPs, thereby representing additional DSP staff time per unit.               <ul style="list-style-type: none"> <li>Annual time related to paid vacation, holiday, and sick time.</li> <li>Annual training and/or conference time expected to be incurred by direct care staff and supervisors</li> </ul> </li> <li>Includes an adjustment that considers the amount of one-time training/onboarding and the frequency of this type of training time that can be attributable to employee turnover.</li> </ul>	<ul style="list-style-type: none"> <li>Annual training and/or conference time varies by provider group to account for differences in ongoing training needed for staff licensures, all other assumptions were developed consistently across the provider groups.</li> <li><b>Appendix 8</b> provides detailed assumptions related to the PTO adjustment by provider group.</li> </ul>
<b>Supervisor Time</b>	<ul style="list-style-type: none"> <li>Supervisors are typically more experienced or higher credentialed staff responsible for the direct oversight and supervision of those employees that are directly providing the services to individuals.</li> <li>Supervisor responsibilities may vary, but primarily are on-site providing direct supervising, hiring, training and discipline of DSPs. Supervisor</li> </ul>	<ul style="list-style-type: none"> <li>Supervisor time is included in service coordination discipline rates only, with a 1:20 DSP to supervisor span of control assumption.</li> </ul>

TYPE OF TIME	DEFINITION	ASSUMPTIONS
	responsibilities may also include program planning and evaluation, advocacy, working with families, and working with community members.	
	<ul style="list-style-type: none"> <li>Supervisor time is determined through application of a “span of control” assumption, which is a measure of how many DSPs a supervisor can supervise.</li> </ul>	

**Travel Time Assumptions:** As noted earlier in this report, travel time is included in natural setting and telehealth setting service rates. Natural setting rates include travel assumption variation by tier. Figure 7 provides the transportation time and mileage assumptions applied to natural setting rates and used to identify DSP travel time for rural to urban areas. We determined the area categories at the zip code level based on the zip code’s population density and then aggregated by tier using the zip code to tier identification table in **Appendix 5**.

**FIGURE 7: TRANSPORTATION ASSUMPTIONS USED TO IDENTIFY DSP TRANSPORTATION TIME**

AREA CATEGORIES	POPULATION DENSITY	POPULATION DISTRIBUTION	TRAVEL TIME (MINUTES)	AVERAGE MILES PER HOUR (MPH)
Rural	40 people per square mile	8.3%	60.0 min	55.0 MPH
Rural/Urban	Between 40 and 200 people per square mile	10.5%	30.0 min	40.0 MPH
Urban	More than 200 people per square mile	81.3%	20.0 min	20.0 MPH

*Note: Percentages may not sum to 100% due to rounding.*

Figure 8 provides a summary of how we applied the travel assumptions in Figure 7 by tier in the AzEIP natural setting rates. For all tiers, we developed an assumption of the number of one-way trips per service, which is spread across the average billable units per claim. Consistent with AzEIP contractor feedback, this assumption varies by tier to reflect that AzEIP staff serving children in rural areas will have fewer trips per day as they need to travel longer distances to reach those children. The trips per day assumption accounts for the average number of trips DSP staff are anticipated to make in a day to provide natural setting services to AzEIP children. This includes trips from their main contractor office to their first AzEIP visit, traveling between AzEIP children, and then driving back to the main contractor office at the end of the day. Base and tier 1 assume AzEIP staff visit four children in a day, resulting in five trips a day on average. Tier 2 assumes AzEIP staff visit three children in a day, resulting in four trips a day on average. Tier 3 assume AzEIP staff visit two children in a day, resulting in three trips a day on average.

For travel time and mileage assumptions in the telehealth setting and team conferencing service rates, we used “base tier” travel assumptions regardless of the rate tier cohort (under the assumption that the travel time and mileage associated with these services did not materially vary across tiers). Travel assumptions for these services reflected the following:

- 25% of the service visits are performed by staff driving from a natural setting visit back to a central office for a telehealth visit
- 25% of the service visits are attended by staff in an idling vehicle
- 50% of the service visits require no travel or additional vehicle costs

Additional information on the costs associated with mileage or idling vehicle assumption costs can be found later in this report in Figure 10 or 11, respectively.

**FIGURE 8: TRAVEL TIME ASSUMPTIONS BY TIER FOR NATURAL SETTING RATES**

TIER	A POPULATION DENSITY (AVERAGE NUMBER OF PEOPLE PER SQUARE MILE)	B ASSUMED MPH BY TIER	C AVERAGE TRAVEL TIME PER TRIP (MINUTES)	D ASSUMED TRIPS PER SERVICE PER DAY	E = C * D FINAL TRAVEL TIME PER UNIT (MINUTES)	F = E (base tier only) * 25% Telehealth Setting Final Travel Time Per Unit (Minutes)
Base	498.5	20.0	20.87	1.25	26.09	6.52
Tier 1	148.3	40.0	24.38	1.25	30.47	6.52
Tier 2	20.3	55.0	34.55	1.33	45.95	6.52
Tier 3	14.5	55.0	41.98	1.50	62.96	6.52

### Employee Related Expenses

This component captures the ERE expected to be incurred for DSPs and supervisors for each discipline and service. We calculated ERE percentages based on the expected level of ERE as a percentage of DSP and supervisor salaries and wages. These percentages vary by provider group, and consist of the following:

- Employer entity's portion of payroll taxes, employee medical and other insurance benefits
- Employer portion of retirement expenses incurred on behalf of DSPs and supervisors

For purposes of developing the ERE assumptions, we based employer-related payroll taxes on the federal and state specific requirements. For example, the Internal Revenue Service (IRS) specifies amounts for items such as Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), whereas the State specifies amounts related to State Unemployment Insurance Act (SUI).

A significant portion of the ERE assumption is driven by the cost of health insurance and retirement benefits the employer provides to its employees. We used contractor survey responses to inform employer costs and employee take-up rate adjustments for health insurance and retirement benefits.

The detailed calculations related to the ERE percentage are shown by provider grouping in **Appendix 9**. Figure 9 below describes the data sources and assumptions for each ERE component.

**FIGURE 9: ERE ASSUMPTIONS BY COMPONENT**

COMPONENTS	ASSUMPTIONS	SOURCE
FUTA	\$420, 6% of first \$7,000	Internal Revenue Service. Topic No. 759 From 940 – Employer's Annual Federal Unemployment (FUTA) Tax Return – Filing and Deposit Requirements. Retrieved from <a href="https://www.irs.gov/taxtopics/tc759">https://www.irs.gov/taxtopics/tc759</a>
SUI	\$192, 2.4% (2016 average tax) of first \$800	Arizona Department of Economic Security. Employer Engagement Administration. Unemployment Insurance Tax Rate Chart for Calendar Year 2023. Retrieved from: <a href="https://des.az.gov/sites/default/files/dl/UIT-0603A%20%28FY23%29.pdf?time=1693599517380">https://des.az.gov/sites/default/files/dl/UIT-0603A%20%28FY23%29.pdf?time=1693599517380</a> Arizona Department of Economic Security. Employer Engagement Administration. Unemployment Insurance Tax Rate Chart for Calendar Year 2018. Retrieved from: <a href="https://des.az.gov/sites/default/files/media/ui_tax_rate_prior_years_compliant.pdf">https://des.az.gov/sites/default/files/media/ui_tax_rate_prior_years_compliant.pdf</a>
FICA	Employer Social Security Withholding: 6.2% on first \$160,200 Employer Medicare Withholding: 1.45% Total FICA: 7.65% on first \$160,200	Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates. Retrieved from <a href="https://www.irs.gov/taxtopics/tc751">https://www.irs.gov/taxtopics/tc751</a>
Worker's Compensation	1.4% calculated as a percentage of Wage and Salaries and Paid Leave components per June 2023 national data.	Bureau of Labor Statistics. Employer Cost for Employee Compensation – June 2023. Table 1, Private Industry Workers. Retrieved from <a href="https://www.bls.gov/news.release/pdf/ecec.pdf">https://www.bls.gov/news.release/pdf/ecec.pdf</a>

COMPONENTS	ASSUMPTIONS	SOURCE
Health Insurance	\$3,581	Assuming approximately \$5,000 insurance costs with a 71% take-up rate, consistent with AzEIP contractor survey responses and trended to October 1, 2024
Retirement	1.0%	Assuming approximately 3% of wages cost for enrolled employees with a 33% take-up rate consistent with AzEIP contractor survey responses.

## Transportation Expenses

For natural setting, telehealth setting, and team conferencing services, we included mileage reimbursement to reflect the related transportation expenses based on the assumed average number of miles required to provide a service on a per unit basis. We calculated the expenses by multiplying the estimated number of miles by the 2024 standard Internal Revenue Service mileage rate (“IRS mileage rate”) of **\$0.67 per mile** for business use of cars, vans, pickups, and panel trucks.<sup>6</sup> The IRS mileage rate considers both fixed costs (such as insurance and depreciation of the vehicle’s value) and variable costs (such as fuel costs, tires, brakes, and other components).<sup>7</sup> Note this transportation rate component is separate from the wages paid to direct staff and supervisors for their transportation time (which is included in the DSP and Supervisor Salaries and Wages rate component described previously). We set team conferencing service travel assumptions starting with the telehealth setting travel assumptions, increased by a factor of 4.75 to account for the average number of full-time employees (FTEs) assumed to be attending the team conferencing service and need to drive from a natural setting service to a central office.

Figure 10 below provides the calculation for assumed miles and transportation expenses per 1 hour unit in the natural setting by tier and the mileage related expenses for the telehealth setting and team conferencing service rates.

**FIGURE 10: TRAVEL EXPENSE ASSUMPTIONS BY TIER FOR NATURAL SETTING RATES PER 1 HOUR UNIT**

TIER, SETTING OR SERVICE	A	B	C = (A / 60) * B	D	E = C * D	F = C * D * FTEs
	ASSUMED MPH BY TIER	FINAL TRAVEL TIME PER UNIT (MINUTES)	ASSUMED MILES PER 1 HOUR UNIT OR PER CONFERENCE	REIMBURSEMENT RATE PER MILE	ASSUMED TRAVEL COSTS PER 1 HOUR UNIT	ASSUMED TRAVEL COSTS PER CONFERENCE
Base	20.0	26.09	8.70 miles	\$0.67	\$5.83	N/A
Tier 1	40.0	30.47	20.31 miles	\$0.67	\$13.61	N/A
Tier 2	55.0	45.95	42.12 miles	\$0.67	\$28.22	N/A
Tier 3	55.0	62.96	57.72 miles	\$0.67	\$38.67	N/A
Telehealth	20.0	6.52	2.17 miles	\$0.67	\$1.46	N/A
Team Conferencing	20.0	6.52	2.17 miles per FTE	\$0.67	N/A	\$6.92

As mentioned earlier in this report, for telehealth setting and team conferencing services, contractors provided feedback that AzEIP staff may provide these services in an idling vehicle or may drive back to a central office in between natural setting visits. We incorporated the costs associated with attending services in an idling vehicle into these service rates by estimating the amount of gasoline used as part of the service and multiplying that by the average CY 2023 Arizona price per gallon of gasoline as reported by the Federal Reserve Bank of St. Louis. We assumed that DSPs attended telehealth and team conferencing services in an idling vehicle for 25% of the visits. Figure 11 below illustrates the development of idling vehicle costs for team conferencing and telehealth setting services.

<sup>6</sup> Internal Revenue Services. *IRS issues standard mileage rates for 2024*. Retrieved January 5, 2024, from <https://www.irs.gov/newsroom/irs-issues-standard-mileage-rates-for-2024-mileage-rate-increases-to-67-cents-a-mile-up-1-point-5-cents-from-2023>

<sup>7</sup> Congressional Research Service. *Internal Revenue Service (IRS) Standard Mileage Rates*. February 16, 2024. <https://crsreports.congress.gov/product/pdf/IN/IN12320>

FIGURE 11: IDLING VEHICLE COST ASSUMPTIONS FOR TEAM CONFERENCING AND TELEHEALTH SETTING RATES

COMPONENT	TELEHEALTH SETTING (PER 1 HOUR)	TEAM CONFERENCING (PER 15 MIN MEETING)	NOTE	SOURCE
Average gallons of gas used per hour of an idling vehicle	0.5	0.5	A	US Department of Energy. Clean Cities "Stop Idling and Start Saving." Retrieved from <a href="https://cleancities.energy.gov/files/pdfs/idlebox_tip_sheet.pdf">https://cleancities.energy.gov/files/pdfs/idlebox_tip_sheet.pdf</a>
2023 Arizona Average Cost Per Gallon	\$4.15	\$4.15	B	Federal Reserve Bank of St. Louis. Average Price: Gasoline, Unleaded Regular (Cost per Gallon/3.785 Liters) in Phoenix-Mesa-Scottsdale, AZ. Retrieved from <a href="https://fred.stlouisfed.org/series/APUS48A74714">https://fred.stlouisfed.org/series/APUS48A74714</a>
Estimated time idling (minutes)	90.0	22.5	C	Assumed 50% additional time to account for time staff may need to set-up or shut down equipment, document visit, and find parking.
Estimated average number of employees attending service in a vehicle	1	4.75	D	Figure 12 provides more details on team conferencing employee assumptions.
Proportion of visits attended in an idling vehicle	25%	25%	E	<ul style="list-style-type: none"> <li>• 25% of visits are attended by staff in an idling vehicle</li> <li>• 25% of visits staff travel to a central office to attend visit in between natural setting services</li> <li>• 50% of visits, no travel is required</li> </ul>
Other vehicle cost add-on	\$0.78	\$0.92	F = A * B * (C / 60) * D * E	

### Administration and program support

An adjustment to account for the cost of administration and program support expenses of the provider is built into each of the rate models. This component is intended to account for the following types of costs:

- **Program support costs** - Costs include supplies, materials, equipment, and facility-related costs for services provided in a clinic, which are necessary to support service delivery.
- **Administration and overhead expenses** – Generally, administrative-related expenses would include all expenses incurred by the contractor necessary to support the provision of services but not directly related to providing services to AzEIP children. These expenses may include, but not be limited to those listed below:
  - Salaries and wages, and related employee benefits for employees or contractors that are not DSPs or supervisors of direct service workers
  - Liability and other insurance
  - Licenses and taxes
  - Legal and audit fees
  - Accounting and payroll services
  - Billing and collection services
  - Bank service charges and fees
  - Information technology
  - Telephone and other communication expenses
  - Office and other supplies, including postage
  - Accreditation expenses, dues, memberships, and subscriptions
  - Meeting and administrative travel related expenses
  - Training tool and employee development expenses, including related travel
  - Human resources, including background checks and other recruiting expenses
  - Community education
  - Marketing/advertising
  - Interest expense and financing fees

- Facility and equipment expense for space not used to directly provide services to individuals, and related utilities
- Vehicle and other transportation expenses not related to transporting individuals receiving services or transporting employees to provide services to individuals
- Board of director-related expenses

**A single factor of 20%** was used to account for administrative and program support costs for all discipline and service rates. Contractor responses of costs for wages, benefits, administration, program support, and other service expense categories of the contractor survey were used to inform the final administrative and program support selection. The median contractor reported administrative and program support value was 20.5% of total costs (based on survey responses for contractors with over \$1 million in total reported AzEIP costs).

### Other Service-Specific adjustments

Historically, team conferencing and service coordination non-direct services were paid as billable services under the discipline specific rates. Through AzEIP directive, market rates described in this report reflect these services as a stand-alone service rate that will no longer be billable as part of the discipline rates. Service coordination non-direct services will be able to be billed on a monthly basis, per AzEIP child. Team conferencing services are no longer to be billed for each staff member in attendance separately and will instead be able to be billed per meeting per AzEIP child. Figures 1 and 6 provide additional information on the service unit and DSP time assumed in rate modeling, and additional details on the service coordination non-direct provider grouping can be found in **Appendix 6**.

The team conferencing staffing mix used in rate development assumes there are varying levels of DSP staff that will attend each meeting. The staff at each meeting may include therapists (PT/OT/ST), developmental special instructors, social workers, psychologists, and service coordinators depending on the AzEIP child's IFSP. Figure 12 below illustrates the average number of employees anticipated to attend team conferences by AzEIP discipline. We developed the staffing mix assumptions in Figure 12 using the CY 2022 AzEIP claims data experience for team conference services by historically reported discipline.

**FIGURE 12: TEAM CONFERENCING STAFFING ASSUMPTIONS**

STAFF DISCIPLINE	AVERAGE NUMBER OF EMPLOYEES PER SERVICE PER AZEIP CHILD
Therapist (OT/PT/SLP)	3.00
Developmental Special Instruction – Master's	0.25
Social Worker – Master's	0.25
Psychologist	0.25
Service Coordinator	1.00
<b>Total</b>	<b>4.75</b>



## Limitations

The information contained in this report has been prepared for the Arizona Department of Economic Security (ADES) and Arizona's Early Intervention Program (AzEIP) to provide documentation of the development of market rates for AzEIP services. We understand that ADES will utilize this rate study to evaluate overall AzEIP program funding levels and to inform future AzEIP rates. We also understand that final adopted AzEIP reimbursement rates will ultimately be based on ADES policy decisions and legislative funding appropriations. The data and information presented in this report may not be appropriate for any other purpose.

We understand ADES plans to share this report externally to AzEIP stakeholders and publish on its website. To the extent that the information contained in this report is provided to any approved third parties, the information should be distributed in its entirety. Any user of the data must possess a certain level of expertise in healthcare modeling so as not to misinterpret the data presented.

Milliman makes no representations or warranties regarding the contents of this report to third parties. Likewise, third parties are instructed that they are to place no reliance upon this report prepared for ADES and AzEIP by Milliman that would result in the creation of any duty or liability under any theory of law by Milliman or its employees to third parties. Other parties receiving this report must rely upon their own experts in drawing conclusions about the service rates, inputs, and assumptions.

Milliman has developed certain models to estimate the values included in this report. The intent of the models was to develop market rates for AzEIP services effective July 1, 2024. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice (ASOP).

The models rely on data and information as input to the models. We have relied upon certain data and information provided by ADES, the U.S. Bureau of Labor Statistics, AzEIP contractors, and analysis developed by Guidehouse and accepted it without audit. To the extent that the data and information provided is not accurate, or is not complete, the values provided in this report may likewise be inaccurate or incomplete.

Future alignment of the projected rate and actual AzEIP experience will depend on the extent to which future experience conforms to the assumptions reflected in the independent rate model. It is certain that actual experience will not conform exactly to the assumptions used in the rate development due to differences in direct care staff labor costs, provider efficiency, and many other factors. Actual amounts will differ from projected amounts to the extent that actual experience is higher or lower than expected.

Guidelines issued by the American Academy of Actuaries require actuaries to include their professional qualifications in all actuarial communications. Clay Holman is a member of the American Academy of Actuaries and meets the qualification standards for performing the analyses in this report.

## Appendix 1: AzEIP Market Rates

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 1: AzEIP Market Rates									
Service Description						Market Rates			
Discipline	Degree	Service	Tier	Setting	Reporting Units	Base	Tier 1	Tier 2	Tier 3
Therapist (PT/OT/ST)	N/A	N/A	Base	Clinic	1 Hour	\$ 111.69	\$ 122.51	\$ 138.73	\$ 164.81
Therapist (PT/OT/ST)	N/A	N/A	Base	Natural	1 Hour	\$ 158.78	\$ 190.51	\$ 261.09	\$ 354.92
Therapist (PT/OT/ST)	N/A	N/A	Base	Telehealth	1 Hour	\$ 124.43	\$ 136.21	\$ 153.88	\$ 182.29
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 65.92	\$ 72.30	\$ 81.87	\$ 97.27
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 89.46	\$ 106.30	\$ 143.06	\$ 192.32
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 72.29	\$ 79.15	\$ 89.45	\$ 106.01
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 50.66	\$ 55.56	\$ 62.92	\$ 74.75
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 66.35	\$ 78.23	\$ 103.71	\$ 138.12
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 54.91	\$ 60.13	\$ 67.97	\$ 80.58
Developmental Special Instruction	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 62.44	\$ 68.33	\$ 77.16	\$ 91.89
Developmental Special Instruction	Bachelor's	N/A	Base	Natural	1 Hour	\$ 91.98	\$ 113.79	\$ 160.88	\$ 219.26
Developmental Special Instruction	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 70.80	\$ 77.21	\$ 86.83	\$ 102.87
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 36.85	\$ 40.33	\$ 45.54	\$ 54.23
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 51.62	\$ 63.06	\$ 87.40	\$ 117.92
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 41.03	\$ 44.77	\$ 50.37	\$ 59.72
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 28.32	\$ 30.99	\$ 35.00	\$ 41.68
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 38.17	\$ 46.14	\$ 62.90	\$ 84.13
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 31.11	\$ 33.95	\$ 38.22	\$ 45.34
Developmental Special Instruction	Master's	N/A	Base	Clinic	1 Hour	\$ 74.52	\$ 81.61	\$ 92.26	\$ 110.00
Developmental Special Instruction	Master's	N/A	Base	Natural	1 Hour	\$ 108.36	\$ 132.60	\$ 185.45	\$ 252.96
Developmental Special Instruction	Master's	N/A	Base	Telehealth	1 Hour	\$ 83.95	\$ 91.68	\$ 103.27	\$ 122.60
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 43.98	\$ 48.17	\$ 54.45	\$ 64.92
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Natural	1 Hour	\$ 60.90	\$ 73.66	\$ 101.05	\$ 136.40
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 48.69	\$ 53.20	\$ 59.96	\$ 71.22
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 33.80	\$ 37.02	\$ 41.84	\$ 49.89
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Natural	1 Hour	\$ 45.08	\$ 54.01	\$ 72.91	\$ 97.54
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 36.94	\$ 40.37	\$ 45.52	\$ 54.09
Social Worker	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 47.54	\$ 51.94	\$ 58.54	\$ 69.54
Social Worker	Bachelor's	N/A	Base	Natural	1 Hour	\$ 71.76	\$ 90.57	\$ 130.56	\$ 177.69
Social Worker	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 54.57	\$ 59.36	\$ 66.55	\$ 78.53
Social Worker - 2 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 28.06	\$ 30.65	\$ 34.55	\$ 41.04
Social Worker - 2 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 40.17	\$ 49.97	\$ 70.56	\$ 95.11
Social Worker - 2 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 31.57	\$ 34.36	\$ 38.55	\$ 45.53
Social Worker - 3 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 21.56	\$ 23.56	\$ 26.55	\$ 31.54
Social Worker - 3 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 29.64	\$ 36.43	\$ 50.56	\$ 67.59
Social Worker - 3 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 23.90	\$ 26.03	\$ 29.22	\$ 34.54
Social Worker	Master's	N/A	Base	Clinic	1 Hour	\$ 66.67	\$ 72.98	\$ 82.45	\$ 98.23
Social Worker	Master's	N/A	Base	Natural	1 Hour	\$ 97.71	\$ 120.37	\$ 169.49	\$ 231.07
Social Worker	Master's	N/A	Base	Telehealth	1 Hour	\$ 75.40	\$ 82.28	\$ 92.59	\$ 109.78
Social Worker - 2 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 39.35	\$ 43.07	\$ 48.66	\$ 57.97
Social Worker - 2 Children	Master's	N/A	Base	Natural	1 Hour	\$ 54.87	\$ 66.77	\$ 92.18	\$ 124.39
Social Worker - 2 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 43.71	\$ 47.72	\$ 53.73	\$ 63.75
Social Worker - 3 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 30.24	\$ 33.10	\$ 37.40	\$ 44.55
Social Worker - 3 Children	Master's	N/A	Base	Natural	1 Hour	\$ 40.59	\$ 48.90	\$ 66.41	\$ 88.83
Social Worker - 3 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 33.15	\$ 36.20	\$ 40.78	\$ 48.40
Psychologist	N/A	N/A	Base	Clinic	1 Hour	\$ 117.52	\$ 128.91	\$ 146.01	\$ 173.00
Psychologist	N/A	N/A	Base	Natural	1 Hour	\$ 166.68	\$ 199.59	\$ 272.94	\$ 370.14
Psychologist	N/A	N/A	Base	Telehealth	1 Hour	\$ 130.78	\$ 143.19	\$ 161.81	\$ 191.21
Psychologist - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 69.35	\$ 76.08	\$ 86.17	\$ 102.10

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 1: AzEIP Market Rates									
Service Description						Market Rates			
Discipline	Degree	Service	Tier	Setting	Reporting Units	Base	Tier 1	Tier 2	Tier 3
Psychologist - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 93.94	\$ 111.42	\$ 149.64	\$ 200.67
Psychologist - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 75.99	\$ 83.22	\$ 94.07	\$ 111.20
Psychologist - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 53.30	\$ 58.47	\$ 66.22	\$ 78.46
Psychologist - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 69.69	\$ 82.03	\$ 108.53	\$ 144.18
Psychologist - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 57.72	\$ 63.23	\$ 71.49	\$ 84.53
Service Coordination	N/A	N/A	Base	Clinic	1 Hour	\$ 61.98	\$ 67.80	\$ 76.54	\$ 91.11
Service Coordination	N/A	N/A	Base	Natural	1 Hour	\$ 91.35	\$ 113.04	\$ 159.87	\$ 217.81
Service Coordination	N/A	N/A	Base	Telehealth	1 Hour	\$ 70.29	\$ 76.64	\$ 86.16	\$ 102.02
Service Coordination - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 36.58	\$ 40.02	\$ 45.17	\$ 53.77
Service Coordination - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 51.26	\$ 62.63	\$ 86.84	\$ 117.12
Service Coordination - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 40.73	\$ 44.43	\$ 49.98	\$ 59.22
Service Coordination - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 28.11	\$ 30.75	\$ 34.72	\$ 41.32
Service Coordination - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 37.90	\$ 45.83	\$ 62.49	\$ 83.56
Service Coordination - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 30.88	\$ 33.70	\$ 37.92	\$ 44.96
Nutrition and Dietician Services	N/A	N/A	Base	Clinic	1 Hour	\$ 70.41	\$ 77.10	\$ 87.13	\$ 103.84
Nutrition and Dietician Services	N/A	N/A	Base	Natural	1 Hour	\$ 102.79	\$ 126.20	\$ 177.10	\$ 241.50
Nutrition and Dietician Services	N/A	N/A	Base	Telehealth	1 Hour	\$ 79.48	\$ 86.76	\$ 97.68	\$ 115.89
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 41.55	\$ 45.50	\$ 51.42	\$ 61.28
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 57.74	\$ 70.05	\$ 96.40	\$ 130.12
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 46.09	\$ 50.33	\$ 56.70	\$ 67.31
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 31.93	\$ 34.97	\$ 39.52	\$ 47.10
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 42.73	\$ 51.34	\$ 69.51	\$ 92.99
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 34.96	\$ 38.19	\$ 43.04	\$ 51.11
Translation and Interpretation Services	N/A	N/A	Base	Clinic	1 Hour	\$ 56.34	\$ 61.62	\$ 69.54	\$ 82.75
Translation and Interpretation Services	N/A	N/A	Base	Natural	1 Hour	\$ 83.70	\$ 104.29	\$ 148.48	\$ 202.27
Translation and Interpretation Services	N/A	N/A	Base	Telehealth	1 Hour	\$ 64.15	\$ 69.91	\$ 78.54	\$ 92.92
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 33.25	\$ 36.37	\$ 41.04	\$ 48.84
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 46.93	\$ 57.70	\$ 80.51	\$ 108.60
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 37.16	\$ 40.51	\$ 45.54	\$ 53.92
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 25.55	\$ 27.95	\$ 31.54	\$ 37.53
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 34.67	\$ 42.17	\$ 57.85	\$ 77.37
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 28.16	\$ 30.71	\$ 34.54	\$ 40.92
N/A	N/A	Team Conferencing	Base	Clinic	Meeting	\$ 91.49			
N/A	N/A	Service Coordination - Non-Direct - IPP	Base	Clinic	Per Month	\$ 120.09	\$ 131.37	\$ 148.30	\$ 176.51
N/A	N/A	Service Coordination - Non-Direct - Transition	Base	Clinic	Per Month	\$ 60.05	\$ 65.69	\$ 74.15	\$ 88.25
N/A	N/A	Service Coordination - Non-Direct - Non-IPP or Transition	Base	Clinic	Per Month	\$ 48.04	\$ 52.55	\$ 59.32	\$ 70.60
Therapist (PT/OT/ST)	N/A	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 277.86	\$ 333.40	\$ 456.92	\$ 621.11
Therapist (PT/OT/ST)	N/A	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 208.93	\$ 228.82	\$ 258.66	\$ 306.63
Developmental Special Instruction	Bachelor's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 160.96	\$ 199.13	\$ 281.54	\$ 383.71
Developmental Special Instruction	Bachelor's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 118.36	\$ 129.19	\$ 145.44	\$ 172.51
Developmental Special Instruction	Master's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 189.63	\$ 232.05	\$ 324.54	\$ 442.68
Developmental Special Instruction	Master's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 140.57	\$ 153.62	\$ 173.20	\$ 205.83
Social Worker	Bachelor's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 125.59	\$ 158.50	\$ 228.49	\$ 310.96
Social Worker	Bachelor's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 90.95	\$ 99.04	\$ 111.18	\$ 131.41
Social Worker	Master's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 171.00	\$ 210.66	\$ 296.60	\$ 404.37
Social Worker	Master's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 126.13	\$ 137.74	\$ 155.16	\$ 184.18
Psychologist	N/A	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 291.70	\$ 349.29	\$ 477.65	\$ 647.75
Psychologist	N/A	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 219.65	\$ 240.61	\$ 272.05	\$ 321.68

## Appendix 2: AzEIP Market Rate by Component

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Therapist (PT/OT/ST)	N/A	N/A	Base	Clinic	1 Hour	\$ 78.60	\$ 10.75	\$ 0.00	\$ 22.34	\$ 111.69
Therapist (PT/OT/ST)	N/A	N/A	Base	Natural	1 Hour	\$ 106.61	\$ 14.58	\$ 5.83	\$ 31.76	\$ 158.78
Therapist (PT/OT/ST)	N/A	N/A	Base	Telehealth	1 Hour	\$ 85.60	\$ 11.71	\$ 2.24	\$ 24.89	\$ 124.43
Therapist (PT/OT/ST)	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 86.46	\$ 11.55	\$ 0.00	\$ 24.50	\$ 122.51
Therapist (PT/OT/ST)	N/A	N/A	Tier 1	Natural	1 Hour	\$ 122.45	\$ 16.35	\$ 13.61	\$ 38.10	\$ 190.51
Therapist (PT/OT/ST)	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 94.16	\$ 12.57	\$ 2.24	\$ 27.24	\$ 136.21
Therapist (PT/OT/ST)	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 98.25	\$ 12.73	\$ 0.00	\$ 27.75	\$ 138.73
Therapist (PT/OT/ST)	N/A	N/A	Tier 2	Natural	1 Hour	\$ 159.93	\$ 20.73	\$ 28.22	\$ 52.22	\$ 261.09
Therapist (PT/OT/ST)	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 107.00	\$ 13.87	\$ 2.24	\$ 30.78	\$ 153.88
Therapist (PT/OT/ST)	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 117.90	\$ 13.95	\$ 0.00	\$ 32.96	\$ 164.81
Therapist (PT/OT/ST)	N/A	N/A	Tier 3	Natural	1 Hour	\$ 219.31	\$ 25.95	\$ 38.67	\$ 70.98	\$ 354.92
Therapist (PT/OT/ST)	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 128.40	\$ 15.20	\$ 2.24	\$ 36.46	\$ 182.29
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 46.39	\$ 6.35	\$ 0.00	\$ 13.18	\$ 65.92
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 60.39	\$ 8.26	\$ 2.91	\$ 17.89	\$ 89.46
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 49.89	\$ 6.82	\$ 1.12	\$ 14.46	\$ 72.29
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 51.03	\$ 6.81	\$ 0.00	\$ 14.46	\$ 72.30
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 69.02	\$ 9.22	\$ 6.81	\$ 21.26	\$ 106.30
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 54.88	\$ 7.33	\$ 1.12	\$ 15.83	\$ 79.15
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 57.98	\$ 7.52	\$ 0.00	\$ 16.37	\$ 81.87
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 88.82	\$ 11.51	\$ 14.11	\$ 28.61	\$ 143.06
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 62.36	\$ 8.08	\$ 1.12	\$ 17.89	\$ 89.45
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 69.58	\$ 8.23	\$ 0.00	\$ 19.45	\$ 97.27
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 120.29	\$ 14.23	\$ 19.34	\$ 38.46	\$ 192.32
Therapist (PT/OT/ST) - 2 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 74.83	\$ 8.86	\$ 1.12	\$ 21.20	\$ 106.01
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 35.65	\$ 4.88	\$ 0.00	\$ 10.13	\$ 50.66
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 44.99	\$ 6.15	\$ 1.94	\$ 13.27	\$ 66.35
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 37.98	\$ 5.20	\$ 0.75	\$ 10.98	\$ 54.91
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 39.21	\$ 5.24	\$ 0.00	\$ 11.11	\$ 55.56
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 51.21	\$ 6.84	\$ 4.54	\$ 15.65	\$ 78.23
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 41.78	\$ 5.58	\$ 0.75	\$ 12.03	\$ 60.13
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 44.56	\$ 5.78	\$ 0.00	\$ 12.58	\$ 62.92
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 65.12	\$ 8.44	\$ 9.41	\$ 20.74	\$ 103.71
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 47.48	\$ 6.15	\$ 0.75	\$ 13.59	\$ 67.97
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 53.47	\$ 6.33	\$ 0.00	\$ 14.95	\$ 74.75
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 87.28	\$ 10.33	\$ 12.89	\$ 27.62	\$ 138.12
Therapist (PT/OT/ST) - 3 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 56.97	\$ 6.74	\$ 0.75	\$ 16.12	\$ 80.58
Developmental Special Instruction	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 42.80	\$ 7.16	\$ 0.00	\$ 12.49	\$ 62.44
Developmental Special Instruction	Bachelor's	N/A	Base	Natural	1 Hour	\$ 58.05	\$ 9.71	\$ 5.83	\$ 18.40	\$ 91.98
Developmental Special Instruction	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 46.61	\$ 7.79	\$ 2.24	\$ 14.16	\$ 70.80
Developmental Special Instruction	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 47.08	\$ 7.59	\$ 0.00	\$ 13.67	\$ 68.33
Developmental Special Instruction	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 66.67	\$ 10.75	\$ 13.61	\$ 22.76	\$ 113.79
Developmental Special Instruction	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 51.27	\$ 8.26	\$ 2.24	\$ 15.44	\$ 77.21
Developmental Special Instruction	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 53.50	\$ 8.24	\$ 0.00	\$ 15.43	\$ 77.16
Developmental Special Instruction	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 87.08	\$ 13.41	\$ 28.22	\$ 32.18	\$ 160.88
Developmental Special Instruction	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 58.26	\$ 8.97	\$ 2.24	\$ 17.37	\$ 86.83
Developmental Special Instruction	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 64.19	\$ 9.32	\$ 0.00	\$ 18.38	\$ 91.89
Developmental Special Instruction	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 119.41	\$ 17.33	\$ 38.67	\$ 43.85	\$ 219.26
Developmental Special Instruction	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 69.91	\$ 10.15	\$ 2.24	\$ 20.57	\$ 102.87
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 25.26	\$ 4.22	\$ 0.00	\$ 7.37	\$ 36.85
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 32.88	\$ 5.50	\$ 2.91	\$ 10.32	\$ 51.62

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 27.16	\$ 4.54	\$ 1.12	\$ 8.21	\$ 41.03
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 27.78	\$ 4.48	\$ 0.00	\$ 8.07	\$ 40.33
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 37.58	\$ 6.06	\$ 6.81	\$ 12.61	\$ 63.06
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 29.88	\$ 4.82	\$ 1.12	\$ 8.95	\$ 44.77
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 31.57	\$ 4.86	\$ 0.00	\$ 9.11	\$ 45.54
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 48.36	\$ 7.45	\$ 14.11	\$ 17.48	\$ 87.40
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 33.95	\$ 5.23	\$ 1.12	\$ 10.07	\$ 50.37
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 37.89	\$ 5.50	\$ 0.00	\$ 10.85	\$ 54.23
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 65.49	\$ 9.50	\$ 19.34	\$ 23.58	\$ 117.92
Developmental Special Instruction - 2 Children	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 40.75	\$ 5.91	\$ 1.12	\$ 11.94	\$ 59.72
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 19.41	\$ 3.25	\$ 0.00	\$ 5.66	\$ 28.32
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 24.49	\$ 4.10	\$ 1.94	\$ 7.63	\$ 38.17
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 20.68	\$ 3.46	\$ 0.75	\$ 6.22	\$ 31.11
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 21.35	\$ 3.44	\$ 0.00	\$ 6.20	\$ 30.99
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 27.88	\$ 4.49	\$ 4.54	\$ 9.23	\$ 46.14
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 22.75	\$ 3.67	\$ 0.75	\$ 6.79	\$ 33.95
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 24.26	\$ 3.74	\$ 0.00	\$ 7.00	\$ 35.00
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 35.46	\$ 5.46	\$ 9.41	\$ 12.58	\$ 62.90
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 25.85	\$ 3.98	\$ 0.75	\$ 7.64	\$ 38.22
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 29.12	\$ 4.22	\$ 0.00	\$ 8.34	\$ 41.68
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 47.52	\$ 6.90	\$ 12.89	\$ 16.83	\$ 84.13
Developmental Special Instruction - 3 Children	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 31.02	\$ 4.50	\$ 0.75	\$ 9.07	\$ 45.34
Developmental Special Instruction	Master's	N/A	Base	Clinic	1 Hour	\$ 51.57	\$ 8.04	\$ 0.00	\$ 14.90	\$ 74.52
Developmental Special Instruction	Master's	N/A	Base	Natural	1 Hour	\$ 69.95	\$ 10.91	\$ 5.83	\$ 21.67	\$ 108.36
Developmental Special Instruction	Master's	N/A	Base	Telehealth	1 Hour	\$ 56.17	\$ 8.76	\$ 2.24	\$ 16.79	\$ 83.95
Developmental Special Instruction	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 56.73	\$ 8.56	\$ 0.00	\$ 16.32	\$ 81.61
Developmental Special Instruction	Master's	N/A	Tier 1	Natural	1 Hour	\$ 80.34	\$ 12.13	\$ 13.61	\$ 26.52	\$ 132.60
Developmental Special Instruction	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 61.78	\$ 9.33	\$ 2.24	\$ 18.34	\$ 91.68
Developmental Special Instruction	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 64.47	\$ 9.34	\$ 0.00	\$ 18.45	\$ 92.26
Developmental Special Instruction	Master's	N/A	Tier 2	Natural	1 Hour	\$ 104.93	\$ 15.21	\$ 28.22	\$ 37.09	\$ 185.45
Developmental Special Instruction	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 70.21	\$ 10.17	\$ 2.24	\$ 20.65	\$ 103.27
Developmental Special Instruction	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 77.36	\$ 10.64	\$ 0.00	\$ 22.00	\$ 110.00
Developmental Special Instruction	Master's	N/A	Tier 3	Natural	1 Hour	\$ 143.90	\$ 19.80	\$ 38.67	\$ 50.59	\$ 252.96
Developmental Special Instruction	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 84.25	\$ 11.59	\$ 2.24	\$ 24.52	\$ 122.60
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 30.44	\$ 4.75	\$ 0.00	\$ 8.80	\$ 43.98
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Natural	1 Hour	\$ 39.63	\$ 6.18	\$ 2.91	\$ 12.18	\$ 60.90
Developmental Special Instruction - 2 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 32.73	\$ 5.10	\$ 1.12	\$ 9.74	\$ 48.69
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 33.48	\$ 5.05	\$ 0.00	\$ 9.63	\$ 48.17
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 1	Natural	1 Hour	\$ 45.29	\$ 6.84	\$ 6.81	\$ 14.73	\$ 73.66
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 36.01	\$ 5.43	\$ 1.12	\$ 10.64	\$ 53.20
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 38.05	\$ 5.51	\$ 0.00	\$ 10.89	\$ 54.45
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 2	Natural	1 Hour	\$ 58.28	\$ 8.45	\$ 14.11	\$ 20.21	\$ 101.05
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 40.92	\$ 5.93	\$ 1.12	\$ 11.99	\$ 59.96
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 45.65	\$ 6.28	\$ 0.00	\$ 12.98	\$ 64.92
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 3	Natural	1 Hour	\$ 78.92	\$ 10.86	\$ 19.34	\$ 27.28	\$ 136.40
Developmental Special Instruction - 2 Children	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 49.10	\$ 6.76	\$ 1.12	\$ 14.24	\$ 71.22
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 23.39	\$ 3.65	\$ 0.00	\$ 6.76	\$ 33.80
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Natural	1 Hour	\$ 29.52	\$ 4.60	\$ 1.94	\$ 9.02	\$ 45.08
Developmental Special Instruction - 3 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 24.92	\$ 3.89	\$ 0.75	\$ 7.39	\$ 36.94
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 25.73	\$ 3.88	\$ 0.00	\$ 7.40	\$ 37.02



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Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 1	Natural	1 Hour	\$ 33.60	\$ 5.07	\$ 4.54	\$ 10.80	\$ 54.01
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 27.41	\$ 4.14	\$ 0.75	\$ 8.07	\$ 40.37
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 29.24	\$ 4.24	\$ 0.00	\$ 8.37	\$ 41.84
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 2	Natural	1 Hour	\$ 42.73	\$ 6.19	\$ 9.41	\$ 14.58	\$ 72.91
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 31.15	\$ 4.51	\$ 0.75	\$ 9.10	\$ 45.52
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 35.09	\$ 4.83	\$ 0.00	\$ 9.98	\$ 49.89
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 3	Natural	1 Hour	\$ 57.27	\$ 7.88	\$ 12.89	\$ 19.51	\$ 97.54
Developmental Special Instruction - 3 Children	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 37.38	\$ 5.14	\$ 0.75	\$ 10.82	\$ 54.09
Social Worker	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 31.97	\$ 6.06	\$ 0.00	\$ 9.51	\$ 47.54
Social Worker	Bachelor's	N/A	Base	Natural	1 Hour	\$ 43.37	\$ 8.22	\$ 5.83	\$ 14.35	\$ 71.76
Social Worker	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 34.82	\$ 6.60	\$ 2.24	\$ 10.91	\$ 54.57
Social Worker	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 35.17	\$ 6.38	\$ 0.00	\$ 10.39	\$ 51.94
Social Worker	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 49.81	\$ 9.04	\$ 13.61	\$ 18.11	\$ 90.57
Social Worker	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 38.30	\$ 6.95	\$ 2.24	\$ 11.87	\$ 59.36
Social Worker	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 39.97	\$ 6.86	\$ 0.00	\$ 11.71	\$ 58.54
Social Worker	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 65.06	\$ 11.17	\$ 28.22	\$ 26.11	\$ 130.56
Social Worker	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 43.53	\$ 7.48	\$ 2.24	\$ 13.31	\$ 66.55
Social Worker	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 47.96	\$ 7.67	\$ 0.00	\$ 13.91	\$ 69.54
Social Worker	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 89.21	\$ 14.27	\$ 38.67	\$ 35.54	\$ 177.69
Social Worker	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 52.23	\$ 8.35	\$ 2.24	\$ 15.71	\$ 78.53
Social Worker - 2 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 18.87	\$ 3.57	\$ 0.00	\$ 5.61	\$ 28.06
Social Worker - 2 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 24.57	\$ 4.65	\$ 2.91	\$ 8.03	\$ 40.17
Social Worker - 2 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 20.29	\$ 3.84	\$ 1.12	\$ 6.31	\$ 31.57
Social Worker - 2 Children	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 20.76	\$ 3.77	\$ 0.00	\$ 6.13	\$ 30.65
Social Worker - 2 Children	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 28.08	\$ 5.09	\$ 6.81	\$ 9.99	\$ 49.97
Social Worker - 2 Children	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 22.32	\$ 4.05	\$ 1.12	\$ 6.87	\$ 34.36
Social Worker - 2 Children	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 23.59	\$ 4.05	\$ 0.00	\$ 6.91	\$ 34.55
Social Worker - 2 Children	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 36.13	\$ 6.20	\$ 14.11	\$ 14.11	\$ 70.56
Social Worker - 2 Children	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 25.37	\$ 4.36	\$ 1.12	\$ 7.71	\$ 38.55
Social Worker - 2 Children	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 28.30	\$ 4.53	\$ 0.00	\$ 8.21	\$ 41.04
Social Worker - 2 Children	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 48.93	\$ 7.83	\$ 19.34	\$ 19.02	\$ 95.11
Social Worker - 2 Children	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 30.44	\$ 4.87	\$ 1.12	\$ 9.11	\$ 45.53
Social Worker - 3 Children	Bachelor's	N/A	Base	Clinic	1 Hour	\$ 14.50	\$ 2.75	\$ 0.00	\$ 4.31	\$ 21.56
Social Worker - 3 Children	Bachelor's	N/A	Base	Natural	1 Hour	\$ 18.30	\$ 3.47	\$ 1.94	\$ 5.93	\$ 29.64
Social Worker - 3 Children	Bachelor's	N/A	Base	Telehealth	1 Hour	\$ 15.45	\$ 2.93	\$ 0.75	\$ 4.78	\$ 23.90
Social Worker - 3 Children	Bachelor's	N/A	Tier 1	Clinic	1 Hour	\$ 15.95	\$ 2.89	\$ 0.00	\$ 4.71	\$ 23.56
Social Worker - 3 Children	Bachelor's	N/A	Tier 1	Natural	1 Hour	\$ 20.83	\$ 3.78	\$ 4.54	\$ 7.29	\$ 36.43
Social Worker - 3 Children	Bachelor's	N/A	Tier 1	Telehealth	1 Hour	\$ 17.00	\$ 3.08	\$ 0.75	\$ 5.21	\$ 26.03
Social Worker - 3 Children	Bachelor's	N/A	Tier 2	Clinic	1 Hour	\$ 18.13	\$ 3.11	\$ 0.00	\$ 5.31	\$ 26.55
Social Worker - 3 Children	Bachelor's	N/A	Tier 2	Natural	1 Hour	\$ 26.49	\$ 4.55	\$ 9.41	\$ 10.11	\$ 50.56
Social Worker - 3 Children	Bachelor's	N/A	Tier 2	Telehealth	1 Hour	\$ 19.31	\$ 3.32	\$ 0.75	\$ 5.84	\$ 29.22
Social Worker - 3 Children	Bachelor's	N/A	Tier 3	Clinic	1 Hour	\$ 21.75	\$ 3.48	\$ 0.00	\$ 6.31	\$ 31.54
Social Worker - 3 Children	Bachelor's	N/A	Tier 3	Natural	1 Hour	\$ 35.50	\$ 5.68	\$ 12.89	\$ 13.52	\$ 67.59
Social Worker - 3 Children	Bachelor's	N/A	Tier 3	Telehealth	1 Hour	\$ 23.18	\$ 3.71	\$ 0.75	\$ 6.91	\$ 34.54
Social Worker	Master's	N/A	Base	Clinic	1 Hour	\$ 45.88	\$ 7.46	\$ 0.00	\$ 13.33	\$ 66.67
Social Worker	Master's	N/A	Base	Natural	1 Hour	\$ 62.23	\$ 10.12	\$ 5.83	\$ 19.54	\$ 97.71
Social Worker	Master's	N/A	Base	Telehealth	1 Hour	\$ 49.96	\$ 8.12	\$ 2.24	\$ 15.08	\$ 75.40
Social Worker	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 50.46	\$ 7.92	\$ 0.00	\$ 14.60	\$ 72.98
Social Worker	Master's	N/A	Tier 1	Natural	1 Hour	\$ 71.47	\$ 11.22	\$ 13.61	\$ 24.07	\$ 120.37
Social Worker	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 54.96	\$ 8.63	\$ 2.24	\$ 16.46	\$ 82.28

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Social Worker	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 57.34	\$ 8.62	\$ 0.00	\$ 16.49	\$ 82.45
Social Worker	Master's	N/A	Tier 2	Natural	1 Hour	\$ 93.34	\$ 14.03	\$ 28.22	\$ 33.90	\$ 169.49
Social Worker	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 62.45	\$ 9.38	\$ 2.24	\$ 18.52	\$ 92.59
Social Worker	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 68.81	\$ 9.77	\$ 0.00	\$ 19.65	\$ 98.23
Social Worker	Master's	N/A	Tier 3	Natural	1 Hour	\$ 128.00	\$ 18.18	\$ 38.67	\$ 46.21	\$ 231.07
Social Worker	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 74.94	\$ 10.64	\$ 2.24	\$ 21.96	\$ 109.78
Social Worker - 2 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 27.07	\$ 4.40	\$ 0.00	\$ 7.87	\$ 39.35
Social Worker - 2 Children	Master's	N/A	Base	Natural	1 Hour	\$ 35.25	\$ 5.73	\$ 2.91	\$ 10.97	\$ 54.87
Social Worker - 2 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 29.12	\$ 4.73	\$ 1.12	\$ 8.74	\$ 43.71
Social Worker - 2 Children	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 29.78	\$ 4.68	\$ 0.00	\$ 8.61	\$ 43.07
Social Worker - 2 Children	Master's	N/A	Tier 1	Natural	1 Hour	\$ 40.28	\$ 6.32	\$ 6.81	\$ 13.35	\$ 66.77
Social Worker - 2 Children	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 32.03	\$ 5.03	\$ 1.12	\$ 9.54	\$ 47.72
Social Worker - 2 Children	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 33.84	\$ 5.09	\$ 0.00	\$ 9.73	\$ 48.66
Social Worker - 2 Children	Master's	N/A	Tier 2	Natural	1 Hour	\$ 51.84	\$ 7.79	\$ 14.11	\$ 18.44	\$ 92.18
Social Worker - 2 Children	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 36.40	\$ 5.47	\$ 1.12	\$ 10.75	\$ 53.73
Social Worker - 2 Children	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 40.61	\$ 5.77	\$ 0.00	\$ 11.59	\$ 57.97
Social Worker - 2 Children	Master's	N/A	Tier 3	Natural	1 Hour	\$ 70.21	\$ 9.97	\$ 19.34	\$ 24.88	\$ 124.39
Social Worker - 2 Children	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 43.68	\$ 6.20	\$ 1.12	\$ 12.75	\$ 63.75
Social Worker - 3 Children	Master's	N/A	Base	Clinic	1 Hour	\$ 20.81	\$ 3.38	\$ 0.00	\$ 6.05	\$ 30.24
Social Worker - 3 Children	Master's	N/A	Base	Natural	1 Hour	\$ 26.26	\$ 4.27	\$ 1.94	\$ 8.12	\$ 40.59
Social Worker - 3 Children	Master's	N/A	Base	Telehealth	1 Hour	\$ 22.17	\$ 3.60	\$ 0.75	\$ 6.63	\$ 33.15
Social Worker - 3 Children	Master's	N/A	Tier 1	Clinic	1 Hour	\$ 22.89	\$ 3.59	\$ 0.00	\$ 6.62	\$ 33.10
Social Worker - 3 Children	Master's	N/A	Tier 1	Natural	1 Hour	\$ 29.89	\$ 4.69	\$ 4.54	\$ 9.78	\$ 48.90
Social Worker - 3 Children	Master's	N/A	Tier 1	Telehealth	1 Hour	\$ 24.39	\$ 3.83	\$ 0.75	\$ 7.24	\$ 36.20
Social Worker - 3 Children	Master's	N/A	Tier 2	Clinic	1 Hour	\$ 26.01	\$ 3.91	\$ 0.00	\$ 7.48	\$ 37.40
Social Worker - 3 Children	Master's	N/A	Tier 2	Natural	1 Hour	\$ 38.01	\$ 5.71	\$ 9.41	\$ 13.28	\$ 66.41
Social Worker - 3 Children	Master's	N/A	Tier 2	Telehealth	1 Hour	\$ 27.71	\$ 4.16	\$ 0.75	\$ 8.16	\$ 40.78
Social Worker - 3 Children	Master's	N/A	Tier 3	Clinic	1 Hour	\$ 31.21	\$ 4.43	\$ 0.00	\$ 8.91	\$ 44.55
Social Worker - 3 Children	Master's	N/A	Tier 3	Natural	1 Hour	\$ 50.94	\$ 7.23	\$ 12.89	\$ 17.77	\$ 88.83
Social Worker - 3 Children	Master's	N/A	Tier 3	Telehealth	1 Hour	\$ 33.25	\$ 4.72	\$ 0.75	\$ 9.68	\$ 48.40
Psychologist	N/A	N/A	Base	Clinic	1 Hour	\$ 82.82	\$ 11.19	\$ 0.00	\$ 23.50	\$ 117.52
Psychologist	N/A	N/A	Base	Natural	1 Hour	\$ 112.34	\$ 15.18	\$ 5.83	\$ 33.34	\$ 166.68
Psychologist	N/A	N/A	Base	Telehealth	1 Hour	\$ 90.20	\$ 12.19	\$ 2.24	\$ 26.16	\$ 130.78
Psychologist	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 91.10	\$ 12.03	\$ 0.00	\$ 25.78	\$ 128.91
Psychologist	N/A	N/A	Tier 1	Natural	1 Hour	\$ 129.03	\$ 17.04	\$ 13.61	\$ 39.92	\$ 199.59
Psychologist	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 99.22	\$ 13.10	\$ 2.24	\$ 28.64	\$ 143.19
Psychologist	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 103.53	\$ 13.28	\$ 0.00	\$ 29.20	\$ 146.01
Psychologist	N/A	N/A	Tier 2	Natural	1 Hour	\$ 168.51	\$ 21.62	\$ 28.22	\$ 54.59	\$ 272.94
Psychologist	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 112.75	\$ 14.47	\$ 2.24	\$ 32.36	\$ 161.81
Psychologist	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 124.23	\$ 14.17	\$ 0.00	\$ 34.60	\$ 173.00
Psychologist	N/A	N/A	Tier 3	Natural	1 Hour	\$ 231.09	\$ 26.35	\$ 38.67	\$ 74.03	\$ 370.14
Psychologist	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 135.30	\$ 15.43	\$ 2.24	\$ 38.24	\$ 191.21
Psychologist - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 48.88	\$ 6.61	\$ 0.00	\$ 13.87	\$ 69.35
Psychologist - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 63.64	\$ 8.60	\$ 2.91	\$ 18.79	\$ 93.94
Psychologist - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 52.57	\$ 7.10	\$ 1.12	\$ 15.20	\$ 75.99
Psychologist - 2 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 53.77	\$ 7.10	\$ 0.00	\$ 15.22	\$ 76.08
Psychologist - 2 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 72.73	\$ 9.60	\$ 6.81	\$ 22.28	\$ 111.42
Psychologist - 2 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 57.82	\$ 7.64	\$ 1.12	\$ 16.64	\$ 83.22
Psychologist - 2 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 61.10	\$ 7.84	\$ 0.00	\$ 17.23	\$ 86.17
Psychologist - 2 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 93.59	\$ 12.01	\$ 14.11	\$ 29.93	\$ 149.64

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Psychologist - 2 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 65.71	\$ 8.43	\$ 1.12	\$ 18.81	\$ 94.07
Psychologist - 2 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 73.32	\$ 8.36	\$ 0.00	\$ 20.42	\$ 102.10
Psychologist - 2 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 126.75	\$ 14.45	\$ 19.34	\$ 40.13	\$ 200.67
Psychologist - 2 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 78.85	\$ 8.99	\$ 1.12	\$ 22.24	\$ 111.20
Psychologist - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 37.56	\$ 5.08	\$ 0.00	\$ 10.66	\$ 53.30
Psychologist - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 47.40	\$ 6.41	\$ 1.94	\$ 13.94	\$ 69.69
Psychologist - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 40.02	\$ 5.41	\$ 0.75	\$ 11.54	\$ 57.72
Psychologist - 3 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 41.32	\$ 5.46	\$ 0.00	\$ 11.69	\$ 58.47
Psychologist - 3 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 53.96	\$ 7.13	\$ 4.54	\$ 16.41	\$ 82.03
Psychologist - 3 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 44.03	\$ 5.81	\$ 0.75	\$ 12.65	\$ 63.23
Psychologist - 3 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 46.95	\$ 6.02	\$ 0.00	\$ 13.24	\$ 66.22
Psychologist - 3 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 68.62	\$ 8.80	\$ 9.41	\$ 21.71	\$ 108.53
Psychologist - 3 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 50.03	\$ 6.42	\$ 0.75	\$ 14.30	\$ 71.49
Psychologist - 3 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 56.34	\$ 6.43	\$ 0.00	\$ 15.69	\$ 78.46
Psychologist - 3 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 91.96	\$ 10.49	\$ 12.89	\$ 28.84	\$ 144.18
Psychologist - 3 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 60.03	\$ 6.85	\$ 0.75	\$ 16.91	\$ 84.53
Service Coordination	N/A	N/A	Base	Clinic	1 Hour	\$ 42.34	\$ 7.24	\$ 0.00	\$ 12.40	\$ 61.98
Service Coordination	N/A	N/A	Base	Natural	1 Hour	\$ 57.43	\$ 9.83	\$ 5.83	\$ 18.27	\$ 91.35
Service Coordination	N/A	N/A	Base	Telehealth	1 Hour	\$ 46.11	\$ 7.89	\$ 2.24	\$ 14.06	\$ 70.29
Service Coordination	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 46.57	\$ 7.67	\$ 0.00	\$ 13.56	\$ 67.80
Service Coordination	N/A	N/A	Tier 1	Natural	1 Hour	\$ 65.96	\$ 10.86	\$ 13.61	\$ 22.61	\$ 113.04
Service Coordination	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 50.72	\$ 8.35	\$ 2.24	\$ 15.33	\$ 76.64
Service Coordination	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 52.92	\$ 8.31	\$ 0.00	\$ 15.31	\$ 76.54
Service Coordination	N/A	N/A	Tier 2	Natural	1 Hour	\$ 86.14	\$ 13.53	\$ 28.22	\$ 31.97	\$ 159.87
Service Coordination	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 57.64	\$ 9.05	\$ 2.24	\$ 17.23	\$ 86.16
Service Coordination	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 63.51	\$ 9.38	\$ 0.00	\$ 18.22	\$ 91.11
Service Coordination	N/A	N/A	Tier 3	Natural	1 Hour	\$ 118.13	\$ 17.45	\$ 38.67	\$ 43.56	\$ 217.81
Service Coordination	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 69.16	\$ 10.22	\$ 2.24	\$ 20.40	\$ 102.02
Service Coordination - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 24.99	\$ 4.28	\$ 0.00	\$ 7.32	\$ 36.58
Service Coordination - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 32.53	\$ 5.57	\$ 2.91	\$ 10.25	\$ 51.26
Service Coordination - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 26.87	\$ 4.60	\$ 1.12	\$ 8.15	\$ 40.73
Service Coordination - 2 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 27.48	\$ 4.53	\$ 0.00	\$ 8.00	\$ 40.02
Service Coordination - 2 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 37.18	\$ 6.12	\$ 6.81	\$ 12.53	\$ 62.63
Service Coordination - 2 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 29.56	\$ 4.87	\$ 1.12	\$ 8.89	\$ 44.43
Service Coordination - 2 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 31.23	\$ 4.91	\$ 0.00	\$ 9.03	\$ 45.17
Service Coordination - 2 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 47.84	\$ 7.51	\$ 14.11	\$ 17.37	\$ 86.84
Service Coordination - 2 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 33.59	\$ 5.28	\$ 1.12	\$ 10.00	\$ 49.98
Service Coordination - 2 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 37.48	\$ 5.54	\$ 0.00	\$ 10.75	\$ 53.77
Service Coordination - 2 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 64.79	\$ 9.57	\$ 19.34	\$ 23.42	\$ 117.12
Service Coordination - 2 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 40.31	\$ 5.95	\$ 1.12	\$ 11.84	\$ 59.22
Service Coordination - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 19.20	\$ 3.29	\$ 0.00	\$ 5.62	\$ 28.11
Service Coordination - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 24.23	\$ 4.15	\$ 1.94	\$ 7.58	\$ 37.90
Service Coordination - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 20.46	\$ 3.50	\$ 0.75	\$ 6.18	\$ 30.88
Service Coordination - 3 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 21.12	\$ 3.48	\$ 0.00	\$ 6.15	\$ 30.75
Service Coordination - 3 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 27.58	\$ 4.54	\$ 4.54	\$ 9.17	\$ 45.83
Service Coordination - 3 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 22.51	\$ 3.71	\$ 0.75	\$ 6.74	\$ 33.70
Service Coordination - 3 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 24.00	\$ 3.77	\$ 0.00	\$ 6.94	\$ 34.72
Service Coordination - 3 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 35.08	\$ 5.51	\$ 9.41	\$ 12.50	\$ 62.49
Service Coordination - 3 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 25.57	\$ 4.02	\$ 0.75	\$ 7.58	\$ 37.92
Service Coordination - 3 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 28.80	\$ 4.25	\$ 0.00	\$ 8.26	\$ 41.32

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Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Service Coordination - 3 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 47.01	\$ 6.94	\$ 12.89	\$ 16.71	\$ 83.56
Service Coordination - 3 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 30.69	\$ 4.53	\$ 0.75	\$ 8.99	\$ 44.96
Nutrition and Dietician Services	N/A	N/A	Base	Clinic	1 Hour	\$ 48.59	\$ 7.73	\$ 0.00	\$ 14.08	\$ 70.41
Nutrition and Dietician Services	N/A	N/A	Base	Natural	1 Hour	\$ 65.91	\$ 10.49	\$ 5.83	\$ 20.56	\$ 102.79
Nutrition and Dietician Services	N/A	N/A	Base	Telehealth	1 Hour	\$ 52.92	\$ 8.42	\$ 2.24	\$ 15.90	\$ 79.48
Nutrition and Dietician Services	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 53.45	\$ 8.22	\$ 0.00	\$ 15.42	\$ 77.10
Nutrition and Dietician Services	N/A	N/A	Tier 1	Natural	1 Hour	\$ 75.70	\$ 11.65	\$ 13.61	\$ 25.24	\$ 126.20
Nutrition and Dietician Services	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 58.22	\$ 8.96	\$ 2.24	\$ 17.35	\$ 86.76
Nutrition and Dietician Services	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 60.74	\$ 8.96	\$ 0.00	\$ 17.43	\$ 87.13
Nutrition and Dietician Services	N/A	N/A	Tier 2	Natural	1 Hour	\$ 98.87	\$ 14.58	\$ 28.22	\$ 35.42	\$ 177.10
Nutrition and Dietician Services	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 66.15	\$ 9.76	\$ 2.24	\$ 19.54	\$ 97.68
Nutrition and Dietician Services	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 72.89	\$ 10.18	\$ 0.00	\$ 20.77	\$ 103.84
Nutrition and Dietician Services	N/A	N/A	Tier 3	Natural	1 Hour	\$ 135.59	\$ 18.94	\$ 38.67	\$ 48.30	\$ 241.50
Nutrition and Dietician Services	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 79.39	\$ 11.09	\$ 2.24	\$ 23.18	\$ 115.89
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 28.68	\$ 4.56	\$ 0.00	\$ 8.31	\$ 41.55
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 37.34	\$ 5.94	\$ 2.91	\$ 11.55	\$ 57.74
Nutrition and Dietician Services - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 30.84	\$ 4.91	\$ 1.12	\$ 9.22	\$ 46.09
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 31.55	\$ 4.85	\$ 0.00	\$ 9.10	\$ 45.50
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 42.67	\$ 6.57	\$ 6.81	\$ 14.01	\$ 70.05
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 33.93	\$ 5.22	\$ 1.12	\$ 10.07	\$ 50.33
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 35.85	\$ 5.29	\$ 0.00	\$ 10.28	\$ 51.42
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 54.91	\$ 8.10	\$ 14.11	\$ 19.28	\$ 96.40
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 38.55	\$ 5.69	\$ 1.12	\$ 11.34	\$ 56.70
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 43.02	\$ 6.01	\$ 0.00	\$ 12.26	\$ 61.28
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 74.37	\$ 10.39	\$ 19.34	\$ 26.02	\$ 130.12
Nutrition and Dietician Services - 2 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 46.26	\$ 6.46	\$ 1.12	\$ 13.46	\$ 67.31
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 22.04	\$ 3.51	\$ 0.00	\$ 6.39	\$ 31.93
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 27.81	\$ 4.43	\$ 1.94	\$ 8.55	\$ 42.73
Nutrition and Dietician Services - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 23.48	\$ 3.74	\$ 0.75	\$ 6.99	\$ 34.96
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 24.24	\$ 3.73	\$ 0.00	\$ 6.99	\$ 34.97
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 31.66	\$ 4.87	\$ 4.54	\$ 10.27	\$ 51.34
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 25.83	\$ 3.97	\$ 0.75	\$ 7.64	\$ 38.19
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 27.55	\$ 4.06	\$ 0.00	\$ 7.90	\$ 39.52
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 40.26	\$ 5.94	\$ 9.41	\$ 13.90	\$ 69.51
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 29.35	\$ 4.33	\$ 0.75	\$ 8.61	\$ 43.04
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 33.06	\$ 4.62	\$ 0.00	\$ 9.42	\$ 47.10
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 53.96	\$ 7.54	\$ 12.89	\$ 18.60	\$ 92.99
Nutrition and Dietician Services - 3 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 35.22	\$ 4.92	\$ 0.75	\$ 10.22	\$ 51.11
Translation and Interpretation Services	N/A	N/A	Base	Clinic	1 Hour	\$ 38.39	\$ 6.68	\$ 0.00	\$ 11.27	\$ 56.34
Translation and Interpretation Services	N/A	N/A	Base	Natural	1 Hour	\$ 52.07	\$ 9.06	\$ 5.83	\$ 16.74	\$ 83.70
Translation and Interpretation Services	N/A	N/A	Base	Telehealth	1 Hour	\$ 41.81	\$ 7.28	\$ 2.24	\$ 12.83	\$ 64.15
Translation and Interpretation Services	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 42.23	\$ 7.07	\$ 0.00	\$ 12.32	\$ 61.62
Translation and Interpretation Services	N/A	N/A	Tier 1	Natural	1 Hour	\$ 59.81	\$ 10.01	\$ 13.61	\$ 20.86	\$ 104.29
Translation and Interpretation Services	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 45.99	\$ 7.70	\$ 2.24	\$ 13.98	\$ 69.91
Translation and Interpretation Services	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 47.99	\$ 7.65	\$ 0.00	\$ 13.91	\$ 69.54
Translation and Interpretation Services	N/A	N/A	Tier 2	Natural	1 Hour	\$ 78.11	\$ 12.45	\$ 28.22	\$ 29.70	\$ 148.48
Translation and Interpretation Services	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 52.26	\$ 8.33	\$ 2.24	\$ 15.71	\$ 78.54
Translation and Interpretation Services	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 57.58	\$ 8.62	\$ 0.00	\$ 16.55	\$ 82.75
Translation and Interpretation Services	N/A	N/A	Tier 3	Natural	1 Hour	\$ 107.12	\$ 16.03	\$ 38.67	\$ 40.45	\$ 202.27
Translation and Interpretation Services	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 62.71	\$ 9.38	\$ 2.24	\$ 18.58	\$ 92.92

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 22.66	\$ 3.94	\$ 0.00	\$ 6.65	\$ 33.25
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Natural	1 Hour	\$ 29.50	\$ 5.13	\$ 2.91	\$ 9.39	\$ 46.93
Translation and Interpretation Services - 2 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 24.37	\$ 4.24	\$ 1.12	\$ 7.43	\$ 37.16
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 24.92	\$ 4.17	\$ 0.00	\$ 7.27	\$ 36.37
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 33.71	\$ 5.64	\$ 6.81	\$ 11.54	\$ 57.70
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 26.80	\$ 4.49	\$ 1.12	\$ 8.10	\$ 40.51
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 28.32	\$ 4.51	\$ 0.00	\$ 8.21	\$ 41.04
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 43.38	\$ 6.92	\$ 14.11	\$ 16.10	\$ 80.51
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 30.46	\$ 4.85	\$ 1.12	\$ 9.11	\$ 45.54
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 33.98	\$ 5.09	\$ 0.00	\$ 9.77	\$ 48.84
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 58.75	\$ 8.79	\$ 19.34	\$ 21.72	\$ 108.60
Translation and Interpretation Services - 2 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 36.55	\$ 5.47	\$ 1.12	\$ 10.78	\$ 53.92
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Clinic	1 Hour	\$ 17.41	\$ 3.03	\$ 0.00	\$ 5.11	\$ 25.55
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Natural	1 Hour	\$ 21.97	\$ 3.82	\$ 1.94	\$ 6.93	\$ 34.67
Translation and Interpretation Services - 3 Children	N/A	N/A	Base	Telehealth	1 Hour	\$ 18.55	\$ 3.23	\$ 0.75	\$ 5.63	\$ 28.16
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 1	Clinic	1 Hour	\$ 19.15	\$ 3.21	\$ 0.00	\$ 5.59	\$ 27.95
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 1	Natural	1 Hour	\$ 25.01	\$ 4.19	\$ 4.54	\$ 8.43	\$ 42.17
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 1	Telehealth	1 Hour	\$ 20.41	\$ 3.42	\$ 0.75	\$ 6.14	\$ 30.71
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 2	Clinic	1 Hour	\$ 21.76	\$ 3.47	\$ 0.00	\$ 6.31	\$ 31.54
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 2	Natural	1 Hour	\$ 31.81	\$ 5.07	\$ 9.41	\$ 11.57	\$ 57.85
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 2	Telehealth	1 Hour	\$ 23.19	\$ 3.70	\$ 0.75	\$ 6.91	\$ 34.54
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 3	Clinic	1 Hour	\$ 26.12	\$ 3.91	\$ 0.00	\$ 7.51	\$ 37.53
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 3	Natural	1 Hour	\$ 42.63	\$ 6.38	\$ 12.89	\$ 15.47	\$ 77.37
Translation and Interpretation Services - 3 Children	N/A	N/A	Tier 3	Telehealth	1 Hour	\$ 27.83	\$ 4.16	\$ 0.75	\$ 8.18	\$ 40.92
N/A	N/A	Team Conferencing	Base	Clinic	Meeting	\$ 57.19	\$ 8.16	\$ 7.84	\$ 18.30	\$ 91.49
N/A	N/A	Service Coordination - Non-Direct - IPP	Base	Clinic	Per Month	\$ 82.00	\$ 14.07	\$ 0.00	\$ 24.02	\$ 120.09
N/A	N/A	Service Coordination - Non-Direct - IPP	Tier 1	Clinic	Per Month	\$ 90.20	\$ 14.90	\$ 0.00	\$ 26.27	\$ 131.37
N/A	N/A	Service Coordination - Non-Direct - IPP	Tier 2	Clinic	Per Month	\$ 102.50	\$ 16.14	\$ 0.00	\$ 29.66	\$ 148.30
N/A	N/A	Service Coordination - Non-Direct - IPP	Tier 3	Clinic	Per Month	\$ 123.00	\$ 18.21	\$ 0.00	\$ 35.30	\$ 176.51
N/A	N/A	Service Coordination - Non-Direct - Transition	Base	Clinic	Per Month	\$ 41.00	\$ 7.04	\$ 0.00	\$ 12.01	\$ 60.05
N/A	N/A	Service Coordination - Non-Direct - Transition	Tier 1	Clinic	Per Month	\$ 45.10	\$ 7.45	\$ 0.00	\$ 13.14	\$ 65.69
N/A	N/A	Service Coordination - Non-Direct - Transition	Tier 2	Clinic	Per Month	\$ 51.25	\$ 8.07	\$ 0.00	\$ 14.83	\$ 74.15
N/A	N/A	Service Coordination - Non-Direct - Transition	Tier 3	Clinic	Per Month	\$ 61.50	\$ 9.10	\$ 0.00	\$ 17.65	\$ 88.25
N/A	N/A	Service Coordination - Non-Direct - Non-IPP or Transition	Base	Clinic	Per Month	\$ 32.80	\$ 5.63	\$ 0.00	\$ 9.61	\$ 48.04
N/A	N/A	Service Coordination - Non-Direct - Non-IPP or Transition	Tier 1	Clinic	Per Month	\$ 36.08	\$ 5.96	\$ 0.00	\$ 10.51	\$ 52.55
N/A	N/A	Service Coordination - Non-Direct - Non-IPP or Transition	Tier 2	Clinic	Per Month	\$ 41.00	\$ 6.46	\$ 0.00	\$ 11.86	\$ 59.32
N/A	N/A	Service Coordination - Non-Direct - Non-IPP or Transition	Tier 3	Clinic	Per Month	\$ 49.20	\$ 7.28	\$ 0.00	\$ 14.12	\$ 70.60
Therapist (PT/OT/ST)	N/A	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 186.57	\$ 25.52	\$ 10.20	\$ 55.57	\$ 277.86
Therapist (PT/OT/ST)	N/A	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 144.55	\$ 19.77	\$ 2.82	\$ 41.79	\$ 208.93
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 214.29	\$ 28.61	\$ 23.82	\$ 66.68	\$ 334.40
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 159.01	\$ 21.23	\$ 2.82	\$ 45.76	\$ 228.82
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 279.87	\$ 36.27	\$ 49.39	\$ 91.38	\$ 456.92
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 180.69	\$ 23.42	\$ 2.82	\$ 51.73	\$ 258.66
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 383.79	\$ 45.42	\$ 67.67	\$ 124.22	\$ 621.11
Therapist (PT/OT/ST)	N/A	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 216.83	\$ 25.66	\$ 2.82	\$ 61.33	\$ 306.63
Developmental Special Instruction	Bachelor's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 101.59	\$ 16.99	\$ 10.20	\$ 32.19	\$ 160.96
Developmental Special Instruction	Bachelor's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 78.71	\$ 13.16	\$ 2.82	\$ 23.67	\$ 118.36
Developmental Special Instruction	Bachelor's	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 116.68	\$ 18.81	\$ 23.82	\$ 39.83	\$ 199.13
Developmental Special Instruction	Bachelor's	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 86.58	\$ 13.96	\$ 2.82	\$ 25.84	\$ 129.19
Developmental Special Instruction	Bachelor's	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 152.39	\$ 23.46	\$ 49.39	\$ 56.31	\$ 281.54

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 2: AzEIP Market Rate Comparison to Current Rates										
Service Description						Market Rates				
Discipline	Degree	Service	Tier	Setting	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Developmental Special Instruction	Bachelor's	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 98.38	\$ 15.15	\$ 2.82	\$ 29.09	\$ 145.44
Developmental Special Instruction	Bachelor's	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 208.97	\$ 30.32	\$ 67.67	\$ 76.74	\$ 383.71
Developmental Special Instruction	Bachelor's	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 118.06	\$ 17.13	\$ 2.82	\$ 34.50	\$ 172.51
Developmental Special Instruction	Master's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 122.42	\$ 19.09	\$ 10.20	\$ 37.93	\$ 189.63
Developmental Special Instruction	Master's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 94.85	\$ 14.79	\$ 2.82	\$ 28.11	\$ 140.57
Developmental Special Instruction	Master's	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 140.60	\$ 21.22	\$ 23.82	\$ 46.41	\$ 232.05
Developmental Special Instruction	Master's	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 104.33	\$ 15.75	\$ 2.82	\$ 30.72	\$ 153.62
Developmental Special Instruction	Master's	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 183.63	\$ 26.61	\$ 49.39	\$ 64.91	\$ 324.54
Developmental Special Instruction	Master's	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 118.56	\$ 17.18	\$ 2.82	\$ 34.64	\$ 173.20
Developmental Special Instruction	Master's	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 251.82	\$ 34.65	\$ 67.67	\$ 88.54	\$ 442.68
Developmental Special Instruction	Master's	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 142.27	\$ 19.57	\$ 2.82	\$ 41.17	\$ 205.83
Social Worker	Bachelor's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 75.90	\$ 14.38	\$ 10.20	\$ 25.12	\$ 125.59
Social Worker	Bachelor's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 58.80	\$ 11.14	\$ 2.82	\$ 18.19	\$ 90.95
Social Worker	Bachelor's	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 87.17	\$ 15.81	\$ 23.82	\$ 31.70	\$ 158.50
Social Worker	Bachelor's	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 64.68	\$ 11.73	\$ 2.82	\$ 19.81	\$ 99.04
Social Worker	Bachelor's	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 113.85	\$ 19.55	\$ 49.39	\$ 45.70	\$ 228.49
Social Worker	Bachelor's	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 73.50	\$ 12.62	\$ 2.82	\$ 22.24	\$ 111.18
Social Worker	Bachelor's	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 156.13	\$ 24.97	\$ 67.67	\$ 62.19	\$ 310.96
Social Worker	Bachelor's	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 88.20	\$ 14.11	\$ 2.82	\$ 26.28	\$ 131.41
Social Worker	Master's	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 108.89	\$ 17.71	\$ 10.20	\$ 34.20	\$ 171.00
Social Worker	Master's	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 84.37	\$ 13.72	\$ 2.82	\$ 25.23	\$ 126.13
Social Worker	Master's	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 125.07	\$ 19.64	\$ 23.82	\$ 42.13	\$ 210.66
Social Worker	Master's	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 92.81	\$ 14.57	\$ 2.82	\$ 27.55	\$ 137.74
Social Worker	Master's	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 163.35	\$ 24.54	\$ 49.39	\$ 59.32	\$ 296.60
Social Worker	Master's	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 105.46	\$ 15.85	\$ 2.82	\$ 31.03	\$ 155.16
Social Worker	Master's	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 224.01	\$ 31.81	\$ 67.67	\$ 80.87	\$ 404.37
Social Worker	Master's	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 126.55	\$ 17.97	\$ 2.82	\$ 36.84	\$ 184.18
Psychologist	N/A	Evaluation	Base	Natural	1 Hour 45 Minutes	\$ 196.59	\$ 26.57	\$ 10.20	\$ 58.34	\$ 291.70
Psychologist	N/A	Evaluation	Base	Telehealth	1 Hour 45 Minutes	\$ 152.31	\$ 20.59	\$ 2.82	\$ 43.93	\$ 219.65
Psychologist	N/A	Evaluation	Tier 1	Natural	1 Hour 45 Minutes	\$ 225.80	\$ 29.81	\$ 23.82	\$ 69.86	\$ 349.29
Psychologist	N/A	Evaluation	Tier 1	Telehealth	1 Hour 45 Minutes	\$ 167.55	\$ 22.12	\$ 2.82	\$ 48.12	\$ 240.61
Psychologist	N/A	Evaluation	Tier 2	Natural	1 Hour 45 Minutes	\$ 294.90	\$ 37.84	\$ 49.39	\$ 95.53	\$ 477.65
Psychologist	N/A	Evaluation	Tier 2	Telehealth	1 Hour 45 Minutes	\$ 190.39	\$ 24.43	\$ 2.82	\$ 54.41	\$ 272.05
Psychologist	N/A	Evaluation	Tier 3	Natural	1 Hour 45 Minutes	\$ 404.41	\$ 46.12	\$ 67.67	\$ 129.55	\$ 647.75
Psychologist	N/A	Evaluation	Tier 3	Telehealth	1 Hour 45 Minutes	\$ 228.47	\$ 26.06	\$ 2.82	\$ 64.34	\$ 321.68

## Appendix 3a: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Clinic Setting Services



Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3a: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Clinic Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Supervisor Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	-	11.10	Social Worker - Bachelor's	\$ 22.76	1.00	N/A	18.9%	N/A	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	-	10.40	Translation and Interpretation Services	\$ 27.55	1.00	N/A	17.4%	N/A	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	-	11.33	Developmental Special Instruction - Bachelor's	\$ 30.38	1.00	N/A	16.7%	N/A	N/A	20.0%
Social Worker - Master's	60.00	13.20	-	11.10	Social Worker - Master's	\$ 32.65	1.00	N/A	16.3%	N/A	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	-	11.10	Nutrition and Dietician Services	\$ 34.59	1.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	-	11.33	Developmental Special Instruction - Master's	\$ 36.61	1.00	N/A	15.6%	N/A	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	-	10.86	Therapist (PT/OT/ST)	\$ 56.10	1.00	N/A	13.7%	N/A	N/A	20.0%
Psychologist	60.00	13.20	-	11.33	Psychologist	\$ 58.79	1.00	N/A	13.5%	N/A	N/A	20.0%
Service Coordination	60.00	13.20	-	11.10	Service Coordination	\$ 28.43	1.00	N/A	17.2%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	-	11.10	Social Worker - Bachelor's	\$ 25.03	1.00	N/A	18.1%	N/A	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	-	10.40	Translation and Interpretation Services	\$ 30.31	1.00	N/A	16.7%	N/A	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	-	11.33	Developmental Special Instruction - Bachelor's	\$ 33.41	1.00	N/A	16.1%	N/A	N/A	20.0%
Social Worker - Master's	60.00	13.20	-	11.10	Social Worker - Master's	\$ 35.92	1.00	N/A	15.7%	N/A	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	-	11.10	Nutrition and Dietician Services	\$ 38.05	1.00	N/A	15.4%	N/A	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	-	11.33	Developmental Special Instruction - Master's	\$ 40.27	1.00	N/A	15.1%	N/A	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	-	10.86	Therapist (PT/OT/ST)	\$ 61.71	1.00	N/A	13.4%	N/A	N/A	20.0%
Psychologist	60.00	13.20	-	11.33	Psychologist	\$ 64.66	1.00	N/A	13.2%	N/A	N/A	20.0%
Service Coordination	60.00	13.20	-	11.10	Service Coordination	\$ 31.27	1.00	N/A	16.5%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	-	11.10	Social Worker - Bachelor's	\$ 28.45	1.00	N/A	17.2%	N/A	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	-	10.40	Translation and Interpretation Services	\$ 34.44	1.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	-	11.33	Developmental Special Instruction - Bachelor's	\$ 37.97	1.00	N/A	15.4%	N/A	N/A	20.0%
Social Worker - Master's	60.00	13.20	-	11.10	Social Worker - Master's	\$ 40.82	1.00	N/A	15.0%	N/A	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	-	11.10	Nutrition and Dietician Services	\$ 43.23	1.00	N/A	14.7%	N/A	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	-	11.33	Developmental Special Instruction - Master's	\$ 45.76	1.00	N/A	14.5%	N/A	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	-	10.86	Therapist (PT/OT/ST)	\$ 70.12	1.00	N/A	13.0%	N/A	N/A	20.0%
Psychologist	60.00	13.20	-	11.33	Psychologist	\$ 73.48	1.00	N/A	12.8%	N/A	N/A	20.0%
Service Coordination	60.00	13.20	-	11.10	Service Coordination	\$ 35.54	1.00	N/A	15.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	-	11.10	Social Worker - Bachelor's	\$ 34.14	1.00	N/A	16.0%	N/A	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	-	10.40	Translation and Interpretation Services	\$ 41.33	1.00	N/A	15.0%	N/A	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	-	11.33	Developmental Special Instruction - Bachelor's	\$ 45.57	1.00	N/A	14.5%	N/A	N/A	20.0%
Social Worker - Master's	60.00	13.20	-	11.10	Social Worker - Master's	\$ 48.98	1.00	N/A	14.2%	N/A	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	-	11.10	Nutrition and Dietician Services	\$ 51.88	1.00	N/A	14.0%	N/A	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	-	11.33	Developmental Special Instruction - Master's	\$ 54.91	1.00	N/A	13.8%	N/A	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	-	10.86	Therapist (PT/OT/ST)	\$ 84.15	1.00	N/A	11.8%	N/A	N/A	20.0%
Psychologist	60.00	13.20	-	11.33	Psychologist	\$ 88.18	1.00	N/A	11.4%	N/A	N/A	20.0%
Service Coordination	60.00	13.20	-	11.10	Service Coordination	\$ 42.65	1.00	N/A	14.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3a: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Clinic Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	-	13.10	Social Worker - Bachelor's	\$ 22.76	2.00	N/A	18.9%	N/A	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	-	12.28	Translation and Interpretation Services	\$ 27.55	2.00	N/A	17.4%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	-	13.37	Developmental Special Instruction - Bachelor's	\$ 30.38	2.00	N/A	16.7%	N/A	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	-	13.10	Social Worker - Master's	\$ 32.65	2.00	N/A	16.3%	N/A	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	-	13.10	Nutrition and Dietician Services	\$ 34.59	2.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	-	13.37	Developmental Special Instruction - Master's	\$ 36.61	2.00	N/A	15.6%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	-	12.82	Therapist (PT/OT/ST)	\$ 56.10	2.00	N/A	13.7%	N/A	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	-	13.37	Psychologist	\$ 58.79	2.00	N/A	13.5%	N/A	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	-	13.10	Service Coordination	\$ 28.43	2.00	N/A	17.2%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	-	13.10	Social Worker - Bachelor's	\$ 25.03	2.00	N/A	18.1%	N/A	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	-	12.28	Translation and Interpretation Services	\$ 30.31	2.00	N/A	16.7%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	-	13.37	Developmental Special Instruction - Bachelor's	\$ 33.41	2.00	N/A	16.1%	N/A	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	-	13.10	Social Worker - Master's	\$ 35.92	2.00	N/A	15.7%	N/A	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	-	13.10	Nutrition and Dietician Services	\$ 38.05	2.00	N/A	15.4%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	-	13.37	Developmental Special Instruction - Master's	\$ 40.27	2.00	N/A	15.1%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	-	12.82	Therapist (PT/OT/ST)	\$ 61.71	2.00	N/A	13.4%	N/A	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	-	13.37	Psychologist	\$ 64.66	2.00	N/A	13.2%	N/A	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	-	13.10	Service Coordination	\$ 31.27	2.00	N/A	16.5%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	-	13.10	Social Worker - Bachelor's	\$ 28.45	2.00	N/A	17.2%	N/A	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	-	12.28	Translation and Interpretation Services	\$ 34.44	2.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	-	13.37	Developmental Special Instruction - Bachelor's	\$ 37.97	2.00	N/A	15.4%	N/A	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	-	13.10	Social Worker - Master's	\$ 40.82	2.00	N/A	15.0%	N/A	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	-	13.10	Nutrition and Dietician Services	\$ 43.23	2.00	N/A	14.7%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	-	13.37	Developmental Special Instruction - Master's	\$ 45.76	2.00	N/A	14.5%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	-	12.82	Therapist (PT/OT/ST)	\$ 70.12	2.00	N/A	13.0%	N/A	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	-	13.37	Psychologist	\$ 73.48	2.00	N/A	12.8%	N/A	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	-	13.10	Service Coordination	\$ 35.54	2.00	N/A	15.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	-	13.10	Social Worker - Bachelor's	\$ 34.14	2.00	N/A	16.0%	N/A	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	-	12.28	Translation and Interpretation Services	\$ 41.33	2.00	N/A	15.0%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	-	13.37	Developmental Special Instruction - Bachelor's	\$ 45.57	2.00	N/A	14.5%	N/A	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	-	13.10	Social Worker - Master's	\$ 48.98	2.00	N/A	14.2%	N/A	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	-	13.10	Nutrition and Dietician Services	\$ 51.88	2.00	N/A	14.0%	N/A	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	-	13.37	Developmental Special Instruction - Master's	\$ 54.91	2.00	N/A	13.8%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	-	12.82	Therapist (PT/OT/ST)	\$ 84.15	2.00	N/A	11.8%	N/A	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	-	13.37	Psychologist	\$ 88.18	2.00	N/A	11.4%	N/A	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	-	13.10	Service Coordination	\$ 42.65	2.00	N/A	14.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3a: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Clinic Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	-	15.10	Social Worker - Bachelor's	\$ 22.76	3.00	N/A	18.9%	N/A	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	-	14.15	Translation and Interpretation Services	\$ 27.55	3.00	N/A	17.4%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	-	15.42	Developmental Special Instruction - Bachelor's	\$ 30.38	3.00	N/A	16.7%	N/A	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	-	15.10	Social Worker - Master's	\$ 32.65	3.00	N/A	16.3%	N/A	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	-	15.10	Nutrition and Dietician Services	\$ 34.59	3.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	-	15.42	Developmental Special Instruction - Master's	\$ 36.61	3.00	N/A	15.6%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	-	14.78	Therapist (PT/OT/ST)	\$ 56.10	3.00	N/A	13.7%	N/A	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	-	15.42	Psychologist	\$ 58.79	3.00	N/A	13.5%	N/A	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	-	15.10	Service Coordination	\$ 28.43	3.00	N/A	17.2%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	-	15.10	Social Worker - Bachelor's	\$ 25.03	3.00	N/A	18.1%	N/A	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	-	14.15	Translation and Interpretation Services	\$ 30.31	3.00	N/A	16.7%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	-	15.42	Developmental Special Instruction - Bachelor's	\$ 33.41	3.00	N/A	16.1%	N/A	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	-	15.10	Social Worker - Master's	\$ 35.92	3.00	N/A	15.7%	N/A	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	-	15.10	Nutrition and Dietician Services	\$ 38.05	3.00	N/A	15.4%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	-	15.42	Developmental Special Instruction - Master's	\$ 40.27	3.00	N/A	15.1%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	-	14.78	Therapist (PT/OT/ST)	\$ 61.71	3.00	N/A	13.4%	N/A	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	-	15.42	Psychologist	\$ 64.66	3.00	N/A	13.2%	N/A	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	-	15.10	Service Coordination	\$ 31.27	3.00	N/A	16.5%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	-	15.10	Social Worker - Bachelor's	\$ 28.45	3.00	N/A	17.2%	N/A	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	-	14.15	Translation and Interpretation Services	\$ 34.44	3.00	N/A	15.9%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	-	15.42	Developmental Special Instruction - Bachelor's	\$ 37.97	3.00	N/A	15.4%	N/A	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	-	15.10	Social Worker - Master's	\$ 40.82	3.00	N/A	15.0%	N/A	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	-	15.10	Nutrition and Dietician Services	\$ 43.23	3.00	N/A	14.7%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	-	15.42	Developmental Special Instruction - Master's	\$ 45.76	3.00	N/A	14.5%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	-	14.78	Therapist (PT/OT/ST)	\$ 70.12	3.00	N/A	13.0%	N/A	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	-	15.42	Psychologist	\$ 73.48	3.00	N/A	12.8%	N/A	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	-	15.10	Service Coordination	\$ 35.54	3.00	N/A	15.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	-	15.10	Social Worker - Bachelor's	\$ 34.14	3.00	N/A	16.0%	N/A	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	-	14.15	Translation and Interpretation Services	\$ 41.33	3.00	N/A	15.0%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	-	15.42	Developmental Special Instruction - Bachelor's	\$ 45.57	3.00	N/A	14.5%	N/A	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	-	15.10	Social Worker - Master's	\$ 48.98	3.00	N/A	14.2%	N/A	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	-	15.10	Nutrition and Dietician Services	\$ 51.88	3.00	N/A	14.0%	N/A	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	-	15.42	Developmental Special Instruction - Master's	\$ 54.91	3.00	N/A	13.8%	N/A	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	-	14.78	Therapist (PT/OT/ST)	\$ 84.15	3.00	N/A	11.8%	N/A	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	-	15.42	Psychologist	\$ 88.18	3.00	N/A	11.4%	N/A	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	-	15.10	Service Coordination	\$ 42.65	3.00	N/A	14.8%	N/A	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

## Appendix 3b: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Natural Setting Services

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3b: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Natural Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Supervisor Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	26.09	15.05	Social Worker - Bachelor's	\$ 22.76	1.00	N/A	18.9%	8.70	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	26.09	14.11	Translation and Interpretation Services	\$ 27.55	1.00	N/A	17.4%	8.70	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	26.09	15.37	Developmental Special Instruction - Bachelor's	\$ 30.38	1.00	N/A	16.7%	8.70	N/A	20.0%
Social Worker - Master's	60.00	13.20	26.09	15.05	Social Worker - Master's	\$ 32.65	1.00	N/A	16.3%	8.70	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	26.09	15.05	Nutrition and Dietician Services	\$ 34.59	1.00	N/A	15.9%	8.70	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	26.09	15.37	Developmental Special Instruction - Master's	\$ 36.61	1.00	N/A	15.6%	8.70	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	26.09	14.74	Therapist (PT/OT/ST)	\$ 56.10	1.00	N/A	13.7%	8.70	N/A	20.0%
Psychologist	60.00	13.20	26.09	15.37	Psychologist	\$ 58.79	1.00	N/A	13.5%	8.70	N/A	20.0%
Service Coordination	60.00	13.20	26.09	15.05	Service Coordination	\$ 28.43	1.00	N/A	17.2%	8.70	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	30.47	15.72	Social Worker - Bachelor's	\$ 25.03	1.00	N/A	18.1%	20.31	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	30.47	14.73	Translation and Interpretation Services	\$ 30.31	1.00	N/A	16.7%	20.31	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	30.47	16.05	Developmental Special Instruction - Bachelor's	\$ 33.41	1.00	N/A	16.1%	20.31	N/A	20.0%
Social Worker - Master's	60.00	13.20	30.47	15.72	Social Worker - Master's	\$ 35.92	1.00	N/A	15.7%	20.31	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	30.47	15.72	Nutrition and Dietician Services	\$ 38.05	1.00	N/A	15.4%	20.31	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	30.47	16.05	Developmental Special Instruction - Master's	\$ 40.27	1.00	N/A	15.1%	20.31	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	30.47	15.39	Therapist (PT/OT/ST)	\$ 61.71	1.00	N/A	13.4%	20.31	N/A	20.0%
Psychologist	60.00	13.20	30.47	16.05	Psychologist	\$ 64.66	1.00	N/A	13.2%	20.31	N/A	20.0%
Service Coordination	60.00	13.20	30.47	15.72	Service Coordination	\$ 31.27	1.00	N/A	16.5%	20.31	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	45.95	18.06	Social Worker - Bachelor's	\$ 28.45	1.00	N/A	17.2%	42.12	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	45.95	16.93	Translation and Interpretation Services	\$ 34.44	1.00	N/A	15.9%	42.12	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	45.95	18.44	Developmental Special Instruction - Bachelor's	\$ 37.97	1.00	N/A	15.4%	42.12	N/A	20.0%
Social Worker - Master's	60.00	13.20	45.95	18.06	Social Worker - Master's	\$ 40.82	1.00	N/A	15.0%	42.12	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	45.95	18.06	Nutrition and Dietician Services	\$ 43.23	1.00	N/A	14.7%	42.12	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	45.95	18.44	Developmental Special Instruction - Master's	\$ 45.76	1.00	N/A	14.5%	42.12	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	45.95	17.68	Therapist (PT/OT/ST)	\$ 70.12	1.00	N/A	13.0%	42.12	N/A	20.0%
Psychologist	60.00	13.20	45.95	18.44	Psychologist	\$ 73.48	1.00	N/A	12.8%	42.12	N/A	20.0%
Service Coordination	60.00	13.20	45.95	18.06	Service Coordination	\$ 35.54	1.00	N/A	15.8%	42.12	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	62.96	20.64	Social Worker - Bachelor's	\$ 34.14	1.00	N/A	16.0%	57.72	N/A	20.0%
Translation and Interpretation Services	60.00	13.20	62.96	19.35	Translation and Interpretation Services	\$ 41.33	1.00	N/A	15.0%	57.72	N/A	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	62.96	21.08	Developmental Special Instruction - Bachelor's	\$ 45.57	1.00	N/A	14.5%	57.72	N/A	20.0%
Social Worker - Master's	60.00	13.20	62.96	20.64	Social Worker - Master's	\$ 48.98	1.00	N/A	14.2%	57.72	N/A	20.0%
Nutrition and Dietician Services	60.00	13.20	62.96	20.64	Nutrition and Dietician Services	\$ 51.88	1.00	N/A	14.0%	57.72	N/A	20.0%
Developmental Special Instruction - Master's	60.00	13.20	62.96	21.08	Developmental Special Instruction - Master's	\$ 54.91	1.00	N/A	13.8%	57.72	N/A	20.0%
Therapist (PT/OT/ST)	60.00	13.20	62.96	20.21	Therapist (PT/OT/ST)	\$ 84.15	1.00	N/A	11.8%	57.72	N/A	20.0%
Psychologist	60.00	13.20	62.96	21.08	Psychologist	\$ 88.18	1.00	N/A	11.4%	57.72	N/A	20.0%
Service Coordination	60.00	13.20	62.96	20.64	Service Coordination	\$ 42.65	1.00	N/A	14.8%	57.72	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3b: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Natural Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Supervisor Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	26.09	17.05	Social Worker - Bachelor's	\$ 22.76	2.00	N/A	18.9%	4.35	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	26.09	15.99	Translation and Interpretation Services	\$ 27.55	2.00	N/A	17.4%	4.35	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	26.09	17.41	Developmental Special Instruction - Bachelor's	\$ 30.38	2.00	N/A	16.7%	4.35	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	26.09	17.05	Social Worker - Master's	\$ 32.65	2.00	N/A	16.3%	4.35	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	26.09	17.05	Nutrition and Dietician Services	\$ 34.59	2.00	N/A	15.9%	4.35	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	26.09	17.41	Developmental Special Instruction - Master's	\$ 36.61	2.00	N/A	15.6%	4.35	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	26.09	16.69	Therapist (PT/OT/ST)	\$ 56.10	2.00	N/A	13.7%	4.35	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	26.09	17.41	Psychologist	\$ 58.79	2.00	N/A	13.5%	4.35	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	26.09	17.05	Service Coordination	\$ 28.43	2.00	N/A	17.2%	4.35	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	30.47	17.72	Social Worker - Bachelor's	\$ 25.03	2.00	N/A	18.1%	10.16	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	30.47	16.61	Translation and Interpretation Services	\$ 30.31	2.00	N/A	16.7%	10.16	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	30.47	18.09	Developmental Special Instruction - Bachelor's	\$ 33.41	2.00	N/A	16.1%	10.16	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	30.47	17.72	Social Worker - Master's	\$ 35.92	2.00	N/A	15.7%	10.16	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	30.47	17.72	Nutrition and Dietician Services	\$ 38.05	2.00	N/A	15.4%	10.16	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	30.47	18.09	Developmental Special Instruction - Master's	\$ 40.27	2.00	N/A	15.1%	10.16	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	30.47	17.34	Therapist (PT/OT/ST)	\$ 61.71	2.00	N/A	13.4%	10.16	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	30.47	18.09	Psychologist	\$ 64.66	2.00	N/A	13.2%	10.16	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	30.47	17.72	Service Coordination	\$ 31.27	2.00	N/A	16.5%	10.16	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	45.95	20.06	Social Worker - Bachelor's	\$ 28.45	2.00	N/A	17.2%	21.06	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	45.95	18.81	Translation and Interpretation Services	\$ 34.44	2.00	N/A	15.9%	21.06	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	45.95	20.49	Developmental Special Instruction - Bachelor's	\$ 37.97	2.00	N/A	15.4%	21.06	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	45.95	20.06	Social Worker - Master's	\$ 40.82	2.00	N/A	15.0%	21.06	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	45.95	20.06	Nutrition and Dietician Services	\$ 43.23	2.00	N/A	14.7%	21.06	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	45.95	20.49	Developmental Special Instruction - Master's	\$ 45.76	2.00	N/A	14.5%	21.06	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	45.95	19.64	Therapist (PT/OT/ST)	\$ 70.12	2.00	N/A	13.0%	21.06	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	45.95	20.49	Psychologist	\$ 73.48	2.00	N/A	12.8%	21.06	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	45.95	20.06	Service Coordination	\$ 35.54	2.00	N/A	15.8%	21.06	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	62.96	22.64	Social Worker - Bachelor's	\$ 34.14	2.00	N/A	16.0%	28.86	N/A	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	62.96	21.23	Translation and Interpretation Services	\$ 41.33	2.00	N/A	15.0%	28.86	N/A	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	62.96	23.12	Developmental Special Instruction - Bachelor's	\$ 45.57	2.00	N/A	14.5%	28.86	N/A	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	62.96	22.64	Social Worker - Master's	\$ 48.98	2.00	N/A	14.2%	28.86	N/A	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	62.96	22.64	Nutrition and Dietician Services	\$ 51.88	2.00	N/A	14.0%	28.86	N/A	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	62.96	23.12	Developmental Special Instruction - Master's	\$ 54.91	2.00	N/A	13.8%	28.86	N/A	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	62.96	22.17	Therapist (PT/OT/ST)	\$ 84.15	2.00	N/A	11.8%	28.86	N/A	20.0%
Psychologist - 2 Children	60.00	26.40	62.96	23.12	Psychologist	\$ 88.18	2.00	N/A	11.4%	28.86	N/A	20.0%
Service Coordination - 2 Children	60.00	26.40	62.96	22.64	Service Coordination	\$ 42.65	2.00	N/A	14.8%	28.86	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3b: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Natural Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Supervisor with Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/ Program Support/ Overhead
<b>Base Tier, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	26.09	19.05	Social Worker - Bachelor's	\$ 22.76	3.00	N/A	18.9%	2.90	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	26.09	17.86	Translation and Interpretation Services	\$ 27.55	3.00	N/A	17.4%	2.90	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	26.09	19.45	Developmental Special Instruction - Bachelor's	\$ 30.38	3.00	N/A	16.7%	2.90	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	26.09	19.05	Social Worker - Master's	\$ 32.65	3.00	N/A	16.3%	2.90	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	26.09	19.05	Nutrition and Dietician Services	\$ 34.59	3.00	N/A	15.9%	2.90	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	26.09	19.45	Developmental Special Instruction - Master's	\$ 36.61	3.00	N/A	15.6%	2.90	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	26.09	18.65	Therapist (PT/OT/ST)	\$ 56.10	3.00	N/A	13.7%	2.90	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	26.09	19.45	Psychologist	\$ 58.79	3.00	N/A	13.5%	2.90	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	26.09	19.05	Service Coordination	\$ 28.43	3.00	N/A	17.2%	2.90	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	30.47	19.72	Social Worker - Bachelor's	\$ 25.03	3.00	N/A	18.1%	6.77	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	30.47	18.48	Translation and Interpretation Services	\$ 30.31	3.00	N/A	16.7%	6.77	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	30.47	20.13	Developmental Special Instruction - Bachelor's	\$ 33.41	3.00	N/A	16.1%	6.77	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	30.47	19.72	Social Worker - Master's	\$ 35.92	3.00	N/A	15.7%	6.77	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	30.47	19.72	Nutrition and Dietician Services	\$ 38.05	3.00	N/A	15.4%	6.77	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	30.47	20.13	Developmental Special Instruction - Master's	\$ 40.27	3.00	N/A	15.1%	6.77	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	30.47	19.30	Therapist (PT/OT/ST)	\$ 61.71	3.00	N/A	13.4%	6.77	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	30.47	20.13	Psychologist	\$ 64.66	3.00	N/A	13.2%	6.77	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	30.47	19.72	Service Coordination	\$ 31.27	3.00	N/A	16.5%	6.77	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	45.95	22.06	Social Worker - Bachelor's	\$ 28.45	3.00	N/A	17.2%	14.04	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	45.95	20.68	Translation and Interpretation Services	\$ 34.44	3.00	N/A	15.9%	14.04	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	45.95	22.53	Developmental Special Instruction - Bachelor's	\$ 37.97	3.00	N/A	15.4%	14.04	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	45.95	22.06	Social Worker - Master's	\$ 40.82	3.00	N/A	15.0%	14.04	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	45.95	22.06	Nutrition and Dietician Services	\$ 43.23	3.00	N/A	14.7%	14.04	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	45.95	22.53	Developmental Special Instruction - Master's	\$ 45.76	3.00	N/A	14.5%	14.04	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	45.95	21.60	Therapist (PT/OT/ST)	\$ 70.12	3.00	N/A	13.0%	14.04	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	45.95	22.53	Psychologist	\$ 73.48	3.00	N/A	12.8%	14.04	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	45.95	22.06	Service Coordination	\$ 35.54	3.00	N/A	15.8%	14.04	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	62.96	24.64	Social Worker - Bachelor's	\$ 34.14	3.00	N/A	16.0%	19.24	N/A	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	62.96	23.10	Translation and Interpretation Services	\$ 41.33	3.00	N/A	15.0%	19.24	N/A	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	62.96	25.16	Developmental Special Instruction - Bachelor's	\$ 45.57	3.00	N/A	14.5%	19.24	N/A	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	62.96	24.64	Social Worker - Master's	\$ 48.98	3.00	N/A	14.2%	19.24	N/A	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	62.96	24.64	Nutrition and Dietician Services	\$ 51.88	3.00	N/A	14.0%	19.24	N/A	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	62.96	25.16	Developmental Special Instruction - Master's	\$ 54.91	3.00	N/A	13.8%	19.24	N/A	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	62.96	24.13	Therapist (PT/OT/ST)	\$ 84.15	3.00	N/A	11.8%	19.24	N/A	20.0%
Psychologist - 3 Children	60.00	39.60	62.96	25.16	Psychologist	\$ 88.18	3.00	N/A	11.4%	19.24	N/A	20.0%
Service Coordination - 3 Children	60.00	39.60	62.96	24.64	Service Coordination	\$ 42.65	3.00	N/A	14.8%	19.24	N/A	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			



## Appendix 3c: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Telehealth Setting Services

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3c: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Telehealth Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	6.52	12.09	Social Worker - Bachelor's	\$ 22.76	1.00	N/A	18.9%	2.17	\$ 0.78	20.0%
Translation and Interpretation Services	60.00	13.20	6.52	11.33	Translation and Interpretation Services	\$ 27.55	1.00	N/A	17.4%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Bachelor's	\$ 30.38	1.00	N/A	16.7%	2.17	\$ 0.78	20.0%
Social Worker - Master's	60.00	13.20	6.52	12.09	Social Worker - Master's	\$ 32.65	1.00	N/A	16.3%	2.17	\$ 0.78	20.0%
Nutrition and Dietician Services	60.00	13.20	6.52	12.09	Nutrition and Dietician Services	\$ 34.59	1.00	N/A	15.9%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Master's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Master's	\$ 36.61	1.00	N/A	15.6%	2.17	\$ 0.78	20.0%
Therapist (PT/OT/ST)	60.00	13.20	6.52	11.83	Therapist (PT/OT/ST)	\$ 56.10	1.00	N/A	13.7%	2.17	\$ 0.78	20.0%
Psychologist	60.00	13.20	6.52	12.34	Psychologist	\$ 58.79	1.00	N/A	13.5%	2.17	\$ 0.78	20.0%
Service Coordination	60.00	13.20	6.52	12.09	Service Coordination	\$ 28.43	1.00	N/A	17.2%	2.17	\$ 0.78	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	6.52	12.09	Social Worker - Bachelor's	\$ 25.03	1.00	N/A	18.1%	2.17	\$ 0.78	20.0%
Translation and Interpretation Services	60.00	13.20	6.52	11.33	Translation and Interpretation Services	\$ 30.31	1.00	N/A	16.7%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Bachelor's	\$ 33.41	1.00	N/A	16.1%	2.17	\$ 0.78	20.0%
Social Worker - Master's	60.00	13.20	6.52	12.09	Social Worker - Master's	\$ 35.92	1.00	N/A	15.7%	2.17	\$ 0.78	20.0%
Nutrition and Dietician Services	60.00	13.20	6.52	12.09	Nutrition and Dietician Services	\$ 38.05	1.00	N/A	15.4%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Master's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Master's	\$ 40.27	1.00	N/A	15.1%	2.17	\$ 0.78	20.0%
Therapist (PT/OT/ST)	60.00	13.20	6.52	11.83	Therapist (PT/OT/ST)	\$ 61.71	1.00	N/A	13.4%	2.17	\$ 0.78	20.0%
Psychologist	60.00	13.20	6.52	12.34	Psychologist	\$ 64.66	1.00	N/A	13.2%	2.17	\$ 0.78	20.0%
Service Coordination	60.00	13.20	6.52	12.09	Service Coordination	\$ 31.27	1.00	N/A	16.5%	2.17	\$ 0.78	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	6.52	12.09	Social Worker - Bachelor's	\$ 28.45	1.00	N/A	17.2%	2.17	\$ 0.78	20.0%
Translation and Interpretation Services	60.00	13.20	6.52	11.33	Translation and Interpretation Services	\$ 34.44	1.00	N/A	15.9%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Bachelor's	\$ 37.97	1.00	N/A	15.4%	2.17	\$ 0.78	20.0%
Social Worker - Master's	60.00	13.20	6.52	12.09	Social Worker - Master's	\$ 40.82	1.00	N/A	15.0%	2.17	\$ 0.78	20.0%
Nutrition and Dietician Services	60.00	13.20	6.52	12.09	Nutrition and Dietician Services	\$ 43.23	1.00	N/A	14.7%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Master's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Master's	\$ 45.76	1.00	N/A	14.5%	2.17	\$ 0.78	20.0%
Therapist (PT/OT/ST)	60.00	13.20	6.52	11.83	Therapist (PT/OT/ST)	\$ 70.12	1.00	N/A	13.0%	2.17	\$ 0.78	20.0%
Psychologist	60.00	13.20	6.52	12.34	Psychologist	\$ 73.48	1.00	N/A	12.8%	2.17	\$ 0.78	20.0%
Service Coordination	60.00	13.20	6.52	12.09	Service Coordination	\$ 35.54	1.00	N/A	15.8%	2.17	\$ 0.78	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Single Child Per Service Assumptions</b>												
Social Worker - Bachelor's	60.00	13.20	6.52	12.09	Social Worker - Bachelor's	\$ 34.14	1.00	N/A	16.0%	2.17	\$ 0.78	20.0%
Translation and Interpretation Services	60.00	13.20	6.52	11.33	Translation and Interpretation Services	\$ 41.33	1.00	N/A	15.0%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Bachelor's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Bachelor's	\$ 45.57	1.00	N/A	14.5%	2.17	\$ 0.78	20.0%
Social Worker - Master's	60.00	13.20	6.52	12.09	Social Worker - Master's	\$ 48.98	1.00	N/A	14.2%	2.17	\$ 0.78	20.0%
Nutrition and Dietician Services	60.00	13.20	6.52	12.09	Nutrition and Dietician Services	\$ 51.88	1.00	N/A	14.0%	2.17	\$ 0.78	20.0%
Developmental Special Instruction - Master's	60.00	13.20	6.52	12.34	Developmental Special Instruction - Master's	\$ 54.91	1.00	N/A	13.8%	2.17	\$ 0.78	20.0%
Therapist (PT/OT/ST)	60.00	13.20	6.52	11.83	Therapist (PT/OT/ST)	\$ 84.15	1.00	N/A	11.8%	2.17	\$ 0.78	20.0%
Psychologist	60.00	13.20	6.52	12.34	Psychologist	\$ 88.18	1.00	N/A	11.4%	2.17	\$ 0.78	20.0%
Service Coordination	60.00	13.20	6.52	12.09	Service Coordination	\$ 42.65	1.00	N/A	14.8%	2.17	\$ 0.78	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3c: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Telehealth Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	6.52	14.09	Social Worker - Bachelor's	\$ 22.76	2.00	N/A	18.9%	1.09	\$ 0.39	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	6.52	13.20	Translation and Interpretation Services	\$ 27.55	2.00	N/A	17.4%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Bachelor's	\$ 30.38	2.00	N/A	16.7%	1.09	\$ 0.39	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	6.52	14.09	Social Worker - Master's	\$ 32.65	2.00	N/A	16.3%	1.09	\$ 0.39	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	6.52	14.09	Nutrition and Dietician Services	\$ 34.59	2.00	N/A	15.9%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Master's	\$ 36.61	2.00	N/A	15.6%	1.09	\$ 0.39	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	6.52	13.79	Therapist (PT/OT/ST)	\$ 56.10	2.00	N/A	13.7%	1.09	\$ 0.39	20.0%
Psychologist - 2 Children	60.00	26.40	6.52	14.38	Psychologist	\$ 58.79	2.00	N/A	13.5%	1.09	\$ 0.39	20.0%
Service Coordination - 2 Children	60.00	26.40	6.52	14.09	Service Coordination	\$ 28.43	2.00	N/A	17.2%	1.09	\$ 0.39	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	6.52	14.09	Social Worker - Bachelor's	\$ 25.03	2.00	N/A	18.1%	1.09	\$ 0.39	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	6.52	13.20	Translation and Interpretation Services	\$ 30.31	2.00	N/A	16.7%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Bachelor's	\$ 33.41	2.00	N/A	16.1%	1.09	\$ 0.39	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	6.52	14.09	Social Worker - Master's	\$ 35.92	2.00	N/A	15.7%	1.09	\$ 0.39	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	6.52	14.09	Nutrition and Dietician Services	\$ 38.05	2.00	N/A	15.4%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Master's	\$ 40.27	2.00	N/A	15.1%	1.09	\$ 0.39	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	6.52	13.79	Therapist (PT/OT/ST)	\$ 61.71	2.00	N/A	13.4%	1.09	\$ 0.39	20.0%
Psychologist - 2 Children	60.00	26.40	6.52	14.38	Psychologist	\$ 64.66	2.00	N/A	13.2%	1.09	\$ 0.39	20.0%
Service Coordination - 2 Children	60.00	26.40	6.52	14.09	Service Coordination	\$ 31.27	2.00	N/A	16.5%	1.09	\$ 0.39	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	6.52	14.09	Social Worker - Bachelor's	\$ 28.45	2.00	N/A	17.2%	1.09	\$ 0.39	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	6.52	13.20	Translation and Interpretation Services	\$ 34.44	2.00	N/A	15.9%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Bachelor's	\$ 37.97	2.00	N/A	15.4%	1.09	\$ 0.39	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	6.52	14.09	Social Worker - Master's	\$ 40.82	2.00	N/A	15.0%	1.09	\$ 0.39	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	6.52	14.09	Nutrition and Dietician Services	\$ 43.23	2.00	N/A	14.7%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Master's	\$ 45.76	2.00	N/A	14.5%	1.09	\$ 0.39	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	6.52	13.79	Therapist (PT/OT/ST)	\$ 70.12	2.00	N/A	13.0%	1.09	\$ 0.39	20.0%
Psychologist - 2 Children	60.00	26.40	6.52	14.38	Psychologist	\$ 73.48	2.00	N/A	12.8%	1.09	\$ 0.39	20.0%
Service Coordination - 2 Children	60.00	26.40	6.52	14.09	Service Coordination	\$ 35.54	2.00	N/A	15.8%	1.09	\$ 0.39	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Two Children Per Service Assumptions</b>												
Social Worker - 2 Children - Bachelor's	60.00	26.40	6.52	14.09	Social Worker - Bachelor's	\$ 34.14	2.00	N/A	16.0%	1.09	\$ 0.39	20.0%
Translation and Interpretation Services - 2 Children	60.00	26.40	6.52	13.20	Translation and Interpretation Services	\$ 41.33	2.00	N/A	15.0%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Bachelor's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Bachelor's	\$ 45.57	2.00	N/A	14.5%	1.09	\$ 0.39	20.0%
Social Worker - 2 Children - Master's	60.00	26.40	6.52	14.09	Social Worker - Master's	\$ 48.98	2.00	N/A	14.2%	1.09	\$ 0.39	20.0%
Nutrition and Dietician Services - 2 Children	60.00	26.40	6.52	14.09	Nutrition and Dietician Services	\$ 51.88	2.00	N/A	14.0%	1.09	\$ 0.39	20.0%
Developmental Special Instruction - 2 Children - Master's	60.00	26.40	6.52	14.38	Developmental Special Instruction - Master's	\$ 54.91	2.00	N/A	13.8%	1.09	\$ 0.39	20.0%
Therapist (PT/OT/ST) - 2 Children	60.00	26.40	6.52	13.79	Therapist (PT/OT/ST)	\$ 84.15	2.00	N/A	11.8%	1.09	\$ 0.39	20.0%
Psychologist - 2 Children	60.00	26.40	6.52	14.38	Psychologist	\$ 88.18	2.00	N/A	11.4%	1.09	\$ 0.39	20.0%
Service Coordination - 2 Children	60.00	26.40	6.52	14.09	Service Coordination	\$ 42.65	2.00	N/A	14.8%	1.09	\$ 0.39	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3c: Summary of Rate Assumptions Per Unit of Service for Discipline Specific Telehealth Setting Services												
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE					Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	6.52	16.09	Social Worker - Bachelor's	\$ 22.76	3.00	N/A	18.9%	0.72	\$ 0.26	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	6.52	15.08	Translation and Interpretation Services	\$ 27.55	3.00	N/A	17.4%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Bachelor's	\$ 30.38	3.00	N/A	16.7%	0.72	\$ 0.26	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	6.52	16.09	Social Worker - Master's	\$ 32.65	3.00	N/A	16.3%	0.72	\$ 0.26	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	6.52	16.09	Nutrition and Dietician Services	\$ 34.59	3.00	N/A	15.9%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Master's	\$ 36.61	3.00	N/A	15.6%	0.72	\$ 0.26	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	6.52	15.75	Therapist (PT/OT/ST)	\$ 56.10	3.00	N/A	13.7%	0.72	\$ 0.26	20.0%
Psychologist - 3 Children	60.00	39.60	6.52	16.43	Psychologist	\$ 58.79	3.00	N/A	13.5%	0.72	\$ 0.26	20.0%
Service Coordination - 3 Children	60.00	39.60	6.52	16.09	Service Coordination	\$ 28.43	3.00	N/A	17.2%	0.72	\$ 0.26	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 34.08	N/A	20.00	16.0%			
<b>Tier 1, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	6.52	16.09	Social Worker - Bachelor's	\$ 25.03	3.00	N/A	18.1%	0.72	\$ 0.26	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	6.52	15.08	Translation and Interpretation Services	\$ 30.31	3.00	N/A	16.7%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Bachelor's	\$ 33.41	3.00	N/A	16.1%	0.72	\$ 0.26	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	6.52	16.09	Social Worker - Master's	\$ 35.92	3.00	N/A	15.7%	0.72	\$ 0.26	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	6.52	16.09	Nutrition and Dietician Services	\$ 38.05	3.00	N/A	15.4%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Master's	\$ 40.27	3.00	N/A	15.1%	0.72	\$ 0.26	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	6.52	15.75	Therapist (PT/OT/ST)	\$ 61.71	3.00	N/A	13.4%	0.72	\$ 0.26	20.0%
Psychologist - 3 Children	60.00	39.60	6.52	16.43	Psychologist	\$ 64.66	3.00	N/A	13.2%	0.72	\$ 0.26	20.0%
Service Coordination - 3 Children	60.00	39.60	6.52	16.09	Service Coordination	\$ 31.27	3.00	N/A	16.5%	0.72	\$ 0.26	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 37.48	N/A	20.00	15.5%			
<b>Tier 2, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	6.52	16.09	Social Worker - Bachelor's	\$ 28.45	3.00	N/A	17.2%	0.72	\$ 0.26	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	6.52	15.08	Translation and Interpretation Services	\$ 34.44	3.00	N/A	15.9%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Bachelor's	\$ 37.97	3.00	N/A	15.4%	0.72	\$ 0.26	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	6.52	16.09	Social Worker - Master's	\$ 40.82	3.00	N/A	15.0%	0.72	\$ 0.26	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	6.52	16.09	Nutrition and Dietician Services	\$ 43.23	3.00	N/A	14.7%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Master's	\$ 45.76	3.00	N/A	14.5%	0.72	\$ 0.26	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	6.52	15.75	Therapist (PT/OT/ST)	\$ 70.12	3.00	N/A	13.0%	0.72	\$ 0.26	20.0%
Psychologist - 3 Children	60.00	39.60	6.52	16.43	Psychologist	\$ 73.48	3.00	N/A	12.8%	0.72	\$ 0.26	20.0%
Service Coordination - 3 Children	60.00	39.60	6.52	16.09	Service Coordination	\$ 35.54	3.00	N/A	15.8%	0.72	\$ 0.26	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 42.60	N/A	20.00	14.8%			
<b>Tier 3, Three Children Per Service Assumptions</b>												
Social Worker - 3 Children - Bachelor's	60.00	39.60	6.52	16.09	Social Worker - Bachelor's	\$ 34.14	3.00	N/A	16.0%	0.72	\$ 0.26	20.0%
Translation and Interpretation Services - 3 Children	60.00	39.60	6.52	15.08	Translation and Interpretation Services	\$ 41.33	3.00	N/A	15.0%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Bachelor's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Bachelor's	\$ 45.57	3.00	N/A	14.5%	0.72	\$ 0.26	20.0%
Social Worker - 3 Children - Master's	60.00	39.60	6.52	16.09	Social Worker - Master's	\$ 48.98	3.00	N/A	14.2%	0.72	\$ 0.26	20.0%
Nutrition and Dietician Services - 3 Children	60.00	39.60	6.52	16.09	Nutrition and Dietician Services	\$ 51.88	3.00	N/A	14.0%	0.72	\$ 0.26	20.0%
Developmental Special Instruction - 3 Children - Master's	60.00	39.60	6.52	16.43	Developmental Special Instruction - Master's	\$ 54.91	3.00	N/A	13.8%	0.72	\$ 0.26	20.0%
Therapist (PT/OT/ST) - 3 Children	60.00	39.60	6.52	15.75	Therapist (PT/OT/ST)	\$ 84.15	3.00	N/A	11.8%	0.72	\$ 0.26	20.0%
Psychologist - 3 Children	60.00	39.60	6.52	16.43	Psychologist	\$ 88.18	3.00	N/A	11.4%	0.72	\$ 0.26	20.0%
Service Coordination - 3 Children	60.00	39.60	6.52	16.09	Service Coordination	\$ 42.65	3.00	N/A	14.8%	0.72	\$ 0.26	20.0%
					Shift and Unit Supervisor (Service Coordination)	\$ 51.11	N/A	20.00	14.0%			

## Appendix 3d: Summary of Rate Assumptions Per Unit of Service for Evaluation Services

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3d: Summary of Rate Assumptions Per Unit of Service for Evaluation Services											
Service Discipline	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE				Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Provider Group(s)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/ Program Support/ Overhead
<b>Base Tier, Telehealth Setting</b>											
Social Worker - Bachelor's	105.00	23.10	6.52	20.41	Social Worker - Bachelor's	\$ 22.76	1.00	18.9%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Bachelor's	\$ 30.38	1.00	16.7%	2.17	\$ 1.36	20.0%
Social Worker - Master's	105.00	23.10	6.52	20.41	Social Worker - Master's	\$ 32.65	1.00	16.3%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Master's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Master's	\$ 36.61	1.00	15.6%	2.17	\$ 1.36	20.0%
Therapist (PT/OT/ST)	105.00	23.10	6.52	19.98	Therapist (PT/OT/ST)	\$ 56.10	1.00	13.7%	2.17	\$ 1.36	20.0%
Psychologist	105.00	23.10	6.52	20.84	Psychologist	\$ 58.79	1.00	13.5%	2.17	\$ 1.36	20.0%
<b>Tier 1, Telehealth Setting</b>											
Social Worker - Bachelor's	105.00	23.10	6.52	20.41	Social Worker - Bachelor's	\$ 25.03	1.00	18.1%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Bachelor's	\$ 33.41	1.00	16.1%	2.17	\$ 1.36	20.0%
Social Worker - Master's	105.00	23.10	6.52	20.41	Social Worker - Master's	\$ 35.92	1.00	15.7%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Master's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Master's	\$ 40.27	1.00	15.1%	2.17	\$ 1.36	20.0%
Therapist (PT/OT/ST)	105.00	23.10	6.52	19.98	Therapist (PT/OT/ST)	\$ 61.71	1.00	13.4%	2.17	\$ 1.36	20.0%
Psychologist	105.00	23.10	6.52	20.84	Psychologist	\$ 64.66	1.00	13.2%	2.17	\$ 1.36	20.0%
<b>Tier 2, Telehealth Setting</b>											
Social Worker - Bachelor's	105.00	23.10	6.52	20.41	Social Worker - Bachelor's	\$ 28.45	1.00	17.2%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Bachelor's	\$ 37.97	1.00	15.4%	2.17	\$ 1.36	20.0%
Social Worker - Master's	105.00	23.10	6.52	20.41	Social Worker - Master's	\$ 40.82	1.00	15.0%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Master's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Master's	\$ 45.76	1.00	14.5%	2.17	\$ 1.36	20.0%
Therapist (PT/OT/ST)	105.00	23.10	6.52	19.98	Therapist (PT/OT/ST)	\$ 70.12	1.00	13.0%	2.17	\$ 1.36	20.0%
Psychologist	105.00	23.10	6.52	20.84	Psychologist	\$ 73.48	1.00	12.8%	2.17	\$ 1.36	20.0%
<b>Tier 3, Telehealth Setting</b>											
Social Worker - Bachelor's	105.00	23.10	6.52	20.41	Social Worker - Bachelor's	\$ 34.14	1.00	16.0%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Bachelor's	\$ 45.57	1.00	14.5%	2.17	\$ 1.36	20.0%
Social Worker - Master's	105.00	23.10	6.52	20.41	Social Worker - Master's	\$ 48.98	1.00	14.2%	2.17	\$ 1.36	20.0%
Developmental Special Instruction - Master's	105.00	23.10	6.52	20.84	Developmental Special Instruction - Master's	\$ 54.91	1.00	13.8%	2.17	\$ 1.36	20.0%
Therapist (PT/OT/ST)	105.00	23.10	6.52	19.98	Therapist (PT/OT/ST)	\$ 84.15	1.00	11.8%	2.17	\$ 1.36	20.0%
Psychologist	105.00	23.10	6.52	20.84	Psychologist	\$ 88.18	1.00	11.4%	2.17	\$ 1.36	20.0%
<b>Base Tier, Natural Setting</b>											
Social Worker - Bachelor's	105.00	23.10	45.66	26.34	Social Worker - Bachelor's	\$ 22.76	1.00	18.9%	15.22	N/A	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	45.66	26.89	Developmental Special Instruction - Bachelor's	\$ 30.38	1.00	16.7%	15.22	N/A	20.0%
Social Worker - Master's	105.00	23.10	45.66	26.34	Social Worker - Master's	\$ 32.65	1.00	16.3%	15.22	N/A	20.0%
Developmental Special Instruction - Master's	105.00	23.10	45.66	26.89	Developmental Special Instruction - Master's	\$ 36.61	1.00	15.6%	15.22	N/A	20.0%
Therapist (PT/OT/ST)	105.00	23.10	45.66	25.79	Therapist (PT/OT/ST)	\$ 56.10	1.00	13.7%	15.22	N/A	20.0%
Psychologist	105.00	23.10	45.66	26.89	Psychologist	\$ 58.79	1.00	13.5%	15.22	N/A	20.0%
<b>Tier 1, Natural Setting</b>											
Social Worker - Bachelor's	105.00	23.10	53.33	27.50	Social Worker - Bachelor's	\$ 25.03	1.00	18.1%	35.55	N/A	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	53.33	28.08	Developmental Special Instruction - Bachelor's	\$ 33.41	1.00	16.1%	35.55	N/A	20.0%
Social Worker - Master's	105.00	23.10	53.33	27.50	Social Worker - Master's	\$ 35.92	1.00	15.7%	35.55	N/A	20.0%
Developmental Special Instruction - Master's	105.00	23.10	53.33	28.08	Developmental Special Instruction - Master's	\$ 40.27	1.00	15.1%	35.55	N/A	20.0%
Therapist (PT/OT/ST)	105.00	23.10	53.33	26.93	Therapist (PT/OT/ST)	\$ 61.71	1.00	13.4%	35.55	N/A	20.0%
Psychologist	105.00	23.10	53.33	28.08	Psychologist	\$ 64.66	1.00	13.2%	35.55	N/A	20.0%
<b>Tier 2, Natural Setting</b>											
Social Worker - Bachelor's	105.00	23.10	80.42	31.61	Social Worker - Bachelor's	\$ 28.45	1.00	17.2%	73.71	N/A	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	80.42	32.28	Developmental Special Instruction - Bachelor's	\$ 37.97	1.00	15.4%	73.71	N/A	20.0%
Social Worker - Master's	105.00	23.10	80.42	31.61	Social Worker - Master's	\$ 40.82	1.00	15.0%	73.71	N/A	20.0%
Developmental Special Instruction - Master's	105.00	23.10	80.42	32.28	Developmental Special Instruction - Master's	\$ 45.76	1.00	14.5%	73.71	N/A	20.0%
Therapist (PT/OT/ST)	105.00	23.10	80.42	30.95	Therapist (PT/OT/ST)	\$ 70.12	1.00	13.0%	73.71	N/A	20.0%
Psychologist	105.00	23.10	80.42	32.28	Psychologist	\$ 73.48	1.00	12.8%	73.71	N/A	20.0%
<b>Tier 3, Natural Setting</b>											
Social Worker - Bachelor's	105.00	23.10	110.19	36.12	Social Worker - Bachelor's	\$ 34.14	1.00	16.0%	101.01	N/A	20.0%
Developmental Special Instruction - Bachelor's	105.00	23.10	110.19	36.88	Developmental Special Instruction - Bachelor's	\$ 45.57	1.00	14.5%	101.01	N/A	20.0%
Social Worker - Master's	105.00	23.10	110.19	36.12	Social Worker - Master's	\$ 48.98	1.00	14.2%	101.01	N/A	20.0%
Developmental Special Instruction - Master's	105.00	23.10	110.19	36.88	Developmental Special Instruction - Master's	\$ 54.91	1.00	13.8%	101.01	N/A	20.0%
Therapist (PT/OT/ST)	105.00	23.10	110.19	35.36	Therapist (PT/OT/ST)	\$ 84.15	1.00	11.8%	101.01	N/A	20.0%
Psychologist	105.00	23.10	110.19	36.88	Psychologist	\$ 88.18	1.00	11.4%	101.01	N/A	20.0%

## Appendix 3e: Summary of Rate Assumptions Per Unit of Service for Service Coordination Non-Direct Services

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3e: Summary of Rate Assumptions Per Unit for Service Coordination Non-Direct Services											
Service	Average Staffing Time Per Unit (Minutes)				Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE				Other Rate Assumptions		
	Billable Time	Indirect Time (Non-Billable)	Travel Time (Non-Billable)	PTO & Training Time (Non-Billable)	Statewide Hourly Wages with Geographic Incentive Factor	Staffing Ratio	Supervisor Span of Control	ERE Factor	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/Program Support/Overhead
<b>Base Tier, Service Coordination Non-Direct Assumptions</b>											
Service Coordination - Non-Direct - IPP	150.00	-	-	22.74	\$ 28.48	1.00	N/A	17.2%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Transition	75.00	-	-	11.37	\$ 28.48	1.00	N/A	17.2%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Non-IPP or Transition	60.00	-	-	9.10	\$ 28.48	1.00	N/A	17.2%	N/A	N/A	20.0%
<b>Tier 1, Service Coordination Non-Direct Assumptions</b>											
Service Coordination - Non-Direct - IPP	150.00	-	-	22.74	\$ 31.33	1.00	N/A	16.5%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Transition	75.00	-	-	11.37	\$ 31.33	1.00	N/A	16.5%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Non-IPP or Transition	60.00	-	-	9.10	\$ 31.33	1.00	N/A	16.5%	N/A	N/A	20.0%
<b>Tier 2, Service Coordination Non-Direct Assumptions</b>											
Service Coordination - Non-Direct - IPP	150.00	-	-	22.74	\$ 35.60	1.00	N/A	15.7%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Transition	75.00	-	-	11.37	\$ 35.60	1.00	N/A	15.7%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Non-IPP or Transition	60.00	-	-	9.10	\$ 35.60	1.00	N/A	15.7%	N/A	N/A	20.0%
<b>Tier 3, Service Coordination Non-Direct Assumptions</b>											
Service Coordination - Non-Direct - IPP	150.00	-	-	22.74	\$ 42.72	1.00	N/A	14.8%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Transition	75.00	-	-	11.37	\$ 42.72	1.00	N/A	14.8%	N/A	N/A	20.0%
Service Coordination - Non-Direct - Non-IPP or Transition	60.00	-	-	9.10	\$ 42.72	1.00	N/A	14.8%	N/A	N/A	20.0%



## Appendix 3f: Summary of Rate Assumptions Per Unit of Service for Team Conferencing Service

Arizona Department of Economic Security Arizona Early Intervention Program AzEIP Market Rate Study Appendix 3f: Summary of Rate Assumptions Per Unit for Team Conferencing Service								
Staff Discipline	Direct Support Professional (DSP) and DSP Supervisor Staffing, Wages, & ERE			Other Rate Assumptions				
	Number of Employees	Statewide Hourly Wages with Geographic Incentive Factor	ERE Factor	Estimated Meeting Length Per Child (Hours)	Estimated Miles Per Unit	Other Vehicle Related Expenses	Administration/ Program Support/ Overhead	
<b>Team Conferencing Service</b>								
Service Coordination	1.00	\$ 28.43	17.2%	0.25	10.33	\$ 0.92	20.0%	
Social Worker - Master's	0.25	\$ 32.65	16.3%					
Developmental Special Instruction - Master's	0.25	\$ 36.61	15.6%					
Therapist (PT/OT/ST)	3.00	\$ 56.10	13.7%					
Psychologist	0.25	\$ 58.79	13.5%					

## Appendix 4: Example IRM Model for Service Coordination in a Natural Setting, Base Tier

Arizona Department of Economic Security					
Arizona Early Intervention Program					
AzEIP Market Rate Study					
<b>Service Information</b>					
Discipline	Service Coordination - 3 Children				
Service	N/A				
Tier	Tier 3				
Setting	Telehealth				
Reporting Units:	1 Hour				
Ref.	Description	Service Coordinator	Shift and Unit Supervisor	Total	Notes
A	Average minutes of direct time per visit	60.00			Based on service definition
B	Average minutes of indirect time per visit	39.60			Based on 66% of direct service time
C	Average minutes of transportation time per visit	6.52			1.25 trips spread over 1 unit per day
D	<b>Total minutes per visit</b>	<b>106.12</b>			D = A + B + C
E	Staffing Ratio	3.00			
F	Supervisor span of control		20.00		20 employees assumed to be managed by 1 supervisor
G	Supervisor time per unit		1.77		G = D / E / F
H	PTO/training/conference time adjustment factor	15.2%	15.2%		Based on separate PTO build
I	<b>Adjusted Total minutes per unit</b>	<b>40.74</b>	<b>2.04</b>		I = D / E * ( 1 + H )    I = G * ( 1 + H )
J	Hourly wage	\$ 42.65	\$ 51.11		Based on separate wage build
K	<b>Total wages expense per unit</b>	<b>\$ 28.95</b>	<b>\$ 1.74</b>	<b>\$ 30.69</b>	K = J * I / 60
L	Employee related expense (ERE) percentage	14.8%	14.0%		Based on separate ERE build
M	<b>Total ERE expense per unit</b>	<b>\$ 4.29</b>	<b>\$ 0.24</b>	<b>\$ 4.53</b>	M = K * L
N	Estimated average MPH			20.00	Urban 20 MPH    Rural/Urban 40 MPH    Rural 55 MPH
O	Estimated miles driven per service			2.17	O = C * N / 60
P	Federal reimbursement rate			\$ 0.67	
Q	Mileage reimbursement or vehicle costs per unit			\$ 0.49	Q = ( O * P ) / E
R	Other vehicle related expenses per unit			\$ 0.26	Telehealth adjustment based on separate build-up
S	<b>Total transportation expenses per unit</b>			<b>\$ 0.75</b>	S = R + Q
T	Administration / program support / overhead			20.0%	Portion of total rate
U	<b>Administration Expenses</b>			<b>\$ 8.99</b>	U = T * ( K + M + S ) / ( 1 - T )
V	<b>1 Hour Rate</b>			<b>\$44.96</b>	<b>V = K + M + S + U</b>
Ref.	Alignment to Cost Allocation Plan			Total	Notes
W	Direct Service Employee Salaries & Wages			\$ 17.35	
X	Indirect Service Employee Salaries & Wages			\$ 11.45	
Y	Transportation Service Employee Salaries & Wages			\$ 1.89	
Z	Employee Related Expenses			\$ 4.53	
AA	Transportation & Fleet Vehicle Expenses			\$ 0.75	
AB	Administration, Program Support & Overhead			\$ 8.99	
AC	<b>Total Rate</b>			<b>\$ 44.96</b>	

## Appendix 5: Tier Mapping by Zip Code

Zip Code	Tier	County
85001	Base	Maricopa
85002	Base	Maricopa
85003	Base	Maricopa
85004	Base	Maricopa
85005	Base	Maricopa
85006	Base	Maricopa
85007	Base	Maricopa
85008	Base	Maricopa
85009	Base	Maricopa
85010	Base	Maricopa
85011	Base	Maricopa
85012	Base	Maricopa
85013	Base	Maricopa
85014	Base	Maricopa
85015	Base	Maricopa
85016	Base	Maricopa
85017	Base	Maricopa
85018	Base	Maricopa
85019	Base	Maricopa
85020	Base	Maricopa
85021	Base	Maricopa
85022	Base	Maricopa
85023	Base	Maricopa
85024	Base	Maricopa
85025	Base	Maricopa
85026	Base	Maricopa
85027	Base	Maricopa
85028	Base	Maricopa
85029	Base	Maricopa
85030	Base	Maricopa
85031	Base	Maricopa
85032	Base	Maricopa
85033	Base	Maricopa
85034	Base	Maricopa
85035	Base	Maricopa
85036	Base	Maricopa
85037	Base	Maricopa
85038	Base	Maricopa
85039	Base	Maricopa
85040	Base	Maricopa
85041	Base	Maricopa
85042	Base	Maricopa

Zip Code	Tier	County
85043	Base	Maricopa
85044	Base	Maricopa
85045	Base	Maricopa
85046	Base	Maricopa
85048	Base	Maricopa
85050	Base	Maricopa
85051	Base	Maricopa
85053	Base	Maricopa
85054	Base	Maricopa
85060	Base	Maricopa
85061	Base	Maricopa
85062	Base	Maricopa
85063	Base	Maricopa
85064	Base	Maricopa
85065	Base	Maricopa
85066	Base	Maricopa
85067	Base	Maricopa
85068	Base	Maricopa
85069	Base	Maricopa
85070	Base	Maricopa
85071	Base	Maricopa
85072	Base	Maricopa
85073	Base	Maricopa
85074	Base	Maricopa
85075	Base	Maricopa
85076	Base	Maricopa
85078	Base	Maricopa
85079	Base	Maricopa
85080	Base	Maricopa
85082	Base	Maricopa
85083	Base	Maricopa
85085	Base	Maricopa
85086	Base	Maricopa
85087	1	Maricopa
85097	Base	Maricopa
85098	Base	Maricopa
85117	1	Pinal
85118	1	Pinal
85119	1	Pinal
85120	1	Pinal, Maricopa
85121	2	Pinal
85122	2	Pinal
85123	2	Pinal

Zip Code	Tier	County
85127	1	Maricopa
85128	2	Pinal
85130	2	Pinal
85131	2	Pinal
85132	2	Pinal
85135	3	Gila
85137	2	Pinal
85138	2	Pinal
85139	2	Pinal, Maricopa
85140	1	Pinal
85141	2	Pinal
85142	1	Pinal, Maricopa
85143	1	Pinal
85145	1	Pinal
85147	2	Pinal
85172	2	Pinal
85173	3	Pinal
85178	1	Pinal
85190	1	Maricopa
85191	2	Pinal
85192	3	Gila, Pinal
85193	2	Pinal
85194	2	Pinal
85201	Base	Maricopa
85202	Base	Maricopa
85203	Base	Maricopa
85204	Base	Maricopa
85205	Base	Maricopa
85206	Base	Maricopa
85207	Base	Maricopa
85208	Base	Maricopa
85209	Base	Maricopa
85210	Base	Maricopa
85211	Base	Maricopa
85212	Base	Maricopa
85213	Base	Maricopa
85214	Base	Maricopa
85215	Base	Maricopa
85216	Base	Maricopa
85224	Base	Maricopa
85225	Base	Maricopa
85226	Base	Maricopa
85233	Base	Maricopa



Zip Code	Tier	County
85234	Base	Maricopa
85236	Base	Maricopa
85244	Base	Maricopa
85246	Base	Maricopa
85248	Base	Pinal, Maricopa
85249	Base	Maricopa
85250	Base	Maricopa
85251	Base	Maricopa
85252	Base	Maricopa
85253	Base	Maricopa
85254	Base	Maricopa
85255	Base	Maricopa
85256	Base	Maricopa
85257	Base	Maricopa
85258	Base	Maricopa
85259	Base	Maricopa
85260	Base	Maricopa
85261	Base	Maricopa
85262	Base	Maricopa
85263	Base	Maricopa
85264	Base	Maricopa
85266	Base	Maricopa
85267	Base	Maricopa
85268	Base	Maricopa
85269	Base	Maricopa
85271	Base	Maricopa
85274	Base	Maricopa
85275	Base	Maricopa
85277	Base	Maricopa
85280	Base	Maricopa
85281	Base	Maricopa
85282	Base	Maricopa
85283	Base	Maricopa
85284	Base	Maricopa
85285	Base	Maricopa
85286	Base	Maricopa
85287	Base	Maricopa
85295	Base	Maricopa
85296	Base	Maricopa
85297	Base	Maricopa
85298	Base	Maricopa
85299	Base	Maricopa
85301	Base	Maricopa

Zip Code	Tier	County
85302	Base	Maricopa
85303	Base	Maricopa
85304	Base	Maricopa
85305	Base	Maricopa
85306	Base	Maricopa
85307	Base	Maricopa
85308	Base	Maricopa
85309	Base	Maricopa
85310	Base	Maricopa
85311	Base	Maricopa
85312	Base	Maricopa
85318	Base	Maricopa
85320	1	Maricopa
85321	3	Pima
85322	2	Maricopa
85323	Base	Maricopa
85324	3	Yavapai
85325	3	La Paz
85326	1	Maricopa
85327	Base	Maricopa
85328	3	La Paz
85329	Base	Maricopa
85331	Base	Maricopa
85332	3	Yavapai
85333	3	Maricopa, Yuma
85334	3	La Paz
85335	Base	Maricopa
85336	3	Yuma
85337	1	Maricopa
85338	Base	Maricopa
85339	Base	Pinal, Maricopa
85340	Base	Maricopa
85341	3	Pima
85342	2	Maricopa, Yavapai
85343	2	Maricopa
85344	3	La Paz
85345	Base	Maricopa
85346	3	La Paz
85347	3	Yuma
85348	3	La Paz
85349	3	Yuma
85350	3	Yuma
85351	Base	Maricopa

Zip Code	Tier	County
85352	3	Yuma
85353	Base	Maricopa
85354	2	Maricopa
85355	Base	Maricopa
85356	3	La Paz, Yuma
85357	3	La Paz
85358	1	Maricopa
85359	3	La Paz
85360	3	Mohave
85361	1	Maricopa
85362	3	Yavapai
85363	Base	Maricopa
85364	3	Yuma
85365	3	Yuma
85366	3	Yuma
85367	3	Yuma
85369	3	Yuma
85371	3	La Paz
85372	Base	Maricopa
85373	Base	Maricopa
85374	Base	Maricopa
85375	Base	Maricopa
85376	Base	Maricopa
85377	Base	Maricopa
85378	Base	Maricopa
85379	Base	Maricopa
85380	Base	Maricopa
85381	Base	Maricopa
85382	Base	Maricopa
85383	Base	Maricopa
85385	Base	Maricopa
85387	Base	Maricopa
85388	Base	Maricopa
85390	1	Maricopa, Yavapai
85392	Base	Maricopa
85395	Base	Maricopa
85396	1	Maricopa
85501	3	Gila
85502	3	Gila
85530	3	Graham
85531	3	Graham
85532	3	Gila
85533	3	Greenlee

Zip Code	Tier	County
85534	3	Greenlee
85535	3	Graham
85536	3	Graham
85539	3	Gila, Pinal
85540	3	Greenlee
85541	3	Gila
85542	3	Gila
85543	3	Graham
85544	3	Gila
85545	3	Gila, Maricopa
85546	3	Graham
85547	3	Gila
85548	3	Graham
85550	3	Graham
85551	3	Graham
85552	3	Graham
85553	3	Gila
85554	3	Gila
85601	2	Pima
85602	2	Cochise, Pima
85603	3	Cochise
85605	2	Cochise
85606	2	Cochise
85607	3	Cochise
85608	3	Cochise
85609	2	Cochise
85610	3	Cochise
85611	2	Cochise, Pima, Santa Cruz
85613	Base	Cochise
85614	2	Pima, Santa Cruz
85615	3	Cochise
85616	3	Cochise
85617	3	Cochise
85618	3	Pinal
85619	2	Pima
85620	3	Cochise
85621	2	Santa Cruz
85622	2	Pima
85623	3	Pinal
85624	2	Santa Cruz
85625	2	Cochise
85626	3	Cochise
85627	2	Cochise

Zip Code	Tier	County
85628	2	Santa Cruz
85629	Base	Pima
85630	3	Cochise
85631	3	Pinal
85632	2	Cochise
85633	Base	Pima
85634	3	Pima
85635	3	Cochise
85636	3	Cochise
85637	2	Pima, Santa Cruz
85638	2	Cochise
85639	3	Pima
85640	2	Santa Cruz
85641	Base	Pima
85643	3	Cochise, Graham
85644	3	Cochise
85645	2	Pima
85646	2	Santa Cruz
85648	2	Santa Cruz
85650	Base	Cochise
85652	Base	Pima
85653	1	Pima, Pinal
85654	1	Pima
85655	3	Cochise
85658	1	Pima, Pinal
85662	2	Santa Cruz
85670	3	Cochise
85671	3	Cochise
85701	Base	Pima
85702	Base	Pima
85703	Base	Pima
85704	Base	Pima
85705	Base	Pima
85706	Base	Pima
85707	Base	Pima
85708	Base	Pima
85709	Base	Pima
85710	Base	Pima
85711	Base	Pima
85712	Base	Pima
85713	Base	Pima
85714	Base	Pima
85715	Base	Pima

Zip Code	Tier	County
85716	Base	Pima
85717	Base	Pima
85718	Base	Pima
85719	Base	Pima
85720	Base	Pima
85721	Base	Pima
85722	Base	Pima
85723	Base	Pima
85724	Base	Pima
85725	Base	Pima
85726	Base	Pima
85728	Base	Pima
85730	Base	Pima
85731	Base	Pima
85732	Base	Pima
85733	Base	Pima
85734	Base	Pima
85735	Base	Pima
85736	Base	Pima
85737	Base	Pima
85738	Base	Pima
85739	Base	Pima, Pinal
85740	Base	Pima
85741	Base	Pima
85742	Base	Pima
85743	Base	Pima
85744	Base	Pima
85745	Base	Pima
85746	Base	Pima
85747	Base	Pima
85748	Base	Pima
85749	Base	Pima
85750	Base	Pima
85751	Base	Pima
85752	Base	Pima
85754	Base	Pima
85755	Base	Pima
85756	Base	Pima
85757	Base	Pima
85775	Base	Pima
85901	3	Apache, Navajo
85902	3	Navajo
85911	3	Navajo

Zip Code	Tier	County
85912	3	Navajo
85920	3	Apache
85922	3	Greenlee
85923	3	Navajo
85924	3	Apache
85925	3	Apache
85926	3	Navajo
85927	3	Apache
85928	3	Coconino, Navajo
85929	3	Navajo
85930	3	Apache
85931	3	Coconino
85932	3	Apache
85933	3	Navajo
85934	3	Navajo
85935	3	Navajo
85936	3	Apache
85937	3	Navajo
85938	3	Apache
85939	3	Navajo
85940	3	Apache
85941	3	Navajo
85942	3	Navajo
86001	1	Coconino
86002	1	Coconino
86003	1	Coconino
86004	1	Coconino
86005	1	Coconino
86011	1	Coconino
86015	1	Coconino
86016	1	Coconino
86017	1	Coconino
86018	3	Coconino
86020	3	Coconino
86021	3	Mohave
86022	3	Coconino
86023	3	Coconino
86024	3	Coconino
86025	3	Navajo
86028	3	Apache
86029	3	Navajo
86030	3	Coconino
86031	3	Navajo

Zip Code	Tier	County
86032	3	Navajo
86033	3	Navajo
86034	3	Navajo
86035	3	Coconino
86036	3	Coconino
86038	1	Coconino
86039	3	Navajo
86040	3	Coconino
86042	3	Navajo
86043	3	Navajo
86044	3	Coconino
86045	3	Coconino
86046	3	Coconino
86047	3	Navajo
86052	3	Coconino
86053	3	Coconino
86054	3	Navajo
86301	Base	Yavapai
86302	1	Yavapai
86303	1	Yavapai
86304	1	Yavapai
86305	1	Yavapai
86312	Base	Yavapai
86313	Base	Yavapai
86314	Base	Yavapai
86315	Base	Yavapai
86320	3	Yavapai
86321	3	Yavapai
86322	Base	Yavapai
86323	Base	Yavapai
86324	Base	Yavapai
86325	Base	Yavapai
86326	Base	Yavapai
86327	Base	Yavapai
86329	Base	Yavapai
86331	Base	Yavapai
86332	2	Yavapai
86333	1	Yavapai
86334	2	Yavapai
86335	Base	Yavapai
86336	Base	Coconino, Yavapai
86337	3	Yavapai
86338	1	Yavapai



Zip Code	Tier	County
86339	Base	Coconino
86340	Base	Yavapai
86341	2	Yavapai
86342	Base	Yavapai
86343	3	Yavapai
86351	2	Yavapai
86401	2	Mohave
86402	2	Mohave
86403	3	Mohave
86404	3	Mohave
86405	3	Mohave
86406	3	Mohave
86409	1	Mohave
86411	1	Mohave
86412	2	Mohave
86413	3	Mohave
86426	3	Mohave
86427	3	Mohave
86429	3	Mohave
86430	3	Mohave
86431	2	Mohave
86432	3	Mohave
86433	3	Mohave
86434	3	Coconino, Mohave
86435	3	Coconino
86436	3	Mohave
86437	1	Mohave
86438	3	Mohave
86439	3	Mohave
86440	3	Mohave
86441	3	Mohave
86442	3	Mohave
86443	3	Mohave
86444	3	Mohave
86445	3	Mohave
86446	3	Mohave
86502	3	Apache
86503	3	Apache
86504	3	Apache
86505	3	Apache
86506	3	Apache
86507	3	Apache
86508	3	Apache

Zip Code	Tier	County
86510	3	Navajo
86511	3	Apache
86512	3	Apache
86514	3	Apache
86515	3	Apache
86520	3	Apache
86535	3	Apache
86538	3	Apache
86540	3	Apache
86544	3	Apache
86545	3	Apache
86547	3	Apache
86556	3	Apache

## Appendix 6: AzEIP Wages and Provider Grouping Assumptions

Provider Grouping and Wage Summary - Disciplines													
Service Discipline	BLS Occupations			May 2022 BLS Wages - Arizona Statewide Before Trend		Arizona Statewide Wages After Trend (As of October 2024)		Tiered Wages with Geographic Incentive Factor			AzEIP Survey Results		
	Code	Description	Percentile Selection	Blending %	Wage	Trend Factor	Base Wage	Tier 1 (10%)	Tier 2 (25%)	Tier 3 (50%)	Response Count	Average Wage	Median Wage
	Social Worker - Bachelor's	21-1021	Child, Family, and School Social Workers	50th Percentile	100%	\$20.70	1.0994	\$22.76	\$25.03	\$28.45	\$34.14		
Social Worker - Master's	21-1022	Healthcare Social Workers	50th Percentile	100%	\$29.70	1.0994	\$32.65	\$35.92	\$40.82	\$48.98	3	\$37.53	
Psychologist	19-3039	Psychologists, All Other	50th Percentile	100%	\$53.47	1.0994	\$58.79	\$64.66	\$73.48	\$88.18	2	\$59.96	
Nutrition and Dietician Services	29-1031	Dietitians and Nutritionists	50th Percentile	100%	\$31.46	1.0994	\$34.59	\$38.05	\$43.23	\$51.88			
Translation and Interpretation Services	27-3091	Interpreters and Translators	75th Percentile	100%	\$25.06	1.0994	\$27.55	\$30.31	\$34.44	\$41.33			
Developmental Special Instruction - Bachelor's	25-9031	Instructional Coordinators	50th Percentile	100%	\$27.63	1.0994	\$30.38	\$33.41	\$37.97	\$45.57	4	\$34.69	\$32.99
Developmental Special Instruction - Master's	19-3034	School Psychologists	75th Percentile	20%	\$41.48	1.0994	\$45.60						
	25-9031	Instructional Coordinators	75th Percentile	80%	\$31.25	1.0994	\$34.36						
	<b>Developmental Special Instruction - Master's Composite</b>		75th Percentile	100%	\$33.30	1.0994	\$36.61	\$40.27	\$45.76	\$54.91	7	\$45.10	\$33.91
Therapist (PT/OT/ST)	29-1123	Physical Therapists	75th Percentile	33%	\$52.10	1.0994	\$57.28						
	29-1122	Occupational Therapists	75th Percentile	33%	\$50.43	1.0994	\$55.44						
	29-1127	Speech-Language Pathologists	75th Percentile	33%	\$50.55	1.0994	\$55.58						
	<b>Therapist (PT/OT/ST) Composite</b>		75th Percentile	100%	\$51.03	1.0994	\$56.10	\$61.71	\$70.12	\$84.15	7	\$71.47	\$65.25
Service Coordination	11-9151	Social and Community Service Managers	50th Percentile	50%	\$31.02	1.0994	\$34.10						
	21-1021	Child, Family, and School Social Workers	50th Percentile	50%	\$20.70	1.0994	\$22.76						
	<b>Service Coordination Composite</b>		50th Percentile	100%	\$25.86	1.0994	\$28.43	\$31.27	\$35.54	\$42.65	7	\$26.10	\$25.26
Shift and Unit Supervisor (Service Coordination)	11-9151	Social and Community Service Managers	75th Percentile	50%	\$38.88	1.0994	\$42.75						
	21-1021	Child, Family, and School Social Workers	75th Percentile	50%	\$23.11	1.0994	\$25.41						
	<b>Shift and Unit Supervisor (Service Coordination) Composite</b>		75th Percentile	100%	\$31.00	1.0994	\$34.08	\$37.48	\$42.60	\$51.11			

Provider Grouping and Wage Summary - Service Coordination Non-Direct								
Disciplines Included in Service Composite	May 2022 BLS Wages - Arizona Statewide Before Trend		Arizona Statewide Wages After Trend (As of October 2024)		Tiered Wages with Geographic Incentive Factor			
	Blending %	Wage	Trend Factor	Base Wage	Tier 1 (10%)	Tier 2 (25%)	Tier 3 (50%)	
	Developmental Special Instruction - Bachelor's	0.5%	\$27.63	1.0994	\$30.38	\$33.41	\$37.97	\$45.57
Developmental Special Instruction - Master's	0.5%	\$33.30	1.0994	\$36.61	\$40.27	\$45.76	\$54.91	
Service Coordination	99.0%	\$25.86	1.0994	\$28.43	\$31.27	\$35.54	\$42.65	
<b>Service Coordination Non-Direct Composite</b>	<b>100.0%</b>	<b>\$25.91</b>	<b>1.0994</b>	<b>\$28.48</b>	<b>\$31.33</b>	<b>\$35.60</b>	<b>\$42.72</b>	

## Appendix 7: BLS SOC Definitions

BLS SOC Definitions				
	BLS Occupations			
	Code	Description	Blending %	BLS SOC Definition
Social Worker - Bachelor's	21-1021	Child, Family, and School Social Workers	100%	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.
Social Worker - Master's	21-1022	Healthcare Social Workers	100%	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.
Psychologist	19-3039	Psychologists, All Other	100%	All psychologists not listed separately.
Nutrition and Dietician Services	29-1031	Dietitians and Nutritionists	100%	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.
Translation and Interpretation Services	27-3091	Interpreters and Translators	100%	Interpret oral or sign language, or translate written text from one language into another.
Developmental Special Instruction - Bachelor's	25-9031	Instructional Coordinators	100%	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.
Developmental Special Instruction - Master's	19-3034	School Psychologists	20%	Diagnose and implement individual or schoolwide interventions or strategies to address educational, behavioral, or developmental issues that adversely impact educational functioning in a school. May address student learning and behavioral problems and counsel students or families. May design and implement performance plans, and evaluate performance. May consult with other school-based personnel.
	25-9031	Instructional Coordinators	80%	Develop instructional material, coordinate educational content, and incorporate current technology into instruction in order to provide guidelines to educators and instructors for developing curricula and conducting courses. May train and coach teachers. Includes educational consultants and specialists, and instructional material directors.
Therapist (PT/OT/ST)	29-1123	Physical Therapists	33%	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
	29-1122	Occupational Therapists	33%	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual's environment, teach skills, and modify specific tasks that present barriers to the individual. Excludes "Rehabilitation Counselors" (21-1015).
	29-1127	Speech-Language Pathologists	33%	Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.
Service Coordination & Shift and Unit Supervisors	11-9151	Social and Community Service Managers	50%	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
	21-1021	Child, Family, and School Social Workers	50%	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.

## Appendix 8: PTO and Training Assumptions by Provider Grouping

Paid Time Off and Training Time										
	A	B	C = A + B	D	E	F = D * F	G	H = C + F	I = G - H	J = G / I - 1
Provider Group	Paid Holidays and PTO per year (in hours)	On-going training/ conference time hours per year	Total	Training hours/ inefficient time for each new hire	Turnover percentage	New hire training hours per year	Annual hours paid on	Hours of replacement for non-productive time	Annual productive time	PTO/training/ conference time adjustment factor
Therapist (PT/OT/ST)	216	40	256	40	32%	13	2,080	269	1,811	14.8%
Developmental Special Instruction - Bachelor's	216	50	266	40	32%	13	2,080	279	1,801	15.5%
Developmental Special Instruction - Master's	216	50	266	40	32%	13	2,080	279	1,801	15.5%
Social Worker - Bachelor's	216	45	261	40	32%	13	2,080	274	1,806	15.2%
Social Worker - Master's	216	45	261	40	32%	13	2,080	274	1,806	15.2%
Psychologist	216	50	266	40	32%	13	2,080	279	1,801	15.5%
Service Coordination	216	45	261	40	32%	13	2,080	274	1,806	15.2%
Shift and Unit Supervisor	216	45	261	40	32%	13	2,080	274	1,806	15.2%
Nutrition and Dietician Services	216	45	261	40	32%	13	2,080	274	1,806	15.2%
Translation and Interpretation Services	216	30	246	40	32%	13	2,080	259	1,821	14.2%
Service Coordination Non-Direct	216	45	261	40	32%	13	2,080	274	1,806	15.2%



## Appendix 9: ERE by Provider Grouping at the Base Tier

Employee Related Expenses - Base Tier										
	A	B	C	D	E	F	G	H	I	J
Provider Group	Trended Wage - Base Tier	Annual Employee Salary	FICA	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Percentage
Notes		A * 2080	Provider Group * 2080 * 7.65% up to \$160,200 taxable limit						SUM ( C through H )	I / B
Therapist (PT/OT/ST)	\$ 56.10	\$ 116,688	\$ 8,927	\$ 420	\$ 192	\$ 1,676	\$ 3,581	\$ 1,167	\$ 15,963	13.7%
Developmental Special Instruction - Bachelor's	\$ 30.38	\$ 63,184	\$ 4,834	\$ 420	\$ 192	\$ 908	\$ 3,581	\$ 632	\$ 10,566	16.7%
Developmental Special Instruction - Master's	\$ 36.61	\$ 76,141	\$ 5,825	\$ 420	\$ 192	\$ 1,094	\$ 3,581	\$ 761	\$ 11,873	15.6%
Social Worker - Bachelor's	\$ 22.76	\$ 47,337	\$ 3,621	\$ 420	\$ 192	\$ 680	\$ 3,581	\$ 473	\$ 8,968	18.9%
Social Worker - Master's	\$ 32.65	\$ 67,918	\$ 5,196	\$ 420	\$ 192	\$ 976	\$ 3,581	\$ 679	\$ 11,044	16.3%
Psychologist	\$ 58.79	\$ 122,275	\$ 9,354	\$ 420	\$ 192	\$ 1,757	\$ 3,581	\$ 1,223	\$ 16,526	13.5%
Service Coordination	\$ 28.43	\$ 59,137	\$ 4,524	\$ 420	\$ 192	\$ 850	\$ 3,581	\$ 591	\$ 10,158	17.2%
Shift and Unit Supervisor	\$ 34.08	\$ 70,879	\$ 5,422	\$ 420	\$ 192	\$ 1,018	\$ 3,581	\$ 709	\$ 11,342	16.0%
Nutrition and Dietician Services	\$ 34.59	\$ 71,943	\$ 5,504	\$ 420	\$ 192	\$ 1,034	\$ 3,581	\$ 719	\$ 11,450	15.9%
Translation and Interpretation Services	\$ 27.55	\$ 57,307	\$ 4,384	\$ 420	\$ 192	\$ 823	\$ 3,581	\$ 573	\$ 9,973	17.4%
Service Coordination Non-Direct	\$ 28.48	\$ 59,242	\$ 4,532	\$ 420	\$ 192	\$ 851	\$ 3,581	\$ 592	\$ 10,169	17.2%



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