

MILLIMAN REPORT

2024 DDD HCBS Market Rate Study

Commissioned by the Arizona Department of Economic Security
Division of Developmental Disabilities

MAY 2, 2024

Ben Mori, Principal and Senior Healthcare Consultant
Alyssa Tolbert, Healthcare Consultant
Clay Holman, Consulting Actuary, FSA, CERA, MAAA

Dennis Finnegan, Senior Healthcare Consultant, MBA
Gigi Cabello, Healthcare Consultant, MS
Gwyn Volk, Senior Healthcare Consultant, M.A.



Table of Contents

I.	PROJECT OVERVIEW	1
A.	BACKGROUND	1
B.	MARKET RATE RESULTS.....	1
C.	PROGRAM OVERVIEW: ELIGIBILITY, BENEFITS, AND RATE STRUCTURE	1
1.	Location-Based Rate Factors.....	3
2.	Staffing Ratio / Group Size Rate Factors	4
3.	Additional Rate Factors	4
4.	Weekly Staffing Matrix: Per Diem Rates	4
D.	NOTABLE WORK CONTRIBUTING TO MARKET RATE DEVELOPMENT	5
E.	KEY UPDATES INCORPORATED BASED ON VENDOR FEEDBACK.....	6
II.	METHODOLOGY	7
A.	RATE MODELING DATA SOURCES	7
B.	INDEPENDENT MARKET RATE MODELING METHODOLOGY	8
C.	RATE MODEL COMPONENTS.....	9
1.	DSP and Supervisor Salaries and Wages.....	9
2.	Employee Related Expenses (ERE).....	13
3.	Transportation and Fleet Vehicle Expenses.....	14
4.	Administration / Program Support / Overhead.....	15
5.	Other Service-Specific Adjustments	17
D.	RATE MODEL TYPES.....	19
	LIMITATIONS	21
	APPENDIX 1: SUMMARY OF UNIT COST RATES	
	APPENDIX 2: WEEKLY STAFF MATRIX PER DIEM RATES	
	APPENDIX 3: PROVIDER GROUPING ASSIGNMENTS BY SERVICE	
	APPENDIX 4: WAGES BY PROVIDER GROUPING	
	APPENDIX 5: SUMMARY OF RATE MODEL INPUTS	
	APPENDIX 6: PTO ADJUSTMENT DEVELOPMENT BY PROVIDER GROUPING	
	APPENDIX 7: ERE DEVELOPMENT BY PROVIDER GROUPING	
	APPENDIX 8: RATE MODEL EXAMPLES	

I. Project Overview

A. BACKGROUND

Milliman has been engaged by the Arizona Department of Economic Security (ADES) to conduct a market rate study for home and community-based services (HCBS) for individuals with Intellectual and/or Developmental Disability provided by Qualified Vendors and as administered by the Division of Developmental Disabilities (DDD). 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.”¹ 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 DDD services effective for the target period of July 1, 2024 through December 31, 2024. HCBS service offerings and definitions relied upon for this rate study were based on DDD’s new Request for Qualified Vendor Application effective July 1, 2024 (“RFQVA-2024”).²

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 cost 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 Qualified Vendors. The IRM approach is generally consistent with legacy HCBS rate methodologies relied upon by DDD, with additional refinements/adjustments to best align rate development with costs anticipated to administer each service under RFQVA-2024. We understand that ADES will utilize this rate study to evaluate overall DDD program funding levels and to inform future DDD HCBS rates. We also understand that final adopted DDD 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 October 1, 2022 DDD Rate Book, revised as of January 24, 2023 and published August 22, 2023 (“October 2022 Rate Book”).³ We understand these rates were last rebased in SFY 2020 (effective date of July 1, 2019), and were informed by a prior rate study developed by Navigant titled *State Fiscal Year 2020 Rate Book* (“2019 Rate Study”). Current adopted rates differ from these 2019 Rate Study published rates.

B. MARKET RATE RESULTS

For this rate study we have modeled market rates for a total of **1,576 different DDD rate cohorts**, which can differ across service, location, setting, number of clients served per visit, and practitioner qualification level. The DDD market rates and their components can be found in the appendices of this report. **Appendix 1** provides a summary of rate components that build up to each market rate under the IRM approach for most DDD services. **Appendices 2a through 2c** provide a summary of market rates for DDD services paid under weekly staffing per diem rates. **Appendices 3 through 7** list the detailed rate modeling assumptions used in AzEIP market rate development. **Appendices 8a through 8e** provide complete rate calculations for example DDD services.

C. PROGRAM OVERVIEW: ELIGIBILITY, BENEFITS, AND RATE STRUCTURE

DDD is a statewide program providing supports and services for individuals with developmental disabilities and their families. DDD eligibility includes individuals diagnosed with one of the following Intellectual and/or Developmental Disabilities:⁴

- Autism
- Cerebral palsy
- Epilepsy

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

² Arizona Division of Developmental Disabilities. (August 1, 2023). *Request For Qualified Vendor Application*. Retrieved September 5, 2023, from https://des.az.gov/sites/default/files/media/RFQVA_DDD-2024_Final_080123.pdf

³ Arizona Division of Developmental Disabilities. (August 22, 2023). *DDD Rate Book Lookup Tool*. Retrieved August 31, 2023, from https://des.az.gov/sites/default/files/media/RateBook_Lookup_File_082223.xlsx

⁴ Retrieved February 26, 2024 from <https://des.az.gov/ddd>.

- Cognitive / Intellectual Disability
- Down Syndrome
- Individuals under the age of six and at risk of having a developmental disability

While DDD provides a wide range of benefits to eligible members, this rate study focused specifically on HCBS offered by Qualified Vendors in Arizona that will be provided under RFQVA-2024. Figure 1 below lists the HCBS service groups included in this rate study and the DDD service codes used within DDD to identify and track specific services.

FIGURE 1: DDD SERVICES INCLUDED IN THE MARKET RATE STUDY

SERVICE GROUP	SERVICE NAME (DDD SERVICE CODE)
Home-Based	Attendant Care (ATC)
	Habilitation, Hourly Support (HAH)
	Homemaker (HSK)
	Respite, Daily (RSD)
	Respite, Hourly (RSP)
	Habilitation, Supported Living (HID)
Day Treatment & Training	Habilitation with Music Therapy (HAM)
	Day Treatment & Training, Adult (DTA)
	Day Service, Children, Summer (DTS)
Employment	Day Service, Children, After-School (DTT)
	Center-Based Employment (CBE)
	Group Supported Employment (GSE)
	Pathways to Employment (Pathways*)
	Employment Supported Aide (ESA)
Developmental Home	Individual Supported Employment (ISE)
	Vendor Supported Developmental Home, Adult (HBA)
	Vendor Supported Developmental Home, Child (HBC)
Group Home	Room and Board (RBD)
	Habilitation, Group Home (HAB)
	Habilitation, Enhanced Behavioral Group Home (HPD)
	Habilitation, Nursing Supported Group Home (HAN)
Professional	Room and Board (RRB)
	Occupational Therapy (OTA) & Evaluation (OEA)
	Physical Therapy (PTA) & Evaluation (PEA)
	Speech Therapy (STA) & Evaluation (SEA)
	Feeding Therapy (92610) & Evaluation (92526)
	Home Health Aide (HHA)
	Nursing Visit RN (G0299) & LPN (G0300)
	Nursing, Respite RN (S5150-TD), LPN (S5150-TE), & LHA (S5150)
	Nursing, Continuous RN (S9123) & LPN (S9124)
	Respiratory Therapy (RP1)
Sign Language or Oral Interpretive Services (T1013)	
Transportation	Transportation, Day Program (TRA)
	Transportation, Employment (TRE)

* New service anticipated to begin July 1, 2024 under RFQVA-2024 (DDD Service Code was not provided at the time of this report).

DDD utilizes a service code data field to track and report utilization and expenditures by service. As illustrated in Figure 1, the DDD code set has approximately 42 unique service codes under RFQVA-2024. However, DDD’s service rate methodology includes additional rate factors such that each unique DDD service code may contain multiple individual service rates. The applicable rate factors vary by DDD service code, but common payment factors include location/travel-based rate variation, staffing ratio variations, and practitioner qualification level.

At DDD’s direction, our rate study reflects the following changes from the October 2022 rate book to reflect the service offerings in RFQVA-2024 :

- Removal of hourly supported living service code (HAI - previously referred to as individually designed living arrangement).
- Inclusion of anticipated Pathways to Employment service anticipated to begin July 1, 2024 under RFQVA-2024. This service is replacing two employment services currently offered under the prior Qualified Vendor agreement: Transition to Employment (TTE) and Career Preparation & Readiness (CPR).
- Additional “Overnight Support” option for vendor supported development home (child habilitation only)
- Addition of home capacity factors for group home habilitation (one member, two members, or three + members capacity)

Figure 2 below provides a high-level overview of the rate factors included in this study (excluding weekly staffing matrix per diem factors, which are described later in this report):

FIGURE 2: DDD HCBS RATE FACTOR OVERVIEW

SERVICE GROUP	LOCATION-BASED FACTOR	STAFFING RATIO / GROUP SIZE	ADDITIONAL FACTOR	NUMBER OF RATE COHORTS
Home-Based Services	Statewide / Flagstaff / Telehealth (HAM only)	IDLA (HID): 1 All Other: 0.5 / 1 / 2 / 3		54
Day Treatment & Training	Statewide / Flagstaff / Rural	Base Services: 3.5 / 5.5 / 7.5 Intense Services: 0.5 / 1 / 2	Base / Behaviorally or Medically Intense	54
Employment Services	Statewide / Flagstaff / Rural (except CBE)	CBE: 1 / 2 / 3 / 4 / 5 / 6 GSE: 2 / 3 / 4 Pathways: 1 / 2 / 3 / 4 / 5 / 6	ISE: Job Search / Job Coaching ESA: Base / Behaviorally or Medically Intense	45
Developmental Home			HBC: Base / Overnight Support	7
Group Home Services	Statewide / Flagstaff	HAB Capacity: 1 / 2 / 3+	HAN Service Level: I / II / III	20
Room and Board (Group Homes)	4 county groupings	Capacity: 1 / 2 / 3 / 4 / 5 / 6	Occupancy: 1 / 2 / 3 / 4 / 5 / 6 (up to capacity)	84
Professional Services: Occupational, Physical, Speech, and Feeding Therapies	Base / Tier 1 / Tier 2 / Tier 3	Evaluation: 1 Therapy: 1 / 2 / 3	Setting: Clinical / Natural / Teletherapy (except Speech & Feeding) Position: Therapist / Assistant	236
Professional Services: Health Aide, Nursing, Respiratory Therapy, Interpretive Services	HHA: Statewide / Flagstaff Nursing: Base / 50-100 Miles / 100+ Miles	1 / 2 / 3	HHA Only: Unskilled / Skilled G0299/G0300: Base / less than 15 min. Respiratory Therapy: Clinical / Natural	100
Transportation	Statewide / Flagstaff / Rural (Regularly Scheduled only)		Regularly Scheduled / Single Person Modified / Extensive Distance Modified	16
Total DDD HCBS Individual Service Rates (Excluding Weekly Staffing Matrix Per Diem Rates):				616

1. Location-Based Rate Factors

Rate factors related to location/geographical regions are further defined as follows:

- **Statewide:** This is the default region unless otherwise specified.
- **Flagstaff:** Utilized for services administered within the city of Flagstaff to reflect Flagstaff’s city-specific minimum wage; no other Flagstaff-specific adjustments are used.
- **Rural:** Per Appendix 3 of the October 2022 Rate Book, rural rate variations are defined by county (all counties except Maricopa and Pima are defined as rural); section II.C.3. *Transportation and Fleet Vehicle Expenses* of this report includes more information on assumption variation.
- **County Groupings (Group Home Room & Board):** Per the October 2022 Rate Book, room & board rates for group home services vary by the following county groupings:
 - Maricopa
 - Pima
 - Apache, Coconino, Navajo & Yavapai
 - Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz and Yuma
- **Base / Tier (1-3):** Physical, occupational, and speech therapy services include Geographic Incentive Factors by tier as further described in section II.C.1. *DSP and Supervisor Salaries and Wages* and section II.C.3. *Transportation and Fleet Vehicle Expenses* of this report. Tier definitions were defined consistent with the October 2022 Rate Book Appendix 2.

- **50-100 Miles / 100+ Miles:** Certain nursing services include enhanced reimbursement rates for services requiring “50-100 miles” or “100+ miles” of travel. Section II.C.3. *Transportation and Fleet Vehicle Expenses* of this report provides a description of the related rate factor adjustments.

2. Staffing Ratio / Group Size Rate Factors

The market rates included in this report use the staffing ratio / group size rate factors defined in the October 2022 DDD rate book. Certain rate factors may represent a range of group sizes, in which case we selected the midpoint of the range for use in the IRM. Additionally, certain services include a staffing ratio / group size factor of 0.5, which represents a ratio of 2 staff members per 1 service recipient.

3. Additional Rate Factors

A number of services include service-specific rate factors, specifically:

- **Behaviorally or Medically Intense:** This rate variation reflects enhanced intensity for a particular service and relies on either an enhanced staffing ratio (day treatment and training services) or a more experienced service practitioner (employment supported aide).
- **Individually Supported Employment, Job Search versus Job Coach:** RFQVA-2024 defines separate activities for job search versus job coach. Certain rate assumptions vary for each component of this service.
- **Overnight Support (Developmental Home Habilitation):** Per DDD’s request, we created a variation of the vendor supported developmental home habilitation service that includes eight hours of additional support needs, such as behavioral health or nighttime support. It is our understanding that DDD anticipates using this payment rate for certain services currently paid by DDD on a negotiated basis (outside of the defined rates in the October 2022 Rate Book).
- **Nursing Supported Group Home Service Level:** DDD’s reimbursement methodology varies by service level for nursing supported group home, with three distinct service levels ranging from lower to higher acuity: Level I, Level II, and Level III.
- **Room and Board Occupancy:** This rate factor reflects the number of residents occupying a group home – see section II.C.5. *Other Service-Specific Adjustments* of this report for more information.
- **Therapy Service Setting⁵:**
 - Natural: includes the client’s home and community settings, such as a park, restaurant, childcare provider, etc., in which persons without disabilities participate.
 - Clinic: includes the office or central location of the provider and generally requires the member to travel to the provider to receive the service.
 - Teletherapy: includes therapy services facilitated virtually in accordance with DDD policies and procedures.
- **Therapist versus Therapy Assistant:** DDD therapy services may be provided by licensed therapy assistants, which have their own separately developed reimbursement rates.
- **Skilled versus Unskilled Home Health Aide:** Unskilled home health aide is consistent with the Home Health Aide service defined in RFQVA-2024, while skilled home health aide is consistent with the Licensed Health Aide service defined in RFQVA-2024.
- **Nursing Visits Less than 15 Minutes:** DDD’s reimbursement methodology includes explicit service rates for nursing visit services of 1 unit length (15 minutes).
- **Transportation:** More information regarding transportation rate development, including individual rate factor definitions, is available in section II.C.5. *Other Service-Specific Adjustments* of this report.

4. Weekly Staffing Matrix: Per Diem Rates

In addition to the rate factors described above, DDD maintains per diem payment rates related to Supported Living, Group Home Habilitation, and Enhanced Behavioral Group Home Habilitation services. Due to the unique staffing structure of these services, we developed the related per diem rates using a two-step process:

⁵ Arizona Division of Developmental Disabilities. *State Fiscal Year 2020 Rate Book*. Retrieved July 10, 2023, from https://des.az.gov/sites/default/files/media/SFY_2020_RateBook_with_Appendices_Version_1.pdfv

1. Used the IRM approach to develop a one hour unit rate for each service, including the rate factors listed in Figure 2 above.
2. Applied the hourly unit rate to a weekly staffing matrix to estimate per diem rates based on each home’s total weekly staff hours (based on the range factor indicated in the October 2022 Rate Book) and the number of residents in the home. The “range” factor increments the total weekly staff hours in a home by 20 hours, consistent with the October 2022 DDD rate book.

Figure 3 provides an overview of the services that utilize the weekly staffing matrix approach, including each service’s “range” values.

FIGURE 3: PER DIEM RATE DEVELOPMENT: WEEKLY STAFFING MATRIX RATE FACTORS

SERVICE CODE	SERVICE NAME	RANGE VALUES*	ADDITIONAL RATE FACTORS	NUMBER OF PER DIEM PAYMENT RATES
HID	Habilitation, Supported Living	1 – 22 (20 – 440 weekly staff hours)	Statewide / Flagstaff	264
HAB	Habilitation, Group Home	1 – 46 (60 – 960 weekly staff hours)	Statewide / Flagstaff	552
HPD	Habilitation, Enhanced Behavioral Group Home	1 – 24 (60 – 960 weekly staff hours)	N/A (Statewide only)	144
Total DDD HCBS Service Rate Count (Weekly Staffing Matrix Per Diem Rates):				960

* Based on the October 2022 Rate Book.

Appendix 2 contains the weekly staff matrix per diem rates based on the hourly rates presented in **Appendix 1**.

The Nursing Supported Group Home Service is also reimbursed under a per diem rate (provided in **Appendix 1**), but does not utilize the weekly staffing matrix approach.

D. NOTABLE WORK CONTRIBUTING TO MARKET RATE DEVELOPMENT

The development of the market rates reflects intensive work with ADES and DDD stakeholders to better understand the costs associated with DDD HCBS service delivery. This process included the following efforts to better understand the resources required to provide the DDD HCBS services included in this rate study:

- **ADES weekly status calls:** Milliman participated in weekly meetings with ADES representatives to discuss service requirements, stakeholder feedback received, planned adjustments to rate assumptions and comparison rates in response to the feedback (June 2023 – March 2024).
- **DDD rate study project webpage:** ADES created a DDD HCBS Rate Rebase project-specific webpage on its des.az.gov website⁶. ADES leveraged the DDD 2023 Rate Rebase webpage to communicate the project background and provide project-specific resources.
- **Stakeholder meetings:** Engagement of stakeholders, which included participation from Qualified Vendors and the Arizona Association of Providers for People with Disabilities (AAPPD), via 18 stakeholder meetings as listed below. In addition, DDD stakeholders were provided dedicated email inbox for questions and feedback.
 - 11 technical workgroup meetings with Qualified Vendors to discuss the survey
 - 2 meetings with AAPPD and their leadership committee to discuss occupation code assumptions and draft modeled rate assumptions
 - 5 meetings with Qualified Vendors to discuss draft modeled rates and assumptions (with AAPPD participation)
- **2023 DDD Qualified Vendor Survey.** We used a Qualified Vendor cost and wage survey to capture the cost and service delivery experience of DDD Qualified Vendors delivering DDD HCBS services.

⁶ <https://des.az.gov/services/disabilities/developmental-disabilities/vendors-providers/rates-authorizations-billing/2023-rate-rebase>

We released this survey in July 2023 and providers were given five weeks to complete the survey. Section II.A. *Rate Modeling Data Sources* of this report provides additional details.

E. KEY UPDATES INCORPORATED BASED ON VENDOR FEEDBACK

The modeled rates documented in this report are the result of the stakeholder engagement process described above, with the Qualified Vendor 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:

- Blended wage assumptions that served as a key input for the Direct Support Professional (DSP) and Supervisor Salary and Wages rate component were adjusted based on discussion and feedback received by AAPPD and Qualified Vendor stakeholders. This includes modifications to:
 - DSP – Habilitation blending weights
 - DSP – Enhanced Behavioral Support occupation codes to include Substance Abuse, Behavioral Disorder, and Mental Health Counselors
- Nursing Supported Group Home services average member occupancy was reduced based on stakeholder feedback received following the draft rate assumptions meetings.
- Group Supported Employment (GSE) staffing ratios were adjusted to reflect member partial day absences based on stakeholder feedback received following the draft rate assumptions meetings.

II. Methodology

A. RATE MODELING DATA SOURCES

We used several data sources to inform development of the DDD HCBS market rates including DDD and ADES program requirements as outlined in RFQVA-2024 and related policy manuals, publicly available information such as wage statistics and other employee-related cost information published by the U.S. Bureau of Labor Statistics (BLS), calendar year (CY) 2022 DDD claims⁷ and January 2023 through September 2023 electronic visit verification (EVV) data⁸, and DDD Qualified Vendor survey responses.

We used DDD Medicaid claims data, provided by DDD on June 21st, 2023, to develop rate modeling inputs related to the average number of service units billed in a day and to evaluate the distribution of utilization across services. We reviewed the DDD claims data for reasonableness for use in rate modeling, but did not perform a full audit of the data.

Qualified Vendor survey responses were another primary data source in DDD market rate modeling. Figure 4 below summarizes the information requested in the Qualified Vendor survey.

FIGURE 4: VENDOR SURVEY OVERVIEW

SURVEY TOOL SECTIONS	SUMMARY OF REQUESTED INFORMATION BY SECTION
General Provider Information	Vendor's total revenues, count of DDD members served, and other operation related questions
Total Costs	Annual costs associated with providing services for DDD 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 DDD direct care staff and supervisors
Service Geography	Distribution of DDD services by region
Service-Specific Sections: Service Overview	Staffing patterns, supply costs, and other questions related to providing HCBS services. Service-specific sections included: <ul style="list-style-type: none"> ▪ Home-Based Services ▪ Therapy & Therapy Assistant Services ▪ Home Health & Nursing ▪ Day Treatment & Training ▪ Employment (Group & Individual) Services ▪ Developmental Home ▪ Group Home ▪ Transportation
Service-Specific Sections: Sites	Certain services included sections allowing Qualified Vendors to provide site-specific responses related to service volume, attendance, staffing patterns, and mileage requirements to provide services. The site-specific responses were collected for the following services: <ul style="list-style-type: none"> ▪ Day Treatment & Training ▪ Group Employment ▪ Center-Based Employment ▪ Developmental Home ▪ Group Home

⁷ Received June 21, 2023 and August 3, 2023.

⁸ Received December 5, 2023.

Figure 5 provides a summary of the Qualified Vendor response count, including overall total survey responses and responses to service-specific sets of questions.

FIGURE 5: VENDOR SURVEY RESPONSES

SERVICE GROUP	RESPONSES
Home-Based Services	100
Day Treatment and Training Services	67
Employment Services	38
Developmental Home Services	20
Group Home Services	52
Professional Services	33
Transportation Services	60
Total Unique Survey Responses	156

Per discussion with DDD, we understand the response count was higher than the prior rate study suggesting a strong sample size of responses for which to base the rate review, however we were unable to fully evaluate the response rate due to Qualified Vendor identification limitations in the claims data.

Additionally, certain sections of the survey were minimally populated presenting challenges in the useability of the data. We summarized and reviewed all survey responses to inform the rate study; however we considered the overall response rate for specific survey questions when selecting final rate assumptions.

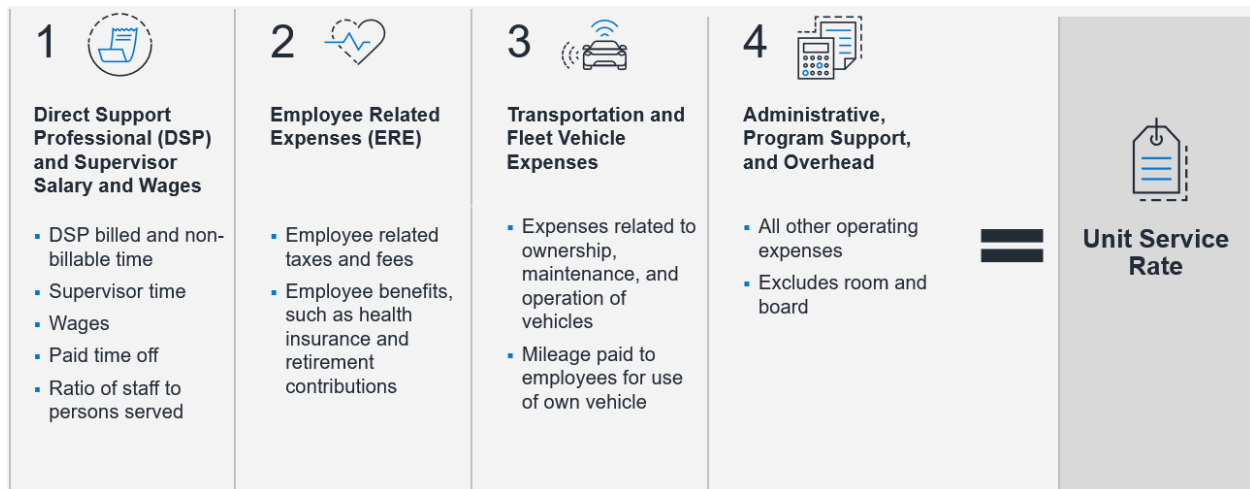
The use of the survey data is further documented throughout this report.

B. INDEPENDENT MARKET RATE MODELING METHODOLOGY

The IRM approach aims to develop rates that reflect the average expected costs a reasonably efficient DDD Qualified Vendor would incur while delivering 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 Direct Support Professional 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 Qualified Vendors, 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 four primary components, as shown in Figure 6 below. The cost and other assumptions associated with each component are adjusted to reflect the expected use of resources separately for each service.

FIGURE 6: KEY COMPONENTS INCLUDED IN THE IRM APPROACH



The first two components shown in Figure 6 above – Direct Support Professional (DSP) and Supervisor Salary 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.

Appendix 1 provides a summary of the market rates produced by the IRM approach, including the amount attributable to each of the high-level rate components shown in Figure 6.

C. RATE MODEL COMPONENTS

This subsection provides a description of the key IRM rate components listed in Figure 6 above.

1. DSP and Supervisor Salaries and Wages

The DSP and Supervisor salaries and wages component is generally the largest within each market rate build-up, 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 services as direct care staff within Arizona’s DDD HCBS program. In order to appropriately reflect the various provider qualification and credential requirements required 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 DDD service as the basis for wage assumption development in the DSP and Supervisor salaries and wages rate component. In certain cases, a service included multiple provider groups (e.g., services requiring a direct supervisor and services that utilize a team-based approach to service delivery such as nursing supported group home). There are also instances where the same provider group was applied to multiple different services (e.g., Direct Care Worker for attendant care, homemaker, respite and employment supported aide). **Appendix 3** provides a list of the provider groupings applicable for each service, including both the DSP and supervisor where relevant. **Appendix 3** 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 2023⁹ as the primary source (most recent BLS data publicly available at the time of analysis).

⁹ 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

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 vary to better align with program staffing expectations. Qualified Vendor survey responses were used as a benchmark source in selection of wage percentiles from the BLS data.

We used BLS SOCs to assign occupations reported in the BLS wage data to provider groups described previously. For certain DDD services, BLS SOCs directly correspond to the direct care staff providing the service, such as registered nurses, therapists, and certified nursing assistants. However, for many DDD HCBS services, BLS does not publish a specific occupational code that directly corresponds to the staff member providing the service. For these services, we grouped relevant BLS occupation codes together for 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 DDD service and the BLS occupation code descriptions, along with consideration of Qualified Vendor survey results and AAPPD feedback related to BLS occupations. We also reviewed additional information for specific provider grouping wage assumptions, such as The American Music Therapy Association's 2021 Workforce Analysis for music therapists¹⁰.

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) wage¹¹ reports for Arizona in the education and health services as of August 2023.

Per DDD policy direction, we also included Geographic Incentive Factors to adjust wages from the base wages to tier-specific wages for occupational, physical, and speech therapy and therapy assistant services. We used the same Geographic Incentive Factors reflected in October 2022 Rate Book and 2019 Rate Study, with values of 10% for tier 1, 25% for tier 2, and 50% for tier 3. We applied these factors 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 DDD'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.

Additional consideration was given for wages within the city of Flagstaff due to the city's unique minimum wage. Based on review of Flagstaff-specific wage data published by BLS, we did not observe significant wage variation in Flagstaff as compared to the Arizona statewide BLS wage information. However, to avoid the use of sub-minimum wages in the market rates, we developed Flagstaff-specific wage assumptions for certain provider groupings where a BLS occupation code wage, after application of trend, was less than the 2024 Flagstaff minimum wage of \$17.40¹².

Appendix 4 illustrates the wage assumption development by provider grouping, including BLS SOC selection and blending assumptions, wage blend calculations, the application of trend factors, and the application of the Flagstaff minimum wage. Wage assumptions displayed in **Appendix 4** are prior to application of the Geographic Incentive Factors for occupational, physical, and speech therapy and therapy assistant services.

Staff Time Assumptions

In the IRM approach, staff time is categorized as direct time, indirect time, transportation time, and supervisor time. Adjustments for PTO, holidays, and in some cases overtime, are also incorporated. Figure 7 below provides a description of each of these sub-elements and related adjustments. **Appendix 5A to 5C** provide specific inputs and assumptions applied to each market rate.

¹⁰ The American Music Therapy Association. *Workforce Analysis – 2021*. Retrieved October 4, 2023, from https://www.musictherapy.org/assets/1/7/2021_Workforce_Analysis_final.pdf

¹¹ Bureau of Labor Statistics. *Current Employment Statistics: State and Area Employment, Hours, and Earnings – August 2023*. Retrieved October 5, 2023, from https://www.bls.gov/web/empsit/cesprog.htm#Data_Available

¹² City of Flagstaff. *Minimum Wage*. Retrieved September 1, 2023 from <https://www.flagstaff.az.gov/3520/Minimum-Wage>

FIGURE 7: SUMMARY OF DIRECT CARE STAFF AND SUPERVISOR TIME CONSIDERED IN RATE MODELING

TYPE OF TIME	DEFINITION	ASSUMPTIONS
DSP Direct Time	<ul style="list-style-type: none"> ▪ Amount of time incurred by DSP staff that can be billed for services provided to individuals. ▪ For example, a service billed as a 15-minute unit assumes that the direct care staff direct time is also at least 15 minutes, an assumption that is consistent with service billing guidelines. Examples of the most common unit types, which vary by service, are a set number of minutes per service unit (e.g., 15-minute, 30-minute, 60-minute), per encounter, per day, or per month. 	<ul style="list-style-type: none"> ▪ For service units that are not defined by a time unit (e.g., per evaluation or per diem), we developed rate model direct time assumptions as listed below based on a review of Qualified Vendor survey responses, feedback from DDD subject matter experts, and review of EVV data (respite daily). <ul style="list-style-type: none"> – RSD Respite, Daily (16 hours per diem) – Therapy Evaluations (2 hours per evaluation) – Speech & Feeding Therapies (1 hour per visit) – Home Health Aide (2 hours per visit) – Transportation time varies – see <i>Other Service-Specific Adjustments</i> for additional detail
DSP Indirect Time	<ul style="list-style-type: none"> ▪ Time that must be spent by non-supervisory DSP staff to provide the service, but is not spent “person facing” and does not result in a billable unit of service. ▪ Time incurred for necessary activities such as recordkeeping, missed appointments, and employer time that is not otherwise included in DSP direct time. 	<ul style="list-style-type: none"> ▪ Indirect time assumptions, listed in Figure 8, vary depending on the service. ▪ Assumptions relied on Qualified Vendor survey responses. For services with a low or no response count, we reviewed the prior study’s assumptions and survey responses for similar services.
DSP Transportation Time	<ul style="list-style-type: none"> ▪ We included a provision for transportation time where it is expected that direct care staff will be required to travel to provide the service. 	<ul style="list-style-type: none"> ▪ Model transportation time assumptions, detailed in Figures 9, 10, and 11, are based on: <ul style="list-style-type: none"> – Estimated average distance driven per service – Amount of time it takes to travel that distance (based on average vehicle speed), which includes regional variation for certain services as further described below.
PTO & Training Adjustment Factor	<ul style="list-style-type: none"> ▪ 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"> – Annual time related to paid vacation, holiday, and sick time. – Annual training and/or conference time expected to be incurred by direct care staff and supervisors. ▪ 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. 	<ul style="list-style-type: none"> ▪ Varies by provider group, based on information collected as part of the Qualified Vendor survey as well as feedback provided by DDD on training requirements. ▪ Detailed assumptions related to the PTO and training adjustment by provider grouping are available in Appendix 6
Supervisor Time	<ul style="list-style-type: none"> ▪ For most services included in this analysis, DSP staff providing services to individuals require supervision. ▪ 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. ▪ Supervisor responsibilities may vary, but primarily are on-site providing direct supervising, hiring, training and discipline of DSPs. Supervisor responsibilities may also include program planning and evaluation, advocacy, working with families, and working with community members. ▪ Supervisor time is determined through application of a “span of control” or caseload assumption, which is a measure of how many DSPs a supervisor can supervise. 	<ul style="list-style-type: none"> ▪ We developed assumptions, as listed in Figure 8, based on Qualified Vendor survey responses, adjusted for the average hours spent providing supervision reported such that all responses represented a caseload for a staff member who only provides supervision. To the extent supervisory staff also provide direct care as a DSP, this time is already captured in the DSP time components. For services with a low or no response count, we reviewed the prior study’s assumptions and survey responses for similar services. ▪ We applied the supervisor caseload assumption by dividing the amount of DSP time spent providing a service on a per unit basis by the caseload assumption. For example, a supervisor caseload of 10 means that every 10 hours of DSP time would require 1 hour of a supervisor’s time.

Figure 8 provides the specific indirect time assumptions used to model the market rates.

FIGURE 8: INDIRECT TIME & SUPERVISORY CASELOAD ASSUMPTIONS

CODE	SERVICE	INDIRECT TIME LOAD	SUPERVISOR SPAN OF CONTROL
Home-Based Services			
ATC	Attendant Care	5.0%	54
HAH	Habilitation, Support	9.5%	40
HSK	Homemaker	3.5%	68
RSP/RSD	Respite	3.0%	46
HID	Habilitation, Supported Living	12.5%	47
HAM	Habilitation with Music Therapy	25.6%	60
Day Treatment and Training Services			
DTA	Adult	10.0%	23
DTS/DTT	Child (After School, & Summer)	7.0%	20
Employment Services			
CBE	Center-Based Employment	12.5%	20
GSE	Group Supported Employment	11.0%	18
ISE	Individual Supported Employment, Job Coaching	47.5%	40
ISE	Individual Supported Employment, Job Search	41.5%	40
ESA	Employment Supported Aide	25.0%	30
Pathways	Pathways to Employment	23.2%	20
Group Home Services			
HAB	Habilitation, Group Home	8.0%	18
HPD	Habilitation, Enhanced Behavioral Group Home	10.0%	18
Professional Services			
HHA	Home Health Aide	6.0%	32
G0299/G0300	Nursing, Visit	38.0%	16
S9123/S9124	Nursing, Continuous / Respite	13.0%	16
S5150	Nursing, Respite	10.0%	16
OTA/PTA/STA/92526	Therapy Services (including Assistants)	40.0%	16
OEA/PEA/SEA/92610	Therapy Evaluations	65.0%	N/A
RP1	Respiratory Therapy	18.1%	40
T1013	Sign Language or Oral Interpretive Services	6.0%	N/A
Transportation Services			
TRA	Transportation (Day Program)	2.6%	23
TRE	Transportation (Employment)	2.6%	20

Notes:

- Developmental home services are not listed above due to unique considerations relevant for that service. See section III.C.5. below for more information related to developmental home services.
- Supervisor caseload assumptions are not applicable for services provided by an RN (G0299, S9123, S5150-TE) or fully licensed therapist (OT/PT/ST).

Travel Time Assumptions

Figure 9 provides the specific transportation assumptions we used to identify direct staff transportation time by population density. We determined these area categories at the ZIP-code level based on each ZIP code’s estimated population density.

FIGURE 9: TRANSPORTATION ASSUMPTIONS USED TO IDENTIFY DIRECT STAFF TRANSPORTATION TIME

AREA CATEGORIES	POPULATION DENSITY	AVERAGE MPH	AVERAGE PER TRIP TRANSPORTATION TIME (ONE-WAY)
Rural	40 people per square mile	50 mph	55 minutes
Rural/Urban	Between 40 and 200 people per square mile	30 mph	40 minutes
Urban	More than 200 people per square mile	20 mph	20 minutes

We applied the assumptions in Figure 9 to Arizona’s statewide population density to estimate the average transportation time per one-way trip and average MPH assumptions across the state. Additionally, we applied the population density estimates at a more granular level for rate cohorts that include location-based rate factors. Figure 10 presents the average transportation time per trip and average MPH assumptions applied to each location-based rate factor.

FIGURE 10: TRANSPORTATION ASSUMPTIONS BY LOCATION-BASED RATE FACTORS

SERVICE GROUP	GEOGRAPHICAL VARIATION	TRAVEL TIME PER ONE-WAY TRIP (MINUTES)	AVG MPH	MILES PER ONE-WAY TRIP
Therapy Services	Base (Therapies)	20.8	20.0	6.9
	Tier 1	24.1	40.0	16.0
	Tier 2	31.9	55.0	29.3
	Tier 3	37.0	55.0	34.0
Nursing Services	Base (Nursing)	23.4	24.9	9.7
	50-100 Miles Travel	180.7	24.9	75.0
	100+ Miles Travel	241.0	24.9	100.0
Day Treatment & Training and Employment	Rural	33.3	38.1	21.2
All Other	Statewide	23.4	24.9	9.7

Application of the transportation time in the IRM considers the average number of trips made per day relative to the number of billable units and unique individuals served during an average day. As the number of billable units per individual per day increases, the transportation time associated with each billable unit decreases because the transportation time is distributed among all the billable units on the claim. Figure 11 provides additional detail regarding the assumptions applied to the total number of trips incorporated per service visit.

FIGURE 11: IDENTIFICATION OF THE AVERAGE NUMBER OF TRIPS, BY DIRECT HOURS PER INDIVIDUAL PER DAY

AVERAGE EXPECTED HOURS PER SERVICE LOCATION	ASSUMPTION
Less than 2 hours	1.25 one-way trips are spread across the average billable units per claim. This would indicate that direct care staff may visit on average four individuals' service locations and then travel back to their main office during an average day for a total of 5 one-way trips.
2 – 4 hours	1.5 one-way trips are spread across the average billable units per claim.
Greater than 4 hours	2 one-way trips are spread across the average billable units per claim (i.e., direct care staff may only drive to one individuals' home and back to their main office during an average day).

Figure 12 provides an example of how the transportation time per unit is calculated for attendant care (ATC).

FIGURE 12 - TRANSPORTATION CALCULATION EXAMPLE – ATTENDANT CARE

A	Direct Time Minutes per Unit	15 Minutes
B	Number of One-Way Trips Per Day*	2 One-Way Trips
C	Assumed One-Way Travel Time	23.4 Minutes
D = B * C	Assumed Total Minutes of Travel Time Per Day	46.8 Minutes
E	Average Number of Units per Day (Based on Data Analysis)	23.0 Units
F = A * E / 60	Average Total Direct Time Per Day	5.75 Hours
G = D / E	Assumed Travel Time Per 15 Minute Unit	2.0 Minutes

* Start with 1 assumed trip per day. If < 2 hours, then add .25 trips, If 2-4 hours, then add .5 trips, If 4+ hours then add 1 trip

* Units were aggregated at the DDD service code level

* See Figures 10 & 11 for the development of the assumed one-way travel time

2. Employee Related Expenses (ERE)

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 the employer-related payroll taxes on federal and state specific requirements. For example, the IRS specifies amounts for items such as Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), where 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 Qualified Vendor survey responses to inform employer costs and employee take-up rate adjustments for insurance and retirement benefits.

The detailed calculations related to the ERE percentage are shown by provider grouping in **Appendix 7**. Figure 13 below describes the data sources and assumptions for each component of the ERE factor development.

FIGURE 13: ERE ASSUMPTIONS BY COMPONENT

ERE COMPONENT	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 https://www.irs.gov/taxtopics/tc759
SUI	\$192, 2.4% (2016 average tax) of first \$8,000	Arizona Department of Economic Security. Employer Engagement Administration. Unemployment Insurance Tax Rate Chart for Calendar Year 2023. Retrieved from: https://des.az.gov/sites/default/files/dl/UIT-0603A%20%28FY23%29.pdf?time=1693599517380 Arizona Department of Economic Security. Employer Engagement Administration. Unemployment Insurance Tax Rate Chart for Calendar Year 2018. Retrieved from: https://des.az.gov/sites/default/files/media/ui_tax_rate_prior_years_compliant.pdf
FICA	Employer Social Security: 6.2% (first \$160,200) Employer Medicare: 1.45%	Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates. Retrieved from https://www.irs.gov/taxtopics/tc751
Worker’s Compensation	Total FICA: 7.65% on first \$160,200 1.4%	Qualified Vendor survey responses
Health Insurance	\$3,581	Assuming approximately \$5,000 health insurance costs, after trending to October 1, 2024, with a 71% take-up rate, based on cost information reported in Qualified Vendor survey responses
Retirement	1.0%	Assuming approximately 3% of wages cost for enrolled employees with a 33% take-up rate consistent with Qualified Vendor survey responses

3. Transportation and Fleet Vehicle Expenses

The transportation and fleet vehicle expense component of the IRM approach is intended to capture the Qualified Vendor transportation costs, whether reimbursing staff for use of their own vehicles, or the costs associated with Qualified Vendor-owned vehicles. The primary approach we used for this rate component is based on the estimated average number of miles required to provide a service (on a per unit basis) multiplied 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.¹³ 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).¹⁴ 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).

As previously described in Figure 9, the rate modeling assumes that average per trip transportation time is 50 minutes in a rural area, 30 minutes in rural/urban area, and 20 minutes in an urban area. The model also assumes that the average driving speed is 55 miles per hour (MPH) in a rural area, 40 MPH in a rural/urban area, and 20 MPH in an urban area. We applied these assumptions to Arizona’s population density distribution at a zip code level to estimate average travel time and MPH assumptions, for both the “statewide” rate factors and the various location-based rate factors. We calculated the assumed miles driven by multiplying the average driving speed by the transportation time in terms of hours. Figure 10 provides the estimated miles per one-way trip related to travel to/from DDD service locations by location-based rate factors.

¹³ 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>

¹⁴ Congressional Research Service. *Internal Revenue Service (IRS) Standard Mileage Rates*. February 16, 2024. <https://crsreports.congress.gov/product/pdf/IN/IN12320>

We included an additional provision for the consideration of miles driven with a member during billable service time. Figure 14 lists the related assumptions, which were informed by Qualified Vendor survey responses and feedback from DDD.

FIGURE 14: MILEAGE ASSUMPTIONS – TRAVEL WITH DDD MEMBERS

DDD SERVICE CODE	LOCATION	MILES PER MEMBER PER SERVICE / DAY
ATC	Statewide	4.0
HAH	Statewide	10.0
RSD	Statewide	10.0
RSP	Statewide	8.0
HID	Statewide	6.0
DTA	Statewide	3.0
DTA	Rural	4.0
DTS	Statewide	3.0
DTS	Rural	4.0
DTT	Statewide	3.0
DTT	Rural	4.0
GSE	Statewide	6.0
GSE	Rural	18.0
ISE-Job Coach	Statewide	-
ISE-Job Coach	Rural	-
ISE-Job Search	Statewide	3.7
ISE-Job Search	Rural	10.6
HAB	Statewide	6.0
HPD	Statewide	6.0

Figure 15 shows the build-up of the transportation fleet costs per unit for the ATC service example.

FIGURE 15 - TRANSPORTATION FLEET COSTS PER UNIT - ATC

A	Estimated Average MPH	24.90
B	Average Minutes of Transportation Time Per Unit	2.04
C = A * B / 60	Estimated Miles Driven Per Unit (to/from services)	0.85
D	Estimated Miles Driven Per Service Visit (with member)	4.0
E*	Estimated Miles Driven Per Unit (with member)	0.17
F = C + E	Total Miles Driven Per Unit	1.02
G	Federal Reimbursement Rate	\$ 0.67
H = F * G	Transportation Costs Per Unit	\$ 0.68

* based on an average of 23.0 units per day based on claims data analysis

Transportation expenses are spread across all billable units of a claim in the same way that the transportation time is incorporated into the rate models.

For **nursing supported group home services** provided in licensed residential settings, due to the unique service requirements, we developed an approach separate from the IRM that included a transportation rate component based on the estimated costs associated with operating and maintaining fleet vehicles dedicated to transporting individuals for service-related purposes. We based this estimate on the annual costs necessary to maintain and operate a vehicle, including financing, insurance and registration, fuel, routine maintenance (oil, brakes, tires, batteries, filters, etc.), converted to a vehicle cost per unit of service basis. The resulting estimated cost per day of operating and maintaining a van used for nursing supported group home services is **\$34.05**, which we used in lieu of the IRS mileage rate approach described previously.

For other group home services, we used the IRM-based weekly staffing matrix approach for developing per diem rates, which involved the IRS mileage rate approach described previously to estimate mileage expenses per 1 hour unit.

4. Administration / Program Support / Overhead

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 and equipment necessary to support service delivery.

- **Administration and overhead expenses** – Generally, administrative-related expenses would include all expenses incurred by the provider entity necessary to support the provision of services but not directly related to providing services to individuals, and may include, but not be limited to:
 - 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
- **Facility costs** (for Day Treatment and Training and Center-Based Employment services only) – capital related costs supporting facility space required for the provision of services

For each service, we used a single factor assumption to account for administrative and program support costs. Vendor responses for costs reported for wages, benefits, administration, program support, and other service costs categories of the Qualified Vendor survey were used to inform the final administrative and program support selection.

Figure 16 below lists the administrative / program support assumption applicable to each service. The median Qualified Vendor reported administrative and program support value was calculated at 23.8% of total costs, based on administrative and program support expenses as compared to overall DDD program expenses.

FIGURE 16: ADMINISTRATIVE AND PROGRAM SUPPORT EXPENSE ASSUMPTIONS

SERVICE GROUP	SERVICE CODES	ASSUMPTION
Day Treatment and Training	DTA, DTS, DTT	35.0%
	CBE	35.0%
Employment Services	GSE, Pathways	23.0%
	ESA, ISE	18.0%
Vendor Supp. Dev. Home	HBA, HBC	25.0%
All Other Services		18.0%

An additional \$0.56 provision per member per day was included for day treatment & training services to account for snack/food costs that are expected to vary by group size.

5. Other Service-Specific Adjustments

Group Supported Employment – Group Size Efficiency Adjustment

We applied an 85% adjustment factor to the group size inputs for Group Supported Employment (GSE) services. This factor accounts for portions of a day that member attendance does not fully reflect the service rate’s group size due to differences in member attendance schedules and partial day absences. This adjustment was made in lieu of the “missed days” adjustment included in the 2019 Rate Study.

Transportation Services

DDD’s service offerings include dedicated transportation reimbursement rates to provide for transportation of DDD members to and from DDD day treatment & training services (TRA) and employment services (TRE). Within each of these transportation services, DDD’s reimbursement methodology includes three separate types of transportation as defined below:

- Regularly Scheduled: This is the primary transportation service for both day and employment services, in which staff members perform routes picking up multiple members to transport to and from DDD services.
- Single Person Modified: In this service type, transportation is provided for a single member. Per DDD policy-decision, this service requires two staff members, one staff member to operate the vehicle and another that assists the member during transportation.
- Extensive Distance Modified: This service type is intended to be used when extensive mileage is required to transport members.

While the rate model components as discussed previously are also applicable to the transportation service, special considerations and assumptions were required to reflect that “direct” service time for transportation services is time that results in mileage expenses. Additionally, the unit definition for these services is on a “per trip” basis that must be estimated by examining factors such as the average elapsed time per one-way transportation route and the number of members transported in a single one-way transportation route. We developed the related assumptions based on review of Qualified Vendor survey data. Figure 17 provides a summary of these assumptions.

FIGURE 17: TRANSPORTATION SERVICES ASSUMPTIONS

SERVICE TYPE	SETTING	HOURS PER ONE-WAY ROUTE	MEMBERS PER ONE-WAY ROUTE
Regularly Scheduled	Urban	1.40	5.50
	Rural	1.70	4.50
Single Person Modified	Urban	0.51	0.50
	Rural	0.76	0.50
Extensive Distance Modified	Statewide	9.00	5.00

Note: 0.5 members per one-way route is equivalent to a 2:1 staffing ratio and was selected based on DDD-policy decision.

Developmental Home Services

Vendor supported developmental home services also required special consideration within the IRM framework due to the nature of the service. The service standard for developmental home services requires a number of responsibilities for Qualified Vendors, including support of and payments to developmental home habilitation providers. This support includes ongoing training, supervision, and monitoring of current developmental homes. Vendors are also responsible for recruiting new developmental home providers, including tasks such as initial training and licensing of developmental homes ultimately resulting in the placement of DDD members within the developmental home.

We applied the IRM framework to developmental services to estimate two distinct components of the rate development:

- An agency payment rate to account for Qualified Vendor staff members that perform recruitment, training and monitoring activities,
- A habilitation payment component to estimate the cost associated with the direct habilitation services.

Although we estimate these components separately, the final market rate reflects the sum of the two components.

Agency Payment

The developmental home agency payment rate consists primarily of costs related to training, supervision, and monitoring staff. We estimated this staff time based on the wages and ERE assumptions discussed previously for the developmental home licensing staff provider grouping. We assumed the Training Staff would provide 15 ongoing training hours per home per year, plus a 17% indirect time load. We assumed supervision and monitoring staff would monitor 16 homes per year, with additional time factored in for general indirect time (17%) and pre-placement time (25%). We did not apply the PTO/training adjustment factor to developmental home services as it is anticipated that any PTO/training time is a component of the number of homes that a single staff member can supervise in a given year. The agency payment rate also includes a provision for mileage costs, based on an estimated 16 home visits per year and 47 miles of travel per visit, applied to IRS mileage rate of \$0.67. We also applied a 25% program support & administrative overhead factor to the agency rate component.

Habilitation Payment

The habilitation payment consists of staff wages and related costs for direct care time, primarily habilitation provided by the developmental home caregiver. We estimated this time as six hours per day based on a review of Qualified Vendor survey data. Additionally, we included respite care costs at approximately 336 hours (two weeks) per year, consistent with the assumptions from the prior study. We included the costs associated with these caregivers based on the wages and ERE assumptions related to DSP – Habilitation (developmental home caregiver) and Direct Care Worker (respite) provider groupings.

Appendix 8D provides the developmental home model rate development including application of the assumptions reflected above, including the room & board portion of the rate development as further described below.

Room & Board Services (Group Home)

We estimated room & board service rates for group home services based on a review of the costs associated with five primary components. The reimbursement methodology varies by home size (capacity: up to six members per home) and occupancy (at least one member, up to the number of members applicable per home size). Cost component assumptions vary to the extent that either capacity or occupancy would impact anticipated costs for that component, as listed below.

- **Rent & Utilities:** We based costs for rent & utilities on the FY 2024 Fair Market Rent data published by the US Department of Housing and Urban Development (HUD)¹⁵ plus an additional trend component based on a review of changes in Fair Market Rent data as published in the FY 2024 and FY 2023 studies.
Rent & utilities costs vary by home size (# of bedrooms). Additionally, the DDD reimbursement methodology reflects separate rate cohorts for certain county groupings as described previously in section I.C.1 *Location-Based Rate Factors*. The fair market rate information published by HUD varies by individual county, and were composited to reflect the four county groupings in DDD's reimbursement methodology based on the number of room & board units reported in the CY 2022 claims data.
- **Internet:** Approximately \$50 per month based on a review of internet cost research within Arizona and the Phoenix area.
- **Maintenance:** We estimated monthly costs based on Qualified Vendor survey data at approximately \$95.21 per occupant.
- **Household Consumables:** We estimated monthly costs based on Qualified Vendor survey data at approximately \$103.95 per occupant.
- **Food:** We incorporated food costs for food based on the United States Department of Agriculture (USDA) Food and Nutrition Service food plan costs as published for September 2023¹⁶ plus an additional trend component to

¹⁵ US Department of Housing and Urban Development. *FY 24 Fair Market Rents*. Retrieved October 5, 2024, from: <https://www.huduser.gov/portal/datasets/fmr.html>

¹⁶ US Department of Agriculture Food and Nutrition Services. *Official USDA Food Plans: Cost of Food at Home at Three Levels, US Average, September 2023*. Retrieved October 27, 2023, from: <https://fns-prod.azureedge.us/sites/default/files/media/file/CostofFoodSep2023LowModLib.pdf>

reflect increases in food costs through October 2024. The final food cost assumption is approximately \$345.14 per occupant.

Food costs vary by the number of occupants per home. Additionally, the USDA food plans publish separate cost estimates by age and gender groupings. We based the final food cost estimate on an average of the estimates for individuals ages 19 and over.

Appendix 8E provides an illustration of these cost components by capacity and occupancy as well as the resulting market rates.

Room & Board Services (Developmental Home)

We estimated room & board service rates for developmental home services similar to the methodology applied to group home room & board, as outlined above. However, we excluded certain components from the rate build-up due to differences in the services. Developmental Home services involve a DDD member being placed in an established home and becoming a member of the family that receives habilitation services as part of a family living environment. Therefore, the room & board service rates are intended to estimate the incremental cost of an additional member living in the home, rather than the entire cost of owning and maintaining a home (as in group home room & board). Only the following cost components were utilized in the developmental home room & board rate model.

- **Maintenance:** We estimated monthly costs based on Qualified Vendor survey data at approximately \$95.21 per occupant.
- **Household Consumables:** We estimated monthly costs based on Qualified Vendor survey data at approximately \$103.95 per occupant.
- **Food:** We incorporated costs for food based on the United States Department of Agriculture (USDA) Food and Nutrition Service food plan costs as published for September 2023¹⁷ plus an additional trend component to reflect increases in food costs through October 2024. The final food cost assumption is approximately \$345.14 per occupant.

The room & board rate model for developmental home services is included on page 3 of **Appendix 8D**.

D. RATE MODEL TYPES

There are three main model types that reflect the rate model components described above:

- **Per Unit Rate Model:** Used when the direct care service time assumptions related to providing the service can be reasonably determined on a per unit basis.
- **Transportation Rate Model:** Used for services where direct staff time is primarily operating a vehicle as part of member transportation. This model is similar to the per unit rate model, but does not distinguish between direct time and transportation time.
- **Per Diem Shift-Based Rate Model:** Used for services where more than one individual is served, typically in a residential setting, where direct care staff are expected to be on-site for scheduled periods or shifts, set up to provide service coverage over an extended period of time, or on a 24/7 basis.
- **Developmental Home Services Model:** Specialty model tailored for Qualified Vendor supported developmental home services, including habilitation and room & board. The model estimates the costs associated with recruiting, licensing, training and other requirements for Qualified Vendors supporting developmental home services.
- **Room & Board Services Model (Group Home):** Estimates costs related to room & board for group home services, including the following components: rent/facility costs, internet, maintenance, household consumables, and food.

The intent of each model is to capture the average expenses that the provider is expected to experience delivering each service over a period of time.

¹⁷ US Department of Agriculture Food and Nutrition Services. *Official USDA Food Plans: Cost of Food at Home at Three Levels, US Average, September 2023*. Retrieved October 27, 2023, from: <https://fns-prod.azureedge.us/sites/default/files/media/file/CostofFoodSep2023LowModLib.pdf>

Figure 18 shows the rate model types chosen for each procedure code. An example rate model for each of these model types is provided in **Appendix 8**.

FIGURE 18: SERVICES BY MODEL TYPE

MODEL TYPE	DDD SERVICE CODES
Per Unit	92526, 92610, ATC, CBE, DTA, DTS, DTT, ESA, G0299, G0300, GSE, HAB, HAH, HAM, HHA, HID, HSK, ISE, OEA, OTA, Pathways, PEA, PTA, RP1, RSD, RSP, S5150, S9123, S9124, SEA, STA, T1013
Transportation	TRA, TRE
Per Diem Shift-Based	HAN
Developmental Home	HBA, HBC, RBD
Room & Board (Group Home)	RRB

Limitations

The information contained in this report has been prepared for the Arizona Department of Economic Security (ADES) and the Division of Developmental Disabilities (DDD) to provide documentation of the development of market rates for DDD home and community-based services (HCBS). We understand that ADES will utilize this rate study to evaluate overall DDD program funding levels and to inform future DDD HCBS rates. We also understand that final adopted DDD 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 DDD 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 DDD 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 letter 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 DDD HCBS 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, Qualified Vendors, and analysis developed by Navigant 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 HCBS 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 HCBS 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: Summary of Unit Cost Rates

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Home-Based Services	ATC	Attendant Care	Statewide		1		Per 15 Minutes	\$ 5.71	\$ 1.24	\$ 0.68	\$ 1.68	\$ 9.31
Home-Based Services	ATC	Attendant Care	Statewide		2		Per 15 Minutes	\$ 2.97	\$ 0.65	\$ 0.34	\$ 0.87	\$ 4.83
Home-Based Services	ATC	Attendant Care	Statewide		3		Per 15 Minutes	\$ 2.06	\$ 0.45	\$ 0.23	\$ 0.60	\$ 3.34
Home-Based Services	ATC	Attendant Care	Flagstaff		0.5		Per 15 Minutes	\$ 11.85	\$ 2.50	\$ 1.37	\$ 3.45	\$ 19.17
Home-Based Services	ATC	Attendant Care	Flagstaff		1		Per 15 Minutes	\$ 6.05	\$ 1.28	\$ 0.68	\$ 1.76	\$ 9.77
Home-Based Services	ATC	Attendant Care	Flagstaff		2		Per 15 Minutes	\$ 3.15	\$ 0.67	\$ 0.34	\$ 0.91	\$ 5.07
Home-Based Services	ATC	Attendant Care	Flagstaff		3		Per 15 Minutes	\$ 2.19	\$ 0.46	\$ 0.23	\$ 0.63	\$ 3.51
Home-Based Services	HAH	Habilitation, Support	Statewide		0.5		Per 15 Minutes	\$ 14.22	\$ 2.82	\$ 2.44	\$ 4.28	\$ 23.76
Home-Based Services	HAH	Habilitation, Support	Statewide		1		Per 15 Minutes	\$ 7.38	\$ 1.47	\$ 1.22	\$ 2.21	\$ 12.28
Home-Based Services	HAH	Habilitation, Support	Statewide		2		Per 15 Minutes	\$ 3.97	\$ 0.79	\$ 0.61	\$ 1.18	\$ 6.55
Home-Based Services	HAH	Habilitation, Support	Statewide		3		Per 15 Minutes	\$ 2.83	\$ 0.56	\$ 0.41	\$ 0.83	\$ 4.63
Home-Based Services	HAH	Habilitation, Support	Flagstaff		0.5		Per 15 Minutes	\$ 14.29	\$ 2.84	\$ 2.44	\$ 4.29	\$ 23.86
Home-Based Services	HAH	Habilitation, Support	Flagstaff		1		Per 15 Minutes	\$ 7.43	\$ 1.47	\$ 1.22	\$ 2.22	\$ 12.34
Home-Based Services	HAH	Habilitation, Support	Flagstaff		2		Per 15 Minutes	\$ 3.99	\$ 0.79	\$ 0.61	\$ 1.18	\$ 6.57
Home-Based Services	HAH	Habilitation, Support	Flagstaff		3		Per 15 Minutes	\$ 2.84	\$ 0.56	\$ 0.41	\$ 0.84	\$ 4.65
Home-Based Services	HSK	Homemaker	Statewide		0.5		Per 15 Minutes	\$ 10.73	\$ 2.44	\$ 1.61	\$ 3.24	\$ 18.02
Home-Based Services	HSK	Homemaker	Statewide		1		Per 15 Minutes	\$ 5.45	\$ 1.24	\$ 0.80	\$ 1.64	\$ 9.13
Home-Based Services	HSK	Homemaker	Statewide		2		Per 15 Minutes	\$ 2.80	\$ 0.64	\$ 0.40	\$ 0.84	\$ 4.68
Home-Based Services	HSK	Homemaker	Statewide		3		Per 15 Minutes	\$ 1.91	\$ 0.44	\$ 0.27	\$ 0.58	\$ 3.20
Home-Based Services	HSK	Homemaker	Flagstaff		0.5		Per 15 Minutes	\$ 11.85	\$ 2.55	\$ 1.61	\$ 3.51	\$ 19.52
Home-Based Services	HSK	Homemaker	Flagstaff		1		Per 15 Minutes	\$ 6.01	\$ 1.30	\$ 0.80	\$ 1.78	\$ 9.89
Home-Based Services	HSK	Homemaker	Flagstaff		2		Per 15 Minutes	\$ 3.09	\$ 0.67	\$ 0.40	\$ 0.91	\$ 5.07
Home-Based Services	HSK	Homemaker	Flagstaff		3		Per 15 Minutes	\$ 2.12	\$ 0.46	\$ 0.27	\$ 0.62	\$ 3.47
Home-Based Services	RSD	Respite, Daily	Statewide		0.5		Per Diem	\$ 625.43	\$ 136.39	\$ 13.40	\$ 170.17	\$ 945.39
Home-Based Services	RSD	Respite, Daily	Statewide		1		Per Diem	\$ 317.34	\$ 69.20	\$ 6.70	\$ 86.32	\$ 479.56
Home-Based Services	RSD	Respite, Daily	Statewide		2		Per Diem	\$ 163.29	\$ 35.61	\$ 3.35	\$ 44.40	\$ 246.65
Home-Based Services	RSD	Respite, Daily	Statewide		3		Per Diem	\$ 111.95	\$ 24.41	\$ 2.23	\$ 30.42	\$ 169.01
Home-Based Services	RSD	Respite, Daily	Flagstaff		0.5		Per Diem	\$ 663.09	\$ 140.17	\$ 13.40	\$ 179.27	\$ 995.93
Home-Based Services	RSD	Respite, Daily	Flagstaff		1		Per Diem	\$ 336.44	\$ 71.12	\$ 6.70	\$ 90.94	\$ 505.20
Home-Based Services	RSD	Respite, Daily	Flagstaff		2		Per Diem	\$ 173.12	\$ 36.60	\$ 3.35	\$ 46.77	\$ 259.84
Home-Based Services	RSD	Respite, Daily	Flagstaff		3		Per Diem	\$ 118.68	\$ 25.09	\$ 2.23	\$ 32.05	\$ 178.05
Home-Based Services	RSP	Respite, Hourly	Statewide		0.5		Per 15 Minutes	\$ 11.59	\$ 2.53	\$ 2.17	\$ 3.58	\$ 19.87
Home-Based Services	RSP	Respite, Hourly	Statewide		1		Per 15 Minutes	\$ 5.86	\$ 1.28	\$ 1.09	\$ 1.81	\$ 10.04
Home-Based Services	RSP	Respite, Hourly	Statewide		2		Per 15 Minutes	\$ 3.01	\$ 0.66	\$ 0.54	\$ 0.92	\$ 5.13
Home-Based Services	RSP	Respite, Hourly	Statewide		3		Per 15 Minutes	\$ 2.05	\$ 0.45	\$ 0.36	\$ 0.63	\$ 3.49
Home-Based Services	RSP	Respite, Hourly	Flagstaff		0.5		Per 15 Minutes	\$ 12.29	\$ 2.60	\$ 2.17	\$ 3.74	\$ 20.80
Home-Based Services	RSP	Respite, Hourly	Flagstaff		1		Per 15 Minutes	\$ 6.22	\$ 1.31	\$ 1.09	\$ 1.89	\$ 10.51
Home-Based Services	RSP	Respite, Hourly	Flagstaff		2		Per 15 Minutes	\$ 3.19	\$ 0.67	\$ 0.54	\$ 0.97	\$ 5.37
Home-Based Services	RSP	Respite, Hourly	Flagstaff		3		Per 15 Minutes	\$ 2.18	\$ 0.46	\$ 0.36	\$ 0.66	\$ 3.66
Home-Based Services	HID	Habilitation, Supported Living, Daily	Statewide		1		Per Hour (For Weekly Staffing Matrix)	\$ 26.06	\$ 5.18	\$ 0.13	\$ 6.89	\$ 38.26
Home-Based Services	HID	Habilitation, Supported Living, Daily	Flagstaff		1		Per Hour (For Weekly Staffing Matrix)	\$ 26.19	\$ 5.20	\$ 0.13	\$ 6.92	\$ 38.44
Home-Based Services	HAM	Habilitation with Music Therapy	Statewide		0.5		Per 15 Minutes	\$ 26.58	\$ 4.51	\$ 4.06	\$ 7.72	\$ 42.87
Home-Based Services	HAM	Habilitation with Music Therapy	Statewide		1		Per 15 Minutes	\$ 14.35	\$ 2.43	\$ 2.03	\$ 4.13	\$ 22.94
Home-Based Services	HAM	Habilitation with Music Therapy	Statewide		2		Per 15 Minutes	\$ 8.23	\$ 1.39	\$ 1.02	\$ 2.33	\$ 12.97
Home-Based Services	HAM	Habilitation with Music Therapy	Statewide		3		Per 15 Minutes	\$ 6.18	\$ 1.05	\$ 0.68	\$ 1.74	\$ 9.65
Home-Based Services	HAM	Habilitation with Music Therapy	Telehealth		0.5		Per 15 Minutes	\$ 18.56	\$ 3.15	\$ 0.00	\$ 4.77	\$ 26.48
Home-Based Services	HAM	Habilitation with Music Therapy	Telehealth		1		Per 15 Minutes	\$ 10.34	\$ 1.75	\$ 0.00	\$ 2.65	\$ 14.74

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Home-Based Services	HAM	Habilitation with Music Therapy	Telehealth		3		Per 15 Minutes	\$ 4.85	\$ 0.82	\$ 0.00	\$ 1.25	\$ 6.92
Home-Based Services	HAM	Habilitation with Music Therapy	Flagstaff		0.5		Per 15 Minutes	\$ 26.58	\$ 4.51	\$ 4.06	\$ 7.72	\$ 42.87
Home-Based Services	HAM	Habilitation with Music Therapy	Flagstaff		1		Per 15 Minutes	\$ 14.35	\$ 2.43	\$ 2.03	\$ 4.13	\$ 22.94
Home-Based Services	HAM	Habilitation with Music Therapy	Flagstaff		2		Per 15 Minutes	\$ 8.23	\$ 1.39	\$ 1.02	\$ 2.33	\$ 12.97
Home-Based Services	HAM	Habilitation with Music Therapy	Flagstaff		3		Per 15 Minutes	\$ 6.18	\$ 1.05	\$ 0.68	\$ 1.74	\$ 9.65
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		3.5		Per 15 Minutes	\$ 1.87	\$ 0.37	\$ 0.02	\$ 1.24	\$ 3.50
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		5.5		Per 15 Minutes	\$ 1.18	\$ 0.24	\$ 0.01	\$ 0.80	\$ 2.23
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		7.5		Per 15 Minutes	\$ 0.87	\$ 0.17	\$ 0.01	\$ 0.59	\$ 1.64
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		3.5		Per 15 Minutes	\$ 1.89	\$ 0.37	\$ 0.02	\$ 1.24	\$ 3.52
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		5.5		Per 15 Minutes	\$ 1.20	\$ 0.24	\$ 0.01	\$ 0.80	\$ 2.25
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		7.5		Per 15 Minutes	\$ 0.88	\$ 0.17	\$ 0.01	\$ 0.59	\$ 1.65
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		3.5		Per 15 Minutes	\$ 1.87	\$ 0.37	\$ 0.03	\$ 1.24	\$ 3.51
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		5.5		Per 15 Minutes	\$ 1.18	\$ 0.24	\$ 0.02	\$ 0.80	\$ 2.24
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		7.5		Per 15 Minutes	\$ 0.88	\$ 0.17	\$ 0.01	\$ 0.59	\$ 1.65
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		1 Intense		Per 15 Minutes	\$ 6.55	\$ 1.30	\$ 0.07	\$ 4.28	\$ 12.20
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		2 Intense		Per 15 Minutes	\$ 3.27	\$ 0.65	\$ 0.04	\$ 2.15	\$ 6.11
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Statewide		0.5 Intense		Per 15 Minutes	\$ 13.09	\$ 2.59	\$ 0.15	\$ 8.55	\$ 24.38
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		1 Intense		Per 15 Minutes	\$ 6.59	\$ 1.30	\$ 0.07	\$ 4.30	\$ 12.26
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		2 Intense		Per 15 Minutes	\$ 3.29	\$ 0.65	\$ 0.04	\$ 2.16	\$ 6.14
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Flagstaff		0.5 Intense		Per 15 Minutes	\$ 13.14	\$ 2.61	\$ 0.15	\$ 8.59	\$ 24.49
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		1 Intense		Per 15 Minutes	\$ 6.54	\$ 1.30	\$ 0.10	\$ 4.30	\$ 12.24
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		2 Intense		Per 15 Minutes	\$ 3.27	\$ 0.65	\$ 0.05	\$ 2.16	\$ 6.13
Day Treatment & Training	DTA	Day Treatment and Training, Adult	Rural		0.5 Intense		Per 15 Minutes	\$ 13.09	\$ 2.59	\$ 0.20	\$ 8.57	\$ 24.45
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		3.5		Per 15 Minutes	\$ 1.83	\$ 0.36	\$ 0.04	\$ 1.24	\$ 3.47
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		5.5		Per 15 Minutes	\$ 1.17	\$ 0.23	\$ 0.02	\$ 0.80	\$ 2.22
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		7.5		Per 15 Minutes	\$ 0.85	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.64
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Flagstaff		3.5		Per 15 Minutes	\$ 1.85	\$ 0.36	\$ 0.04	\$ 1.24	\$ 3.49
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Flagstaff		5.5		Per 15 Minutes	\$ 1.18	\$ 0.23	\$ 0.02	\$ 0.80	\$ 2.23
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Flagstaff		7.5		Per 15 Minutes	\$ 0.86	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.65
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		3.5		Per 15 Minutes	\$ 1.84	\$ 0.36	\$ 0.05	\$ 1.24	\$ 3.49
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		5.5		Per 15 Minutes	\$ 1.17	\$ 0.23	\$ 0.03	\$ 0.80	\$ 2.23
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		7.5		Per 15 Minutes	\$ 0.86	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.65
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		1 Intense		Per 15 Minutes	\$ 6.42	\$ 1.27	\$ 0.13	\$ 4.24	\$ 12.06
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		2 Intense		Per 15 Minutes	\$ 3.21	\$ 0.64	\$ 0.06	\$ 2.14	\$ 6.05
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Statewide		0.5 Intense		Per 15 Minutes	\$ 12.84	\$ 2.54	\$ 0.25	\$ 8.45	\$ 24.08
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Flagstaff		1 Intense		Per 15 Minutes	\$ 6.44	\$ 1.28	\$ 0.13	\$ 4.26	\$ 12.11

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Flagstaff		0.5 Intense	Per 15 Minutes	\$ 12.90	\$ 2.55	\$ 0.25	\$ 8.49	\$ 24.19	
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		1 Intense	Per 15 Minutes	\$ 6.42	\$ 1.27	\$ 0.17	\$ 4.26	\$ 12.12	
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		2 Intense	Per 15 Minutes	\$ 3.21	\$ 0.64	\$ 0.08	\$ 2.15	\$ 6.08	
Day Treatment & Training	DTS	Day Treatment and Training, Children (Summer)	Rural		0.5 Intense	Per 15 Minutes	\$ 12.85	\$ 2.54	\$ 0.33	\$ 8.49	\$ 24.21	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		3.5	Per 15 Minutes	\$ 1.83	\$ 0.36	\$ 0.04	\$ 1.24	\$ 3.47	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		5.5	Per 15 Minutes	\$ 1.17	\$ 0.23	\$ 0.02	\$ 0.80	\$ 2.22	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		7.5	Per 15 Minutes	\$ 0.85	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.64	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		3.5	Per 15 Minutes	\$ 1.85	\$ 0.36	\$ 0.04	\$ 1.24	\$ 3.49	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		5.5	Per 15 Minutes	\$ 1.18	\$ 0.23	\$ 0.02	\$ 0.80	\$ 2.23	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		7.5	Per 15 Minutes	\$ 0.86	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.65	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		3.5	Per 15 Minutes	\$ 1.84	\$ 0.36	\$ 0.05	\$ 1.24	\$ 3.49	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		5.5	Per 15 Minutes	\$ 1.17	\$ 0.23	\$ 0.03	\$ 0.80	\$ 2.23	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		7.5	Per 15 Minutes	\$ 0.86	\$ 0.17	\$ 0.02	\$ 0.60	\$ 1.65	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		1 Intense	Per 15 Minutes	\$ 6.42	\$ 1.27	\$ 0.13	\$ 4.24	\$ 12.06	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		2 Intense	Per 15 Minutes	\$ 3.21	\$ 0.64	\$ 0.06	\$ 2.14	\$ 6.05	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Statewide		0.5 Intense	Per 15 Minutes	\$ 12.84	\$ 2.54	\$ 0.25	\$ 8.45	\$ 24.08	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		1 Intense	Per 15 Minutes	\$ 6.44	\$ 1.28	\$ 0.13	\$ 4.26	\$ 12.11	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		2 Intense	Per 15 Minutes	\$ 3.22	\$ 0.64	\$ 0.06	\$ 2.15	\$ 6.07	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Flagstaff		0.5 Intense	Per 15 Minutes	\$ 12.90	\$ 2.55	\$ 0.25	\$ 8.49	\$ 24.19	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		1 Intense	Per 15 Minutes	\$ 6.42	\$ 1.27	\$ 0.17	\$ 4.26	\$ 12.12	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		2 Intense	Per 15 Minutes	\$ 3.21	\$ 0.64	\$ 0.08	\$ 2.15	\$ 6.08	
Day Treatment & Training	DTT	Day Treatment and Training, Children (After-School)	Rural		0.5 Intense	Per 15 Minutes	\$ 12.85	\$ 2.54	\$ 0.33	\$ 8.49	\$ 24.21	
Employment Services	CBE	Center-Based Employment	Statewide		1	Per 15 Minutes	\$ 6.76	\$ 1.34	\$ 0.00	\$ 4.36	\$ 12.46	
Employment Services	CBE	Center-Based Employment	Statewide		2	Per 15 Minutes	\$ 3.38	\$ 0.67	\$ 0.00	\$ 2.18	\$ 6.23	
Employment Services	CBE	Center-Based Employment	Statewide		3	Per 15 Minutes	\$ 2.25	\$ 0.45	\$ 0.00	\$ 1.45	\$ 4.15	
Employment Services	CBE	Center-Based Employment	Statewide		4	Per 15 Minutes	\$ 1.70	\$ 0.33	\$ 0.00	\$ 1.09	\$ 3.12	

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 1 - Summary of Unit Cost Rates

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Employment Services	CBE	Center-Based Employment	Statewide		6		Per 15 Minutes	\$ 1.13	\$ 0.22	\$ 0.00	\$ 0.73	\$ 2.08
Employment Services	CBE	Center-Based Employment	Flagstaff		1		Per 15 Minutes	\$ 6.83	\$ 1.35	\$ 0.00	\$ 4.40	\$ 12.58
Employment Services	CBE	Center-Based Employment	Flagstaff		2		Per 15 Minutes	\$ 3.42	\$ 0.67	\$ 0.00	\$ 2.20	\$ 6.29
Employment Services	CBE	Center-Based Employment	Flagstaff		3		Per 15 Minutes	\$ 2.27	\$ 0.45	\$ 0.00	\$ 1.47	\$ 4.19
Employment Services	CBE	Center-Based Employment	Flagstaff		4		Per 15 Minutes	\$ 1.70	\$ 0.34	\$ 0.00	\$ 1.10	\$ 3.14
Employment Services	CBE	Center-Based Employment	Flagstaff		5		Per 15 Minutes	\$ 1.37	\$ 0.27	\$ 0.00	\$ 0.88	\$ 2.52
Employment Services	CBE	Center-Based Employment	Flagstaff		6		Per 15 Minutes	\$ 1.15	\$ 0.22	\$ 0.00	\$ 0.73	\$ 2.10
Employment Services	ESA	Employment Support Aide	Statewide		1		Per 15 Minutes	\$ 7.39	\$ 1.60	\$ 1.05	\$ 2.20	\$ 12.24
Employment Services	ESA	Employment Support Aide	Rural		1		Per 15 Minutes	\$ 7.90	\$ 1.72	\$ 2.29	\$ 2.62	\$ 14.53
Employment Services	ESA	Employment Support Aide	Flagstaff		1		Per 15 Minutes	\$ 7.82	\$ 1.65	\$ 1.05	\$ 2.31	\$ 12.83
Employment Services	ESA	Employment Support Aide	Statewide		1	Intense	Per 15 Minutes	\$ 8.84	\$ 1.75	\$ 1.05	\$ 2.55	\$ 14.19
Employment Services	ESA	Employment Support Aide	Rural		1	Intense	Per 15 Minutes	\$ 9.45	\$ 1.88	\$ 2.29	\$ 2.99	\$ 16.61
Employment Services	ESA	Employment Support Aide	Flagstaff		1	Intense	Per 15 Minutes	\$ 8.88	\$ 1.76	\$ 1.05	\$ 2.57	\$ 14.26
Employment Services	GSE	Group Supported Employment	Rural		2		Per 15 Minutes	\$ 3.94	\$ 0.78	\$ 0.36	\$ 1.52	\$ 6.60
Employment Services	GSE	Group Supported Employment	Rural		3		Per 15 Minutes	\$ 2.63	\$ 0.52	\$ 0.24	\$ 1.01	\$ 4.40
Employment Services	GSE	Group Supported Employment	Rural		4		Per 15 Minutes	\$ 1.97	\$ 0.39	\$ 0.18	\$ 0.76	\$ 3.30
Employment Services	GSE	Group Supported Employment	Statewide		2		Per 15 Minutes	\$ 3.95	\$ 0.78	\$ 0.12	\$ 1.45	\$ 6.30
Employment Services	GSE	Group Supported Employment	Statewide		3		Per 15 Minutes	\$ 2.63	\$ 0.52	\$ 0.08	\$ 0.97	\$ 4.20
Employment Services	GSE	Group Supported Employment	Statewide		4		Per 15 Minutes	\$ 1.98	\$ 0.39	\$ 0.06	\$ 0.72	\$ 3.15
Employment Services	GSE	Group Supported Employment	Flagstaff		2		Per 15 Minutes	\$ 3.98	\$ 0.79	\$ 0.36	\$ 1.53	\$ 6.66
Employment Services	GSE	Group Supported Employment	Flagstaff		3		Per 15 Minutes	\$ 2.65	\$ 0.53	\$ 0.24	\$ 1.02	\$ 4.44
Employment Services	GSE	Group Supported Employment	Flagstaff		4		Per 15 Minutes	\$ 1.99	\$ 0.39	\$ 0.18	\$ 0.77	\$ 3.33
Employment Services	ISE	Individual Supported Employment	Rural		1	Job Search	Per 15 Minutes	\$ 10.54	\$ 2.09	\$ 3.32	\$ 3.50	\$ 19.45
Employment Services	ISE	Individual Supported Employment	Rural		1	Job Coaching	Per 15 Minutes	\$ 10.89	\$ 2.16	\$ 2.49	\$ 3.41	\$ 18.95
Employment Services	ISE	Individual Supported Employment	Statewide		1	Job Search	Per 15 Minutes	\$ 9.86	\$ 1.96	\$ 1.43	\$ 2.91	\$ 16.16
Employment Services	ISE	Individual Supported Employment	Statewide		1	Job Coaching	Per 15 Minutes	\$ 10.22	\$ 2.02	\$ 1.14	\$ 2.94	\$ 16.32
Employment Services	ISE	Individual Supported Employment	Flagstaff		1	Job Search	Per 15 Minutes	\$ 9.97	\$ 1.97	\$ 1.43	\$ 2.93	\$ 16.30
Employment Services	ISE	Individual Supported Employment	Flagstaff		1	Job Coaching	Per 15 Minutes	\$ 10.33	\$ 2.04	\$ 1.14	\$ 2.96	\$ 16.47
Employment Services	Pathways	Pathways to Employment	Rural		1		Per 15 Minutes	\$ 8.72	\$ 1.72	\$ 1.39	\$ 3.53	\$ 15.36
Employment Services	Pathways	Pathways to Employment	Statewide		1		Per 15 Minutes	\$ 8.32	\$ 1.65	\$ 0.64	\$ 3.17	\$ 13.78
Employment Services	Pathways	Pathways to Employment	Flagstaff		1		Per 15 Minutes	\$ 8.41	\$ 1.66	\$ 0.64	\$ 3.20	\$ 13.91
Employment Services	Pathways	Pathways to Employment	Rural		2		Per 15 Minutes	\$ 4.36	\$ 0.86	\$ 0.69	\$ 1.77	\$ 7.68
Employment Services	Pathways	Pathways to Employment	Statewide		2		Per 15 Minutes	\$ 4.16	\$ 0.82	\$ 0.32	\$ 1.59	\$ 6.89
Employment Services	Pathways	Pathways to Employment	Flagstaff		2		Per 15 Minutes	\$ 4.20	\$ 0.83	\$ 0.32	\$ 1.60	\$ 6.95
Employment Services	Pathways	Pathways to Employment	Rural		3		Per 15 Minutes	\$ 2.91	\$ 0.57	\$ 0.46	\$ 1.18	\$ 5.12
Employment Services	Pathways	Pathways to Employment	Statewide		3		Per 15 Minutes	\$ 2.77	\$ 0.55	\$ 0.21	\$ 1.06	\$ 4.59
Employment Services	Pathways	Pathways to Employment	Flagstaff		3		Per 15 Minutes	\$ 2.81	\$ 0.55	\$ 0.21	\$ 1.07	\$ 4.64
Employment Services	Pathways	Pathways to Employment	Rural		4		Per 15 Minutes	\$ 2.18	\$ 0.43	\$ 0.35	\$ 0.88	\$ 3.84
Employment Services	Pathways	Pathways to Employment	Statewide		4		Per 15 Minutes	\$ 2.09	\$ 0.41	\$ 0.16	\$ 0.79	\$ 3.45
Employment Services	Pathways	Pathways to Employment	Flagstaff		4		Per 15 Minutes	\$ 2.10	\$ 0.42	\$ 0.16	\$ 0.80	\$ 3.48
Vendor Supported Developmental Home	HBA	Habilitation, Vendor Supported Developmental Home (Adult)	Statewide		1		Per Diem	N/A	N/A	N/A	N/A	\$ 205.34
Vendor Supported Developmental Home	HBC	Habilitation, Vendor Supported Developmental Home (Child)	Statewide		1	Base	Per Diem	N/A	N/A	N/A	N/A	\$ 205.34
Vendor Supported Developmental Home	HBC	Habilitation, Vendor Supported Developmental Home (Child)	Statewide		1	Overnight Support	Per Diem	N/A	N/A	N/A	N/A	\$ 371.12
Vendor Supported Developmental Home	HBA	Habilitation, Vendor Supported Developmental Home (Adult)	Flagstaff		1		Per Diem	N/A	N/A	N/A	N/A	\$ 207.21

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Vendor Supported Developmental Home	HBC	Habilitation, Vendor Supported Developmental Home (Child)	Flagstaff		1	Overnight Support	Per Diem	N/A	N/A	N/A	N/A	\$ 382.19
Vendor Supported Developmental Home	RBD	Room and Board, Vendor Supported Developmental Home	Statewide				Per Diem	N/A	N/A	N/A	N/A	\$ 17.89
Group Home Services	HPD	Habilitation, Enhanced Behavioral Group Home	Statewide		1		Per Hour (For Weekly Staffing Matrix)	\$ 28.49	\$ 5.48	\$ 0.13	\$ 7.48	\$ 41.58
Group Home Services	HPD	Habilitation, Enhanced Behavioral Group Home	Flagstaff		1		Per Hour (For Weekly Staffing Matrix)	\$ 28.49	\$ 5.48	\$ 0.13	\$ 7.48	\$ 41.58
Group Home Services	HAB	Habilitation, Group Home	Statewide		1		Per Hour (For Weekly Staffing Matrix)	\$ 26.29	\$ 5.20	\$ 0.13	\$ 6.94	\$ 38.56
Group Home Services	HAB	Habilitation, Group Home	Statewide		2		Per Hour (For Weekly Staffing Matrix)	\$ 26.29	\$ 5.20	\$ 0.13	\$ 6.94	\$ 38.56
Group Home Services	HAB	Habilitation, Group Home	Statewide		3		Per Hour (For Weekly Staffing Matrix)	\$ 26.29	\$ 5.20	\$ 0.13	\$ 6.94	\$ 38.56
Group Home Services	HAB	Habilitation, Group Home	Flagstaff		1		Per Hour (For Weekly Staffing Matrix)	\$ 26.42	\$ 5.22	\$ 0.13	\$ 6.97	\$ 38.74
Group Home Services	HAB	Habilitation, Group Home	Flagstaff		2		Per Hour (For Weekly Staffing Matrix)	\$ 26.42	\$ 5.22	\$ 0.13	\$ 6.97	\$ 38.74
Group Home Services	HAB	Habilitation, Group Home	Flagstaff		3		Per Hour (For Weekly Staffing Matrix)	\$ 26.42	\$ 5.22	\$ 0.13	\$ 6.97	\$ 38.74
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		1		1 Per Diem	N/A	N/A	N/A	N/A	\$ 64.73
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		2		1 Per Diem	N/A	N/A	N/A	N/A	\$ 78.14
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		2		2 Per Diem	N/A	N/A	N/A	N/A	\$ 46.45
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		3		1 Per Diem	N/A	N/A	N/A	N/A	\$ 97.19
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		3		2 Per Diem	N/A	N/A	N/A	N/A	\$ 55.98
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		3		3 Per Diem	N/A	N/A	N/A	N/A	\$ 42.24
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		4		1 Per Diem	N/A	N/A	N/A	N/A	\$ 110.01
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		4		2 Per Diem	N/A	N/A	N/A	N/A	\$ 62.38
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		4		3 Per Diem	N/A	N/A	N/A	N/A	\$ 46.51
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		4		4 Per Diem	N/A	N/A	N/A	N/A	\$ 38.57
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		5		1 Per Diem	N/A	N/A	N/A	N/A	\$ 125.30
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		5		2 Per Diem	N/A	N/A	N/A	N/A	\$ 70.03
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		5		3 Per Diem	N/A	N/A	N/A	N/A	\$ 51.61
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		5		4 Per Diem	N/A	N/A	N/A	N/A	\$ 42.40

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 1 - Summary of Unit Cost Rates

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	1 Per Diem		N/A	N/A	N/A	N/A	\$ 140.59
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	2 Per Diem		N/A	N/A	N/A	N/A	\$ 77.68
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	3 Per Diem		N/A	N/A	N/A	N/A	\$ 56.71
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	4 Per Diem		N/A	N/A	N/A	N/A	\$ 46.22
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	5 Per Diem		N/A	N/A	N/A	N/A	\$ 39.93
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Apache, Coconino, Navajo & Yavapai		6	6 Per Diem		N/A	N/A	N/A	N/A	\$ 35.74
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		1	1 Per Diem		N/A	N/A	N/A	N/A	\$ 57.69
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		2	1 Per Diem		N/A	N/A	N/A	N/A	\$ 72.69
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		2	2 Per Diem		N/A	N/A	N/A	N/A	\$ 43.73
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		3	1 Per Diem		N/A	N/A	N/A	N/A	\$ 95.68
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		3	2 Per Diem		N/A	N/A	N/A	N/A	\$ 55.22
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		3	3 Per Diem		N/A	N/A	N/A	N/A	\$ 41.74
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		4	1 Per Diem		N/A	N/A	N/A	N/A	\$ 110.77
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		4	2 Per Diem		N/A	N/A	N/A	N/A	\$ 62.77
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		4	3 Per Diem		N/A	N/A	N/A	N/A	\$ 46.77
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		4	4 Per Diem		N/A	N/A	N/A	N/A	\$ 38.77
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		5	1 Per Diem		N/A	N/A	N/A	N/A	\$ 126.17
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		5	2 Per Diem		N/A	N/A	N/A	N/A	\$ 70.47
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		5	3 Per Diem		N/A	N/A	N/A	N/A	\$ 51.90
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		5	4 Per Diem		N/A	N/A	N/A	N/A	\$ 42.62
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		5	5 Per Diem		N/A	N/A	N/A	N/A	\$ 37.05
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		6	1 Per Diem		N/A	N/A	N/A	N/A	\$ 141.58
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		6	2 Per Diem		N/A	N/A	N/A	N/A	\$ 78.17
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		6	3 Per Diem		N/A	N/A	N/A	N/A	\$ 57.04

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 1 - Summary of Unit Cost Rates

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		6	5 Per Diem	N/A	N/A	N/A	N/A	\$ 40.13	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Pima		6	6 Per Diem	N/A	N/A	N/A	N/A	\$ 35.90	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		1	1 Per Diem	N/A	N/A	N/A	N/A	\$ 76.84	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		2	1 Per Diem	N/A	N/A	N/A	N/A	\$ 89.24	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		2	2 Per Diem	N/A	N/A	N/A	N/A	\$ 52.00	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		3	1 Per Diem	N/A	N/A	N/A	N/A	\$ 114.77	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		3	2 Per Diem	N/A	N/A	N/A	N/A	\$ 64.77	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		3	3 Per Diem	N/A	N/A	N/A	N/A	\$ 48.10	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		4	1 Per Diem	N/A	N/A	N/A	N/A	\$ 130.03	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		4	2 Per Diem	N/A	N/A	N/A	N/A	\$ 72.40	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		4	3 Per Diem	N/A	N/A	N/A	N/A	\$ 53.19	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		4	4 Per Diem	N/A	N/A	N/A	N/A	\$ 43.58	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		5	1 Per Diem	N/A	N/A	N/A	N/A	\$ 148.33	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		5	2 Per Diem	N/A	N/A	N/A	N/A	\$ 81.55	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		5	3 Per Diem	N/A	N/A	N/A	N/A	\$ 59.29	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		5	4 Per Diem	N/A	N/A	N/A	N/A	\$ 48.15	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		5	5 Per Diem	N/A	N/A	N/A	N/A	\$ 41.48	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	1 Per Diem	N/A	N/A	N/A	N/A	\$ 166.62	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	2 Per Diem	N/A	N/A	N/A	N/A	\$ 90.69	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	3 Per Diem	N/A	N/A	N/A	N/A	\$ 65.38	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	4 Per Diem	N/A	N/A	N/A	N/A	\$ 52.73	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	5 Per Diem	N/A	N/A	N/A	N/A	\$ 45.14	
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Maricopa		6	6 Per Diem	N/A	N/A	N/A	N/A	\$ 40.07	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		1	1 Per Diem		N/A	N/A	N/A	N/A	\$ 61.07
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		2	1 Per Diem		N/A	N/A	N/A	N/A	\$ 73.44
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		2	2 Per Diem		N/A	N/A	N/A	N/A	\$ 44.10
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		3	1 Per Diem		N/A	N/A	N/A	N/A	\$ 95.09
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		3	2 Per Diem		N/A	N/A	N/A	N/A	\$ 54.93
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		3	3 Per Diem		N/A	N/A	N/A	N/A	\$ 41.54
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		4	1 Per Diem		N/A	N/A	N/A	N/A	\$ 109.12
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		4	2 Per Diem		N/A	N/A	N/A	N/A	\$ 61.94
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		4	3 Per Diem		N/A	N/A	N/A	N/A	\$ 46.22
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		4	4 Per Diem		N/A	N/A	N/A	N/A	\$ 38.35
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		5	1 Per Diem		N/A	N/A	N/A	N/A	\$ 124.27
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		5	2 Per Diem		N/A	N/A	N/A	N/A	\$ 69.52

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		5	4 Per Diem		N/A	N/A	N/A	N/A	\$ 42.14
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		5	5 Per Diem		N/A	N/A	N/A	N/A	\$ 36.67
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	1 Per Diem		N/A	N/A	N/A	N/A	\$ 139.43
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	2 Per Diem		N/A	N/A	N/A	N/A	\$ 77.10
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	3 Per Diem		N/A	N/A	N/A	N/A	\$ 56.32
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	4 Per Diem		N/A	N/A	N/A	N/A	\$ 45.93
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	5 Per Diem		N/A	N/A	N/A	N/A	\$ 39.70
Room and Board (Group Homes)	RRB	Room and Board, All Group Homes	Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma		6	6 Per Diem		N/A	N/A	N/A	N/A	\$ 35.54
Professional Services	OEA	Occupational Therapy Evaluation		Clinical	1 Therapist	Per Evaluation		\$ 181.95	\$ 25.62	\$ 0.00	\$ 45.56	\$ 253.13
Professional Services	OEA	Occupational Therapy Evaluation		Natural	1 Therapist	Per Evaluation		\$ 208.86	\$ 29.42	\$ 8.15	\$ 54.10	\$ 300.53
Professional Services	OEA	Occupational Therapy Evaluation		Teletherapy	1 Therapist	Per Evaluation		\$ 181.95	\$ 25.62	\$ 0.00	\$ 45.56	\$ 253.13
Professional Services	OTA	Occupational Therapy	Base	Clinical	1 Therapist	Per 15 Minutes		\$ 19.30	\$ 2.72	\$ 0.00	\$ 4.83	\$ 26.85
Professional Services	OTA	Occupational Therapy	Base	Clinical	2 Therapist	Per 15 Minutes		\$ 12.40	\$ 1.75	\$ 0.00	\$ 3.11	\$ 17.26
Professional Services	OTA	Occupational Therapy	Base	Clinical	3 Therapist	Per 15 Minutes		\$ 10.11	\$ 1.42	\$ 0.00	\$ 2.53	\$ 14.06
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	1 Therapist	Per 15 Minutes		\$ 21.23	\$ 2.91	\$ 0.00	\$ 5.30	\$ 29.44
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	2 Therapist	Per 15 Minutes		\$ 13.64	\$ 1.87	\$ 0.00	\$ 3.41	\$ 18.92
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	3 Therapist	Per 15 Minutes		\$ 11.11	\$ 1.53	\$ 0.00	\$ 2.78	\$ 15.42
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	1 Therapist	Per 15 Minutes		\$ 24.12	\$ 3.20	\$ 0.00	\$ 6.00	\$ 33.32
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	2 Therapist	Per 15 Minutes		\$ 15.50	\$ 2.06	\$ 0.00	\$ 3.86	\$ 21.42
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	3 Therapist	Per 15 Minutes		\$ 12.63	\$ 1.68	\$ 0.00	\$ 3.14	\$ 17.45
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	1 Therapist	Per 15 Minutes		\$ 28.95	\$ 3.69	\$ 0.00	\$ 7.16	\$ 39.80
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	2 Therapist	Per 15 Minutes		\$ 18.60	\$ 2.37	\$ 0.00	\$ 4.61	\$ 25.58

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	3 Therapist	Per 15 Minutes	\$ 15.17	\$ 1.93	\$ 0.00	\$ 3.75	\$ 20.85	
Professional Services	OTA	Occupational Therapy	Base	Natural	1 Therapist	Per 15 Minutes	\$ 25.08	\$ 3.53	\$ 1.40	\$ 6.59	\$ 36.60	
Professional Services	OTA	Occupational Therapy	Base	Natural	2 Therapist	Per 15 Minutes	\$ 15.31	\$ 2.15	\$ 0.70	\$ 3.98	\$ 22.14	
Professional Services	OTA	Occupational Therapy	Base	Natural	3 Therapist	Per 15 Minutes	\$ 12.03	\$ 1.69	\$ 0.47	\$ 3.12	\$ 17.31	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	1 Therapist	Per 15 Minutes	\$ 28.60	\$ 3.92	\$ 3.26	\$ 7.85	\$ 43.63	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	2 Therapist	Per 15 Minutes	\$ 17.33	\$ 2.38	\$ 1.63	\$ 4.68	\$ 26.02	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	3 Therapist	Per 15 Minutes	\$ 13.57	\$ 1.86	\$ 1.09	\$ 3.63	\$ 20.15	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	1 Therapist	Per 15 Minutes	\$ 35.23	\$ 4.68	\$ 5.94	\$ 10.07	\$ 55.92	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	2 Therapist	Per 15 Minutes	\$ 21.06	\$ 2.80	\$ 2.97	\$ 5.89	\$ 32.72	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	3 Therapist	Per 15 Minutes	\$ 16.34	\$ 2.17	\$ 1.98	\$ 4.50	\$ 24.99	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	1 Therapist	Per 15 Minutes	\$ 44.41	\$ 5.66	\$ 6.89	\$ 12.51	\$ 69.47	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	2 Therapist	Per 15 Minutes	\$ 26.33	\$ 3.36	\$ 3.45	\$ 7.28	\$ 40.42	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	3 Therapist	Per 15 Minutes	\$ 20.32	\$ 2.59	\$ 2.30	\$ 5.53	\$ 30.74	
Professional Services	OTA	Occupational Therapy	Base	Teletherapy	1 Therapist	Per 15 Minutes	\$ 19.30	\$ 2.72	\$ 0.00	\$ 4.83	\$ 26.85	
Professional Services	OTA	Occupational Therapy	Tier 1	Teletherapy	1 Therapist	Per 15 Minutes	\$ 21.23	\$ 2.91	\$ 0.00	\$ 5.30	\$ 29.44	
Professional Services	OTA	Occupational Therapy	Tier 2	Teletherapy	1 Therapist	Per 15 Minutes	\$ 24.12	\$ 3.20	\$ 0.00	\$ 6.00	\$ 33.32	
Professional Services	OTA	Occupational Therapy	Tier 3	Teletherapy	1 Therapist	Per 15 Minutes	\$ 28.95	\$ 3.69	\$ 0.00	\$ 7.16	\$ 39.80	
Professional Services	OTA	Occupational Therapy	Base	Clinical	1 Assistant	Per 15 Minutes	\$ 14.65	\$ 2.27	\$ 0.00	\$ 3.72	\$ 20.64	
Professional Services	OTA	Occupational Therapy	Base	Clinical	2 Assistant	Per 15 Minutes	\$ 9.42	\$ 1.46	\$ 0.00	\$ 2.39	\$ 13.27	
Professional Services	OTA	Occupational Therapy	Base	Clinical	3 Assistant	Per 15 Minutes	\$ 7.67	\$ 1.19	\$ 0.00	\$ 1.95	\$ 10.81	
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	1 Assistant	Per 15 Minutes	\$ 16.12	\$ 2.42	\$ 0.00	\$ 4.07	\$ 22.61	
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	2 Assistant	Per 15 Minutes	\$ 10.36	\$ 1.55	\$ 0.00	\$ 2.62	\$ 14.53	
Professional Services	OTA	Occupational Therapy	Tier 1	Clinical	3 Assistant	Per 15 Minutes	\$ 8.44	\$ 1.27	\$ 0.00	\$ 2.13	\$ 11.84	
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	1 Assistant	Per 15 Minutes	\$ 18.32	\$ 2.64	\$ 0.00	\$ 4.60	\$ 25.56	
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	2 Assistant	Per 15 Minutes	\$ 11.77	\$ 1.70	\$ 0.00	\$ 2.96	\$ 16.43	
Professional Services	OTA	Occupational Therapy	Tier 2	Clinical	3 Assistant	Per 15 Minutes	\$ 9.60	\$ 1.38	\$ 0.00	\$ 2.41	\$ 13.39	
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	1 Assistant	Per 15 Minutes	\$ 21.98	\$ 3.01	\$ 0.00	\$ 5.49	\$ 30.48	
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	2 Assistant	Per 15 Minutes	\$ 14.13	\$ 1.93	\$ 0.00	\$ 3.53	\$ 19.59	
Professional Services	OTA	Occupational Therapy	Tier 3	Clinical	3 Assistant	Per 15 Minutes	\$ 11.52	\$ 1.57	\$ 0.00	\$ 2.87	\$ 15.96	
Professional Services	OTA	Occupational Therapy	Base	Natural	1 Assistant	Per 15 Minutes	\$ 19.05	\$ 2.95	\$ 1.40	\$ 5.14	\$ 28.54	
Professional Services	OTA	Occupational Therapy	Base	Natural	2 Assistant	Per 15 Minutes	\$ 11.62	\$ 1.80	\$ 0.70	\$ 3.10	\$ 17.22	
Professional Services	OTA	Occupational Therapy	Base	Natural	3 Assistant	Per 15 Minutes	\$ 9.13	\$ 1.42	\$ 0.47	\$ 2.42	\$ 13.44	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	1 Assistant	Per 15 Minutes	\$ 21.71	\$ 3.26	\$ 3.26	\$ 6.20	\$ 34.43	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	2 Assistant	Per 15 Minutes	\$ 13.16	\$ 1.97	\$ 1.63	\$ 3.68	\$ 20.44	
Professional Services	OTA	Occupational Therapy	Tier 1	Natural	3 Assistant	Per 15 Minutes	\$ 10.30	\$ 1.55	\$ 1.09	\$ 2.84	\$ 15.78	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	1 Assistant	Per 15 Minutes	\$ 26.77	\$ 3.85	\$ 5.94	\$ 8.02	\$ 44.58	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	2 Assistant	Per 15 Minutes	\$ 16.00	\$ 2.30	\$ 2.97	\$ 4.67	\$ 25.94	
Professional Services	OTA	Occupational Therapy	Tier 2	Natural	3 Assistant	Per 15 Minutes	\$ 12.41	\$ 1.79	\$ 1.98	\$ 3.55	\$ 19.73	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	1 Assistant	Per 15 Minutes	\$ 33.74	\$ 4.61	\$ 6.89	\$ 9.93	\$ 55.17	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	2 Assistant	Per 15 Minutes	\$ 20.00	\$ 2.74	\$ 3.45	\$ 5.75	\$ 31.94	
Professional Services	OTA	Occupational Therapy	Tier 3	Natural	3 Assistant	Per 15 Minutes	\$ 15.42	\$ 2.11	\$ 2.30	\$ 4.36	\$ 24.19	
Professional Services	OTA	Occupational Therapy	Base	Teletherapy	1 Assistant	Per 15 Minutes	\$ 14.65	\$ 2.27	\$ 0.00	\$ 3.72	\$ 20.64	
Professional Services	OTA	Occupational Therapy	Tier 1	Teletherapy	1 Assistant	Per 15 Minutes	\$ 16.12	\$ 2.42	\$ 0.00	\$ 4.07	\$ 22.61	
Professional Services	OTA	Occupational Therapy	Tier 2	Teletherapy	1 Assistant	Per 15 Minutes	\$ 18.32	\$ 2.64	\$ 0.00	\$ 4.60	\$ 25.56	
Professional Services	OTA	Occupational Therapy	Tier 3	Teletherapy	1 Assistant	Per 15 Minutes	\$ 21.98	\$ 3.01	\$ 0.00	\$ 5.49	\$ 30.48	
Professional Services	PEA	Physical Therapy Evaluation		Clinical	1 Therapist	Per Evaluation	\$ 199.67	\$ 27.40	\$ 0.00	\$ 49.85	\$ 276.92	
Professional Services	PEA	Physical Therapy Evaluation		Natural	1 Therapist	Per Evaluation	\$ 229.22	\$ 31.46	\$ 8.15	\$ 59.01	\$ 327.84	
Professional Services	PEA	Physical Therapy Evaluation		Teletherapy	1 Therapist	Per Evaluation	\$ 199.67	\$ 27.40	\$ 0.00	\$ 49.85	\$ 276.92	
Professional Services	PTA	Physical Therapy	Base	Clinical	1 Therapist	Per 15 Minutes	\$ 21.17	\$ 2.91	\$ 0.00	\$ 5.29	\$ 29.37	
Professional Services	PTA	Physical Therapy	Base	Clinical	2 Therapist	Per 15 Minutes	\$ 13.61	\$ 1.87	\$ 0.00	\$ 3.40	\$ 18.88	

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	PTA	Physical Therapy	Base	Clinical	3 Therapist	Per 15 Minutes	\$ 11.09	\$ 1.52	\$ 0.00	\$ 2.77	\$ 15.38	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	1 Therapist	Per 15 Minutes	\$ 23.29	\$ 3.12	\$ 0.00	\$ 5.80	\$ 32.21	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	2 Therapist	Per 15 Minutes	\$ 14.97	\$ 2.01	\$ 0.00	\$ 3.73	\$ 20.71	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	3 Therapist	Per 15 Minutes	\$ 12.20	\$ 1.63	\$ 0.00	\$ 3.04	\$ 16.87	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	1 Therapist	Per 15 Minutes	\$ 26.47	\$ 3.44	\$ 0.00	\$ 6.57	\$ 36.48	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	2 Therapist	Per 15 Minutes	\$ 17.02	\$ 2.21	\$ 0.00	\$ 4.22	\$ 23.45	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	3 Therapist	Per 15 Minutes	\$ 13.87	\$ 1.80	\$ 0.00	\$ 3.44	\$ 19.11	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	1 Therapist	Per 15 Minutes	\$ 31.76	\$ 3.82	\$ 0.00	\$ 7.81	\$ 43.39	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	2 Therapist	Per 15 Minutes	\$ 20.42	\$ 2.45	\$ 0.00	\$ 5.02	\$ 27.89	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	3 Therapist	Per 15 Minutes	\$ 16.64	\$ 2.00	\$ 0.00	\$ 4.09	\$ 22.73	
Professional Services	PTA	Physical Therapy	Base	Natural	1 Therapist	Per 15 Minutes	\$ 27.71	\$ 3.80	\$ 1.45	\$ 7.24	\$ 40.20	
Professional Services	PTA	Physical Therapy	Base	Natural	2 Therapist	Per 15 Minutes	\$ 16.89	\$ 2.32	\$ 0.72	\$ 4.37	\$ 24.30	
Professional Services	PTA	Physical Therapy	Base	Natural	3 Therapist	Per 15 Minutes	\$ 13.27	\$ 1.82	\$ 0.48	\$ 3.42	\$ 18.99	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	1 Therapist	Per 15 Minutes	\$ 31.62	\$ 4.24	\$ 3.35	\$ 8.61	\$ 47.82	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	2 Therapist	Per 15 Minutes	\$ 19.14	\$ 2.56	\$ 1.68	\$ 5.13	\$ 28.51	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	3 Therapist	Per 15 Minutes	\$ 14.98	\$ 2.01	\$ 1.12	\$ 3.97	\$ 22.08	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	1 Therapist	Per 15 Minutes	\$ 39.03	\$ 5.07	\$ 6.12	\$ 11.03	\$ 61.25	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	2 Therapist	Per 15 Minutes	\$ 23.30	\$ 3.03	\$ 3.06	\$ 6.45	\$ 35.84	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	3 Therapist	Per 15 Minutes	\$ 18.05	\$ 2.35	\$ 2.04	\$ 4.93	\$ 27.37	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	1 Therapist	Per 15 Minutes	\$ 49.25	\$ 5.92	\$ 7.10	\$ 13.67	\$ 75.94	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	2 Therapist	Per 15 Minutes	\$ 29.17	\$ 3.50	\$ 3.55	\$ 7.95	\$ 44.17	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	3 Therapist	Per 15 Minutes	\$ 22.47	\$ 2.70	\$ 2.37	\$ 6.04	\$ 33.58	
Professional Services	PTA	Physical Therapy	Base	Teletherapy	1 Therapist	Per 15 Minutes	\$ 21.17	\$ 2.91	\$ 0.00	\$ 5.29	\$ 29.37	
Professional Services	PTA	Physical Therapy	Tier 1	Teletherapy	1 Therapist	Per 15 Minutes	\$ 23.29	\$ 3.12	\$ 0.00	\$ 5.80	\$ 32.21	
Professional Services	PTA	Physical Therapy	Tier 2	Teletherapy	1 Therapist	Per 15 Minutes	\$ 26.47	\$ 3.44	\$ 0.00	\$ 6.57	\$ 36.48	
Professional Services	PTA	Physical Therapy	Tier 3	Teletherapy	1 Therapist	Per 15 Minutes	\$ 31.76	\$ 3.82	\$ 0.00	\$ 7.81	\$ 43.39	
Professional Services	PTA	Physical Therapy	Base	Clinical	1 Assistant	Per 15 Minutes	\$ 14.36	\$ 2.24	\$ 0.00	\$ 3.65	\$ 20.25	
Professional Services	PTA	Physical Therapy	Base	Clinical	2 Assistant	Per 15 Minutes	\$ 9.24	\$ 1.44	\$ 0.00	\$ 2.34	\$ 13.02	
Professional Services	PTA	Physical Therapy	Base	Clinical	3 Assistant	Per 15 Minutes	\$ 7.53	\$ 1.17	\$ 0.00	\$ 1.91	\$ 10.61	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	1 Assistant	Per 15 Minutes	\$ 15.81	\$ 2.38	\$ 0.00	\$ 3.99	\$ 22.18	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	2 Assistant	Per 15 Minutes	\$ 10.16	\$ 1.53	\$ 0.00	\$ 2.57	\$ 14.26	
Professional Services	PTA	Physical Therapy	Tier 1	Clinical	3 Assistant	Per 15 Minutes	\$ 8.28	\$ 1.25	\$ 0.00	\$ 2.09	\$ 11.62	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	1 Assistant	Per 15 Minutes	\$ 17.96	\$ 2.60	\$ 0.00	\$ 4.51	\$ 25.07	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	2 Assistant	Per 15 Minutes	\$ 11.55	\$ 1.67	\$ 0.00	\$ 2.90	\$ 16.12	
Professional Services	PTA	Physical Therapy	Tier 2	Clinical	3 Assistant	Per 15 Minutes	\$ 9.41	\$ 1.36	\$ 0.00	\$ 2.36	\$ 13.13	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	1 Assistant	Per 15 Minutes	\$ 21.55	\$ 2.96	\$ 0.00	\$ 5.38	\$ 29.89	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	2 Assistant	Per 15 Minutes	\$ 13.85	\$ 1.90	\$ 0.00	\$ 3.46	\$ 19.21	
Professional Services	PTA	Physical Therapy	Tier 3	Clinical	3 Assistant	Per 15 Minutes	\$ 11.29	\$ 1.55	\$ 0.00	\$ 2.82	\$ 15.66	
Professional Services	PTA	Physical Therapy	Base	Natural	1 Assistant	Per 15 Minutes	\$ 18.80	\$ 2.93	\$ 1.45	\$ 5.09	\$ 28.27	
Professional Services	PTA	Physical Therapy	Base	Natural	2 Assistant	Per 15 Minutes	\$ 11.46	\$ 1.79	\$ 0.72	\$ 3.06	\$ 17.03	
Professional Services	PTA	Physical Therapy	Base	Natural	3 Assistant	Per 15 Minutes	\$ 9.01	\$ 1.40	\$ 0.48	\$ 2.39	\$ 13.28	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	1 Assistant	Per 15 Minutes	\$ 21.45	\$ 3.24	\$ 3.35	\$ 6.16	\$ 34.20	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	2 Assistant	Per 15 Minutes	\$ 12.98	\$ 1.96	\$ 1.68	\$ 3.65	\$ 20.27	
Professional Services	PTA	Physical Therapy	Tier 1	Natural	3 Assistant	Per 15 Minutes	\$ 10.17	\$ 1.53	\$ 1.12	\$ 2.81	\$ 15.63	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	1 Assistant	Per 15 Minutes	\$ 26.49	\$ 3.83	\$ 6.12	\$ 8.00	\$ 44.44	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	2 Assistant	Per 15 Minutes	\$ 15.81	\$ 2.29	\$ 3.06	\$ 4.64	\$ 25.80	
Professional Services	PTA	Physical Therapy	Tier 2	Natural	3 Assistant	Per 15 Minutes	\$ 12.25	\$ 1.77	\$ 2.04	\$ 3.53	\$ 19.59	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	1 Assistant	Per 15 Minutes	\$ 33.42	\$ 4.59	\$ 7.10	\$ 9.90	\$ 55.01	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	2 Assistant	Per 15 Minutes	\$ 19.78	\$ 2.72	\$ 3.55	\$ 5.72	\$ 31.77	
Professional Services	PTA	Physical Therapy	Tier 3	Natural	3 Assistant	Per 15 Minutes	\$ 15.24	\$ 2.09	\$ 2.37	\$ 4.33	\$ 24.03	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	PTA	Physical Therapy	Base	Teletherapy	1 Assistant	Per 15 Minutes	\$ 14.36	\$ 2.24	\$ 0.00	\$ 3.65	\$ 20.25	
Professional Services	PTA	Physical Therapy	Tier 1	Teletherapy	1 Assistant	Per 15 Minutes	\$ 15.81	\$ 2.38	\$ 0.00	\$ 3.99	\$ 22.18	
Professional Services	PTA	Physical Therapy	Tier 2	Teletherapy	1 Assistant	Per 15 Minutes	\$ 17.96	\$ 2.60	\$ 0.00	\$ 4.51	\$ 25.07	
Professional Services	PTA	Physical Therapy	Tier 3	Teletherapy	1 Assistant	Per 15 Minutes	\$ 21.55	\$ 2.96	\$ 0.00	\$ 5.38	\$ 29.89	
Professional Services	SEA	Speech Therapy Evaluation		Clinical	1 Therapist	Per Evaluation	\$ 178.24	\$ 25.25	\$ 0.00	\$ 44.67	\$ 248.16	
Professional Services	SEA	Speech Therapy Evaluation		Natural	1 Therapist	Per Evaluation	\$ 204.61	\$ 28.99	\$ 8.15	\$ 53.07	\$ 294.82	
Professional Services	SEA	Speech Therapy Evaluation		Teletherapy	1 Therapist	Per Evaluation	\$ 178.24	\$ 25.25	\$ 0.00	\$ 44.67	\$ 248.16	
Professional Services	STA	Speech Therapy	Base	Clinical	1 Therapist	Per Visit	\$ 75.62	\$ 10.71	\$ 0.00	\$ 18.95	\$ 105.28	
Professional Services	STA	Speech Therapy	Base	Clinical	2 Therapist	Per Visit	\$ 48.61	\$ 6.89	\$ 0.00	\$ 12.18	\$ 67.68	
Professional Services	STA	Speech Therapy	Base	Clinical	3 Therapist	Per Visit	\$ 39.61	\$ 5.61	\$ 0.00	\$ 9.93	\$ 55.15	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	1 Therapist	Per Visit	\$ 83.18	\$ 11.47	\$ 0.00	\$ 20.78	\$ 115.43	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	2 Therapist	Per Visit	\$ 53.46	\$ 7.38	\$ 0.00	\$ 13.36	\$ 74.20	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	3 Therapist	Per Visit	\$ 43.57	\$ 6.01	\$ 0.00	\$ 10.88	\$ 60.46	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	1 Therapist	Per Visit	\$ 94.52	\$ 12.61	\$ 0.00	\$ 23.52	\$ 130.65	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	2 Therapist	Per Visit	\$ 60.76	\$ 8.11	\$ 0.00	\$ 15.12	\$ 83.99	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	3 Therapist	Per Visit	\$ 49.51	\$ 6.61	\$ 0.00	\$ 12.32	\$ 68.44	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	1 Therapist	Per Visit	\$ 113.43	\$ 14.51	\$ 0.00	\$ 28.08	\$ 156.02	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	2 Therapist	Per Visit	\$ 72.92	\$ 9.33	\$ 0.00	\$ 18.05	\$ 100.30	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	3 Therapist	Per Visit	\$ 59.42	\$ 7.60	\$ 0.00	\$ 14.71	\$ 81.73	
Professional Services	STA	Speech Therapy	Base	Natural	1 Therapist	Per Visit	\$ 98.97	\$ 14.02	\$ 5.80	\$ 26.08	\$ 144.87	
Professional Services	STA	Speech Therapy	Base	Natural	2 Therapist	Per Visit	\$ 60.29	\$ 8.54	\$ 2.90	\$ 15.75	\$ 87.48	
Professional Services	STA	Speech Therapy	Base	Natural	3 Therapist	Per Visit	\$ 47.40	\$ 6.71	\$ 1.93	\$ 12.30	\$ 68.34	
Professional Services	STA	Speech Therapy	Tier 1	Natural	1 Therapist	Per Visit	\$ 112.96	\$ 15.58	\$ 13.43	\$ 31.16	\$ 173.13	
Professional Services	STA	Speech Therapy	Tier 1	Natural	2 Therapist	Per Visit	\$ 68.36	\$ 9.43	\$ 6.72	\$ 18.55	\$ 103.06	
Professional Services	STA	Speech Therapy	Tier 1	Natural	3 Therapist	Per Visit	\$ 53.49	\$ 7.38	\$ 4.48	\$ 14.35	\$ 79.70	
Professional Services	STA	Speech Therapy	Tier 2	Natural	1 Therapist	Per Visit	\$ 139.44	\$ 18.60	\$ 24.51	\$ 40.07	\$ 222.62	
Professional Services	STA	Speech Therapy	Tier 2	Natural	2 Therapist	Per Visit	\$ 83.21	\$ 11.10	\$ 12.26	\$ 23.40	\$ 129.97	
Professional Services	STA	Speech Therapy	Tier 2	Natural	3 Therapist	Per Visit	\$ 64.48	\$ 8.60	\$ 8.17	\$ 17.84	\$ 99.09	
Professional Services	STA	Speech Therapy	Tier 3	Natural	1 Therapist	Per Visit	\$ 175.95	\$ 22.51	\$ 28.43	\$ 49.80	\$ 276.69	
Professional Services	STA	Speech Therapy	Tier 3	Natural	2 Therapist	Per Visit	\$ 104.18	\$ 13.33	\$ 14.22	\$ 28.91	\$ 160.64	
Professional Services	STA	Speech Therapy	Tier 3	Natural	3 Therapist	Per Visit	\$ 80.25	\$ 10.27	\$ 9.48	\$ 21.95	\$ 121.95	
Professional Services	STA	Speech Therapy	Base	Teletherapy	1 Therapist	Per Visit	\$ 75.62	\$ 10.71	\$ 0.00	\$ 18.95	\$ 105.28	
Professional Services	STA	Speech Therapy	Tier 1	Teletherapy	1 Therapist	Per Visit	\$ 83.18	\$ 11.47	\$ 0.00	\$ 20.78	\$ 115.43	
Professional Services	STA	Speech Therapy	Tier 2	Teletherapy	1 Therapist	Per Visit	\$ 94.52	\$ 12.61	\$ 0.00	\$ 23.52	\$ 130.65	
Professional Services	STA	Speech Therapy	Tier 3	Teletherapy	1 Therapist	Per Visit	\$ 113.43	\$ 14.51	\$ 0.00	\$ 28.08	\$ 156.02	
Professional Services	STA	Speech Therapy	Base	Clinical	1 Assistant	Per Visit	\$ 58.06	\$ 9.02	\$ 0.00	\$ 14.72	\$ 81.80	
Professional Services	STA	Speech Therapy	Base	Clinical	2 Assistant	Per Visit	\$ 37.32	\$ 5.80	\$ 0.00	\$ 9.46	\$ 52.58	
Professional Services	STA	Speech Therapy	Base	Clinical	3 Assistant	Per Visit	\$ 30.41	\$ 4.73	\$ 0.00	\$ 7.71	\$ 42.85	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	1 Assistant	Per Visit	\$ 63.85	\$ 9.61	\$ 0.00	\$ 16.13	\$ 89.59	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	2 Assistant	Per Visit	\$ 41.04	\$ 6.18	\$ 0.00	\$ 10.37	\$ 57.59	
Professional Services	STA	Speech Therapy	Tier 1	Clinical	3 Assistant	Per Visit	\$ 33.45	\$ 5.03	\$ 0.00	\$ 8.45	\$ 46.93	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	1 Assistant	Per Visit	\$ 72.56	\$ 10.48	\$ 0.00	\$ 18.23	\$ 101.27	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	2 Assistant	Per Visit	\$ 46.64	\$ 6.74	\$ 0.00	\$ 11.72	\$ 65.10	
Professional Services	STA	Speech Therapy	Tier 2	Clinical	3 Assistant	Per Visit	\$ 38.01	\$ 5.49	\$ 0.00	\$ 9.55	\$ 53.05	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	1 Assistant	Per Visit	\$ 87.08	\$ 11.94	\$ 0.00	\$ 21.73	\$ 120.75	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	2 Assistant	Per Visit	\$ 55.97	\$ 7.68	\$ 0.00	\$ 13.97	\$ 77.62	
Professional Services	STA	Speech Therapy	Tier 3	Clinical	3 Assistant	Per Visit	\$ 45.61	\$ 6.26	\$ 0.00	\$ 11.38	\$ 63.25	
Professional Services	STA	Speech Therapy	Base	Natural	1 Assistant	Per Visit	\$ 75.98	\$ 11.81	\$ 5.80	\$ 20.54	\$ 114.13	
Professional Services	STA	Speech Therapy	Base	Natural	2 Assistant	Per Visit	\$ 46.27	\$ 7.20	\$ 2.90	\$ 12.38	\$ 68.75	
Professional Services	STA	Speech Therapy	Base	Natural	3 Assistant	Per Visit	\$ 36.38	\$ 5.66	\$ 1.93	\$ 9.65	\$ 53.62	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	STA	Speech Therapy	Tier 1	Natural	2 Assistant	Per Visit	\$ 52.47	\$ 7.90	\$ 6.72	\$ 14.73	\$ 81.82	
Professional Services	STA	Speech Therapy	Tier 1	Natural	3 Assistant	Per Visit	\$ 41.07	\$ 6.18	\$ 4.48	\$ 11.35	\$ 63.08	
Professional Services	STA	Speech Therapy	Tier 2	Natural	1 Assistant	Per Visit	\$ 107.04	\$ 15.46	\$ 24.51	\$ 32.27	\$ 179.28	
Professional Services	STA	Speech Therapy	Tier 2	Natural	2 Assistant	Per Visit	\$ 63.88	\$ 9.23	\$ 12.26	\$ 18.74	\$ 104.11	
Professional Services	STA	Speech Therapy	Tier 2	Natural	3 Assistant	Per Visit	\$ 49.50	\$ 7.15	\$ 8.17	\$ 14.23	\$ 79.05	
Professional Services	STA	Speech Therapy	Tier 3	Natural	1 Assistant	Per Visit	\$ 135.07	\$ 18.52	\$ 28.43	\$ 39.96	\$ 221.98	
Professional Services	STA	Speech Therapy	Tier 3	Natural	2 Assistant	Per Visit	\$ 79.97	\$ 10.97	\$ 14.22	\$ 23.08	\$ 128.24	
Professional Services	STA	Speech Therapy	Tier 3	Natural	3 Assistant	Per Visit	\$ 61.60	\$ 8.45	\$ 9.48	\$ 17.46	\$ 96.99	
Professional Services	STA	Speech Therapy	Base	Teletherapy	1 Assistant	Per Visit	\$ 58.06	\$ 9.02	\$ 0.00	\$ 14.72	\$ 81.80	
Professional Services	STA	Speech Therapy	Tier 1	Teletherapy	1 Assistant	Per Visit	\$ 63.85	\$ 9.61	\$ 0.00	\$ 16.13	\$ 89.59	
Professional Services	STA	Speech Therapy	Tier 2	Teletherapy	1 Assistant	Per Visit	\$ 72.56	\$ 10.48	\$ 0.00	\$ 18.23	\$ 101.27	
Professional Services	STA	Speech Therapy	Tier 3	Teletherapy	1 Assistant	Per Visit	\$ 87.08	\$ 11.94	\$ 0.00	\$ 21.73	\$ 120.75	
Professional Services	92610	Feeding Therapy Evaluation		Clinical	1 Therapist	Per Evaluation	\$ 178.24	\$ 25.25	\$ 0.00	\$ 44.67	\$ 248.16	
Professional Services	92610	Feeding Therapy Evaluation		Natural	1 Therapist	Per Evaluation	\$ 204.61	\$ 28.99	\$ 8.15	\$ 53.07	\$ 294.82	
Professional Services	92610	Feeding Therapy Evaluation		Teletherapy	1 Therapist	Per Evaluation	\$ 178.24	\$ 25.25	\$ 0.00	\$ 44.67	\$ 248.16	
Professional Services	92526	Feeding Therapy	Base	Clinical	1 Therapist	Per Visit	\$ 75.62	\$ 10.71	\$ 0.00	\$ 18.95	\$ 105.28	
Professional Services	92526	Feeding Therapy	Base	Clinical	2 Therapist	Per Visit	\$ 48.61	\$ 6.89	\$ 0.00	\$ 12.18	\$ 67.68	
Professional Services	92526	Feeding Therapy	Base	Clinical	3 Therapist	Per Visit	\$ 39.61	\$ 5.61	\$ 0.00	\$ 9.93	\$ 55.15	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	1 Therapist	Per Visit	\$ 83.18	\$ 11.47	\$ 0.00	\$ 20.78	\$ 115.43	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	2 Therapist	Per Visit	\$ 53.46	\$ 7.38	\$ 0.00	\$ 13.36	\$ 74.20	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	3 Therapist	Per Visit	\$ 43.57	\$ 6.01	\$ 0.00	\$ 10.88	\$ 60.46	
Professional Services	92526	Feeding Therapy	Tier 2	Clinical	1 Therapist	Per Visit	\$ 94.52	\$ 12.61	\$ 0.00	\$ 23.52	\$ 130.65	
Professional Services	92526	Feeding Therapy	Tier 2	Clinical	2 Therapist	Per Visit	\$ 60.76	\$ 8.11	\$ 0.00	\$ 15.12	\$ 83.99	
Professional Services	92526	Feeding Therapy	Tier 2	Clinical	3 Therapist	Per Visit	\$ 49.51	\$ 6.61	\$ 0.00	\$ 12.32	\$ 68.44	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	1 Therapist	Per Visit	\$ 113.43	\$ 14.51	\$ 0.00	\$ 28.08	\$ 156.02	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	2 Therapist	Per Visit	\$ 72.92	\$ 9.33	\$ 0.00	\$ 18.05	\$ 100.30	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	3 Therapist	Per Visit	\$ 59.42	\$ 7.60	\$ 0.00	\$ 14.71	\$ 81.73	
Professional Services	92526	Feeding Therapy	Base	Natural	1 Therapist	Per Visit	\$ 98.98	\$ 14.02	\$ 7.21	\$ 26.39	\$ 146.60	
Professional Services	92526	Feeding Therapy	Base	Natural	2 Therapist	Per Visit	\$ 60.29	\$ 8.54	\$ 3.61	\$ 15.90	\$ 88.34	
Professional Services	92526	Feeding Therapy	Base	Natural	3 Therapist	Per Visit	\$ 47.40	\$ 6.71	\$ 2.40	\$ 12.41	\$ 68.92	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	1 Therapist	Per Visit	\$ 112.96	\$ 15.58	\$ 13.43	\$ 31.16	\$ 173.13	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	2 Therapist	Per Visit	\$ 68.36	\$ 9.43	\$ 6.72	\$ 18.55	\$ 103.06	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	3 Therapist	Per Visit	\$ 53.49	\$ 7.38	\$ 4.48	\$ 14.35	\$ 79.70	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	1 Therapist	Per Visit	\$ 139.44	\$ 18.60	\$ 24.51	\$ 40.07	\$ 222.62	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	2 Therapist	Per Visit	\$ 83.21	\$ 11.10	\$ 12.26	\$ 23.40	\$ 129.97	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	3 Therapist	Per Visit	\$ 64.48	\$ 8.60	\$ 8.17	\$ 17.84	\$ 99.09	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	1 Therapist	Per Visit	\$ 175.95	\$ 22.51	\$ 28.43	\$ 49.80	\$ 276.69	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	2 Therapist	Per Visit	\$ 104.18	\$ 13.33	\$ 14.22	\$ 28.91	\$ 160.64	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	3 Therapist	Per Visit	\$ 80.25	\$ 10.27	\$ 9.48	\$ 21.95	\$ 121.95	
Professional Services	92526	Feeding Therapy	Base	Teletherapy	1 Therapist	Per Visit	\$ 75.62	\$ 10.71	\$ 0.00	\$ 18.95	\$ 105.28	
Professional Services	92526	Feeding Therapy	Tier 1	Teletherapy	1 Therapist	Per Visit	\$ 83.18	\$ 11.47	\$ 0.00	\$ 20.78	\$ 115.43	
Professional Services	92526	Feeding Therapy	Tier 2	Teletherapy	1 Therapist	Per Visit	\$ 94.52	\$ 12.61	\$ 0.00	\$ 23.52	\$ 130.65	
Professional Services	92526	Feeding Therapy	Tier 3	Teletherapy	1 Therapist	Per Visit	\$ 113.43	\$ 14.51	\$ 0.00	\$ 28.08	\$ 156.02	
Professional Services	92526	Feeding Therapy	Base	Clinical	1 Assistant	Per Visit	\$ 77.51	\$ 10.98	\$ 0.00	\$ 19.42	\$ 107.91	
Professional Services	92526	Feeding Therapy	Base	Clinical	2 Assistant	Per Visit	\$ 49.82	\$ 7.06	\$ 0.00	\$ 12.49	\$ 69.37	
Professional Services	92526	Feeding Therapy	Base	Clinical	3 Assistant	Per Visit	\$ 40.61	\$ 5.75	\$ 0.00	\$ 10.17	\$ 56.53	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	1 Assistant	Per Visit	\$ 85.25	\$ 11.76	\$ 0.00	\$ 21.30	\$ 118.31	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	2 Assistant	Per Visit	\$ 54.81	\$ 7.56	\$ 0.00	\$ 13.69	\$ 76.06	
Professional Services	92526	Feeding Therapy	Tier 1	Clinical	3 Assistant	Per Visit	\$ 44.65	\$ 6.16	\$ 0.00	\$ 11.16	\$ 61.97	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	92526	Feeding Therapy	Tier 2	Clinical	2 Assistant	Per Visit	\$ 62.28	\$ 8.31	\$ 0.00	\$ 15.50	\$ 86.09	
Professional Services	92526	Feeding Therapy	Tier 2	Clinical	3 Assistant	Per Visit	\$ 50.75	\$ 6.77	\$ 0.00	\$ 12.63	\$ 70.15	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	1 Assistant	Per Visit	\$ 116.25	\$ 14.88	\$ 0.00	\$ 28.79	\$ 159.92	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	2 Assistant	Per Visit	\$ 74.74	\$ 9.56	\$ 0.00	\$ 18.51	\$ 102.81	
Professional Services	92526	Feeding Therapy	Tier 3	Clinical	3 Assistant	Per Visit	\$ 60.90	\$ 7.79	\$ 0.00	\$ 15.08	\$ 83.77	
Professional Services	92526	Feeding Therapy	Base	Natural	1 Assistant	Per Visit	\$ 101.46	\$ 14.37	\$ 7.21	\$ 27.01	\$ 150.05	
Professional Services	92526	Feeding Therapy	Base	Natural	2 Assistant	Per Visit	\$ 61.80	\$ 8.75	\$ 3.61	\$ 16.28	\$ 90.44	
Professional Services	92526	Feeding Therapy	Base	Natural	3 Assistant	Per Visit	\$ 48.59	\$ 6.88	\$ 2.40	\$ 12.70	\$ 70.57	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	1 Assistant	Per Visit	\$ 115.78	\$ 15.97	\$ 13.43	\$ 31.87	\$ 177.05	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	2 Assistant	Per Visit	\$ 70.07	\$ 9.66	\$ 6.72	\$ 18.98	\$ 105.43	
Professional Services	92526	Feeding Therapy	Tier 1	Natural	3 Assistant	Per Visit	\$ 54.83	\$ 7.56	\$ 4.48	\$ 14.68	\$ 81.55	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	1 Assistant	Per Visit	\$ 142.91	\$ 19.07	\$ 24.51	\$ 40.94	\$ 227.43	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	2 Assistant	Per Visit	\$ 85.30	\$ 11.38	\$ 12.26	\$ 23.91	\$ 132.85	
Professional Services	92526	Feeding Therapy	Tier 2	Natural	3 Assistant	Per Visit	\$ 66.09	\$ 8.82	\$ 8.17	\$ 18.24	\$ 101.32	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	1 Assistant	Per Visit	\$ 180.35	\$ 23.07	\$ 28.43	\$ 50.89	\$ 282.74	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	2 Assistant	Per Visit	\$ 106.78	\$ 13.66	\$ 14.22	\$ 29.56	\$ 164.22	
Professional Services	92526	Feeding Therapy	Tier 3	Natural	3 Assistant	Per Visit	\$ 82.26	\$ 10.52	\$ 9.48	\$ 22.45	\$ 124.71	
Professional Services	92526	Feeding Therapy	Base	Teletherapy	1 Assistant	Per Visit	\$ 77.51	\$ 10.98	\$ 0.00	\$ 19.42	\$ 107.91	
Professional Services	92526	Feeding Therapy	Tier 1	Teletherapy	1 Assistant	Per Visit	\$ 85.25	\$ 11.76	\$ 0.00	\$ 21.30	\$ 118.31	
Professional Services	92526	Feeding Therapy	Tier 2	Teletherapy	1 Assistant	Per Visit	\$ 96.88	\$ 12.93	\$ 0.00	\$ 24.11	\$ 133.92	
Professional Services	92526	Feeding Therapy	Tier 3	Teletherapy	1 Assistant	Per Visit	\$ 116.25	\$ 14.88	\$ 0.00	\$ 28.79	\$ 159.92	
Professional Services	HHA	Home Health Aide	Statewide		1 Skilled	Per Visit	\$ 55.16	\$ 10.99	\$ 4.34	\$ 15.47	\$ 85.96	
Professional Services	HHA	Home Health Aide	Statewide		2 Skilled	Per Visit	\$ 28.97	\$ 5.77	\$ 2.17	\$ 8.10	\$ 45.01	
Professional Services	HHA	Home Health Aide	Statewide		3 Skilled	Per Visit	\$ 20.24	\$ 4.03	\$ 1.45	\$ 5.65	\$ 31.37	
Professional Services	HHA	Home Health Aide	Statewide		1 Unskilled	Per Visit	\$ 45.24	\$ 10.00	\$ 4.34	\$ 13.08	\$ 72.66	
Professional Services	HHA	Home Health Aide	Statewide		2 Unskilled	Per Visit	\$ 23.77	\$ 5.25	\$ 2.17	\$ 6.84	\$ 38.03	
Professional Services	HHA	Home Health Aide	Statewide		3 Unskilled	Per Visit	\$ 16.59	\$ 3.67	\$ 1.45	\$ 4.77	\$ 26.48	
Professional Services	HHA	Home Health Aide	Flagstaff		1 Skilled	Per Visit	\$ 55.16	\$ 10.99	\$ 4.34	\$ 15.47	\$ 85.96	
Professional Services	HHA	Home Health Aide	Flagstaff		2 Skilled	Per Visit	\$ 28.97	\$ 5.77	\$ 2.17	\$ 8.10	\$ 45.01	
Professional Services	HHA	Home Health Aide	Flagstaff		3 Skilled	Per Visit	\$ 20.24	\$ 4.03	\$ 1.45	\$ 5.65	\$ 31.37	
Professional Services	HHA	Home Health Aide	Flagstaff		1 Unskilled	Per Visit	\$ 49.18	\$ 10.39	\$ 4.34	\$ 14.03	\$ 77.94	
Professional Services	HHA	Home Health Aide	Flagstaff		2 Unskilled	Per Visit	\$ 25.83	\$ 5.46	\$ 2.17	\$ 7.34	\$ 40.80	
Professional Services	HHA	Home Health Aide	Flagstaff		3 Unskilled	Per Visit	\$ 18.04	\$ 3.81	\$ 1.45	\$ 5.12	\$ 28.42	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	1 RN	Per 15 Minutes	\$ 39.95	\$ 5.86	\$ 8.15	\$ 11.84	\$ 65.80	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	2 RN	Per 15 Minutes	\$ 22.24	\$ 3.27	\$ 4.07	\$ 6.50	\$ 36.08	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	3 RN	Per 15 Minutes	\$ 16.35	\$ 2.40	\$ 2.72	\$ 4.71	\$ 26.18	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	1 RN	Per 15 Minutes	\$ 20.23	\$ 2.97	\$ 1.29	\$ 5.38	\$ 29.87	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	2 RN	Per 15 Minutes	\$ 12.40	\$ 1.82	\$ 0.64	\$ 3.26	\$ 18.12	
Professional Services	G0299	Nursing Visit (RN)	Base	Less than 15 Minutes	3 RN	Per 15 Minutes	\$ 9.77	\$ 1.44	\$ 0.43	\$ 2.56	\$ 14.20	
Professional Services	G0299	Nursing Visit (RN)	50-100 Miles Travel	Less than 15 Minutes	1 RN	Per 15 Minutes	\$ 197.00	\$ 28.93	\$ 62.81	\$ 63.38	\$ 352.12	
Professional Services	G0299	Nursing Visit (RN)	50-100 Miles Travel	Less than 15 Minutes	2 RN	Per 15 Minutes	\$ 100.77	\$ 14.80	\$ 31.41	\$ 32.26	\$ 179.24	
Professional Services	G0299	Nursing Visit (RN)	50-100 Miles Travel	Less than 15 Minutes	3 RN	Per 15 Minutes	\$ 68.70	\$ 10.09	\$ 20.94	\$ 21.89	\$ 121.62	
Professional Services	G0299	Nursing Visit (RN)	50-100 Miles Travel	Less than 15 Minutes	1 RN	Per 15 Minutes	\$ 45.06	\$ 6.62	\$ 9.93	\$ 13.52	\$ 75.13	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	G0299	Nursing Visit (RN)	50-100 Miles Travel		3 RN	Per 15 Minutes	\$ 18.06	\$ 2.65	\$ 3.31	\$ 5.27	\$ 29.29	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel	Less than 15 Minutes	1 RN	Per 15 Minutes	\$ 257.16	\$ 37.76	\$ 83.75	\$ 83.12	\$ 461.79	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel	Less than 15 Minutes	2 RN	Per 15 Minutes	\$ 130.86	\$ 19.21	\$ 41.88	\$ 42.13	\$ 234.08	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel	Less than 15 Minutes	3 RN	Per 15 Minutes	\$ 88.75	\$ 13.03	\$ 27.92	\$ 28.47	\$ 158.17	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel		1 RN	Per 15 Minutes	\$ 54.58	\$ 8.01	\$ 13.24	\$ 16.64	\$ 92.47	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel		2 RN	Per 15 Minutes	\$ 29.56	\$ 4.34	\$ 6.62	\$ 8.90	\$ 49.42	
Professional Services	G0299	Nursing Visit (RN)	100+ Miles Travel		3 RN	Per 15 Minutes	\$ 21.23	\$ 3.12	\$ 4.41	\$ 6.31	\$ 35.07	
Professional Services	G0300	Nursing Visit (LPN)	Base	Less than 15 Minutes	1 LPN	Per 15 Minutes	\$ 32.50	\$ 5.23	\$ 8.15	\$ 10.07	\$ 55.95	
Professional Services	G0300	Nursing Visit (LPN)	Base	Less than 15 Minutes	2 LPN	Per 15 Minutes	\$ 18.11	\$ 2.91	\$ 4.07	\$ 5.51	\$ 30.60	
Professional Services	G0300	Nursing Visit (LPN)	Base	Less than 15 Minutes	3 LPN	Per 15 Minutes	\$ 13.30	\$ 2.14	\$ 2.72	\$ 3.99	\$ 22.15	
Professional Services	G0300	Nursing Visit (LPN)	Base		1 LPN	Per 15 Minutes	\$ 16.46	\$ 2.65	\$ 1.29	\$ 4.48	\$ 24.88	
Professional Services	G0300	Nursing Visit (LPN)	Base		2 LPN	Per 15 Minutes	\$ 10.09	\$ 1.62	\$ 0.64	\$ 2.71	\$ 15.06	
Professional Services	G0300	Nursing Visit (LPN)	Base		3 LPN	Per 15 Minutes	\$ 7.96	\$ 1.28	\$ 0.43	\$ 2.12	\$ 11.79	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel	Less than 15 Minutes	1 LPN	Per 15 Minutes	\$ 160.28	\$ 25.81	\$ 62.81	\$ 54.64	\$ 303.54	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel	Less than 15 Minutes	2 LPN	Per 15 Minutes	\$ 81.99	\$ 13.20	\$ 31.41	\$ 27.79	\$ 154.39	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel	Less than 15 Minutes	3 LPN	Per 15 Minutes	\$ 55.90	\$ 9.00	\$ 20.94	\$ 18.84	\$ 104.68	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel		1 LPN	Per 15 Minutes	\$ 36.67	\$ 5.90	\$ 9.93	\$ 11.52	\$ 64.02	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel		2 LPN	Per 15 Minutes	\$ 20.19	\$ 3.25	\$ 4.96	\$ 6.23	\$ 34.63	
Professional Services	G0300	Nursing Visit (LPN)	50-100 Miles Travel		3 LPN	Per 15 Minutes	\$ 14.69	\$ 2.37	\$ 3.31	\$ 4.47	\$ 24.84	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel	Less than 15 Minutes	1 LPN	Per 15 Minutes	\$ 209.23	\$ 33.69	\$ 83.75	\$ 71.71	\$ 398.38	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel	Less than 15 Minutes	2 LPN	Per 15 Minutes	\$ 106.46	\$ 17.14	\$ 41.88	\$ 36.33	\$ 201.81	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel	Less than 15 Minutes	3 LPN	Per 15 Minutes	\$ 72.21	\$ 11.63	\$ 27.92	\$ 24.53	\$ 136.29	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel		1 LPN	Per 15 Minutes	\$ 44.40	\$ 7.15	\$ 13.24	\$ 14.22	\$ 79.01	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel		2 LPN	Per 15 Minutes	\$ 24.06	\$ 3.87	\$ 6.62	\$ 7.58	\$ 42.13	
Professional Services	G0300	Nursing Visit (LPN)	100+ Miles Travel		3 LPN	Per 15 Minutes	\$ 17.27	\$ 2.78	\$ 4.41	\$ 5.37	\$ 29.83	
Professional Services	S5150-TE	Nursing, Respite (LPN)	Base		1 LPN	Per 15 Minutes	\$ 12.73	\$ 2.05	\$ 0.74	\$ 3.41	\$ 18.93	
Professional Services	S5150-TE	Nursing, Respite (LPN)	Base		2 LPN	Per 15 Minutes	\$ 6.99	\$ 1.13	\$ 0.37	\$ 1.87	\$ 10.36	
Professional Services	S5150-TE	Nursing, Respite (LPN)	Base		3 LPN	Per 15 Minutes	\$ 5.09	\$ 0.82	\$ 0.25	\$ 1.35	\$ 7.51	
Professional Services	S5150-TE	Nursing, Respite (LPN)	50-100 Miles Travel		1 LPN	Per 15 Minutes	\$ 24.28	\$ 3.91	\$ 5.67	\$ 7.43	\$ 41.29	
Professional Services	S5150-TE	Nursing, Respite (LPN)	50-100 Miles Travel		2 LPN	Per 15 Minutes	\$ 12.76	\$ 2.06	\$ 2.84	\$ 3.88	\$ 21.54	
Professional Services	S5150-TE	Nursing, Respite (LPN)	50-100 Miles Travel		3 LPN	Per 15 Minutes	\$ 8.94	\$ 1.44	\$ 1.89	\$ 2.69	\$ 14.96	
Professional Services	S5150-TE	Nursing, Respite (LPN)	100+ Miles Travel		1 LPN	Per 15 Minutes	\$ 28.71	\$ 4.62	\$ 7.56	\$ 8.97	\$ 49.86	
Professional Services	S5150-TE	Nursing, Respite (LPN)	100+ Miles Travel		2 LPN	Per 15 Minutes	\$ 14.99	\$ 2.41	\$ 3.78	\$ 4.65	\$ 25.83	
Professional Services	S5150-TE	Nursing, Respite (LPN)	100+ Miles Travel		3 LPN	Per 15 Minutes	\$ 10.41	\$ 1.68	\$ 2.52	\$ 3.21	\$ 17.82	
Professional Services	S5150-TD	Nursing, Respite (RN)	Base		1 RN	Per 15 Minutes	\$ 15.65	\$ 2.30	\$ 0.74	\$ 4.10	\$ 22.79	
Professional Services	S5150-TD	Nursing, Respite (RN)	Base		2 RN	Per 15 Minutes	\$ 8.60	\$ 1.26	\$ 0.37	\$ 2.25	\$ 12.48	
Professional Services	S5150-TD	Nursing, Respite (RN)	Base		3 RN	Per 15 Minutes	\$ 6.25	\$ 0.92	\$ 0.25	\$ 1.63	\$ 9.05	

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Professional Services	S5150-TD	Nursing, Respite (RN)	50-100 Miles Travel		2 RN	Per 15 Minutes	\$ 15.70	\$ 2.31	\$ 2.84	\$ 4.57	\$ 25.42	
Professional Services	S5150-TD	Nursing, Respite (RN)	50-100 Miles Travel		3 RN	Per 15 Minutes	\$ 10.99	\$ 1.61	\$ 1.89	\$ 3.18	\$ 17.67	
Professional Services	S5150-TD	Nursing, Respite (RN)	100+ Miles Travel		1 RN	Per 15 Minutes	\$ 35.28	\$ 5.18	\$ 7.56	\$ 10.54	\$ 58.56	
Professional Services	S5150-TD	Nursing, Respite (RN)	100+ Miles Travel		2 RN	Per 15 Minutes	\$ 18.42	\$ 2.70	\$ 3.78	\$ 5.47	\$ 30.37	
Professional Services	S5150-TD	Nursing, Respite (RN)	100+ Miles Travel		3 RN	Per 15 Minutes	\$ 12.80	\$ 1.88	\$ 2.52	\$ 3.77	\$ 20.97	
Professional Services	S5150	Nursing, Respite (LHA)	Base		1 LHA	Per 15 Minutes	\$ 7.87	\$ 1.54	\$ 0.74	\$ 2.23	\$ 12.38	
Professional Services	S5150	Nursing, Respite (LHA)	Base		2 LHA	Per 15 Minutes	\$ 4.24	\$ 0.83	\$ 0.37	\$ 1.20	\$ 6.64	
Professional Services	S5150	Nursing, Respite (LHA)	Base		3 LHA	Per 15 Minutes	\$ 3.03	\$ 0.60	\$ 0.25	\$ 0.85	\$ 4.73	
Professional Services	S5150	Nursing, Respite (LHA)	50-100 Miles Travel		1 LHA	Per 15 Minutes	\$ 15.17	\$ 2.98	\$ 5.67	\$ 5.23	\$ 29.05	
Professional Services	S5150	Nursing, Respite (LHA)	50-100 Miles Travel		2 LHA	Per 15 Minutes	\$ 7.89	\$ 1.55	\$ 2.84	\$ 2.70	\$ 14.98	
Professional Services	S5150	Nursing, Respite (LHA)	50-100 Miles Travel		3 LHA	Per 15 Minutes	\$ 5.47	\$ 1.07	\$ 1.89	\$ 1.85	\$ 10.28	
Professional Services	S5150	Nursing, Respite (LHA)	100+ Miles Travel		1 LHA	Per 15 Minutes	\$ 17.98	\$ 3.52	\$ 7.56	\$ 6.38	\$ 35.44	
Professional Services	S5150	Nursing, Respite (LHA)	100+ Miles Travel		2 LHA	Per 15 Minutes	\$ 9.30	\$ 1.82	\$ 3.78	\$ 3.27	\$ 18.17	
Professional Services	S5150	Nursing, Respite (LHA)	100+ Miles Travel		3 LHA	Per 15 Minutes	\$ 6.40	\$ 1.26	\$ 2.52	\$ 2.23	\$ 12.41	
Professional Services	S9123	Nursing, Continuous (RN)	Base		1 RN	Per 60 Minutes	\$ 58.73	\$ 8.62	\$ 1.59	\$ 15.13	\$ 84.07	
Professional Services	S9123	Nursing, Continuous (RN)	Base		2 RN	Per 60 Minutes	\$ 32.47	\$ 4.77	\$ 0.80	\$ 8.35	\$ 46.39	
Professional Services	S9123	Nursing, Continuous (RN)	Base		3 RN	Per 60 Minutes	\$ 23.73	\$ 3.48	\$ 0.53	\$ 6.09	\$ 33.83	
Professional Services	S9123	Nursing, Continuous (RN)	50-100 Miles Travel		1 RN	Per 60 Minutes	\$ 89.39	\$ 13.12	\$ 12.26	\$ 25.19	\$ 139.96	
Professional Services	S9123	Nursing, Continuous (RN)	50-100 Miles Travel		2 RN	Per 60 Minutes	\$ 47.81	\$ 7.02	\$ 6.13	\$ 13.38	\$ 74.34	
Professional Services	S9123	Nursing, Continuous (RN)	50-100 Miles Travel		3 RN	Per 60 Minutes	\$ 33.95	\$ 4.98	\$ 4.09	\$ 9.44	\$ 52.46	
Professional Services	S9123	Nursing, Continuous (RN)	100+ Miles Travel		1 RN	Per 60 Minutes	\$ 101.11	\$ 14.85	\$ 16.35	\$ 29.05	\$ 161.36	
Professional Services	S9123	Nursing, Continuous (RN)	100+ Miles Travel		2 RN	Per 60 Minutes	\$ 53.68	\$ 7.88	\$ 8.17	\$ 15.31	\$ 85.04	
Professional Services	S9123	Nursing, Continuous (RN)	100+ Miles Travel		3 RN	Per 60 Minutes	\$ 37.86	\$ 5.56	\$ 5.45	\$ 10.73	\$ 59.60	
Professional Services	S9124	Nursing, Continuous (LPN)	Base		1 LPN	Per 60 Minutes	\$ 47.78	\$ 7.69	\$ 1.59	\$ 12.53	\$ 69.59	
Professional Services	S9124	Nursing, Continuous (LPN)	Base		2 LPN	Per 60 Minutes	\$ 26.42	\$ 4.25	\$ 0.80	\$ 6.91	\$ 38.38	
Professional Services	S9124	Nursing, Continuous (LPN)	Base		3 LPN	Per 60 Minutes	\$ 19.30	\$ 3.11	\$ 0.53	\$ 5.04	\$ 27.98	
Professional Services	S9124	Nursing, Continuous (LPN)	50-100 Miles Travel		1 LPN	Per 60 Minutes	\$ 72.72	\$ 11.71	\$ 12.26	\$ 21.23	\$ 117.92	
Professional Services	S9124	Nursing, Continuous (LPN)	50-100 Miles Travel		2 LPN	Per 60 Minutes	\$ 38.90	\$ 6.26	\$ 6.13	\$ 11.26	\$ 62.55	
Professional Services	S9124	Nursing, Continuous (LPN)	50-100 Miles Travel		3 LPN	Per 60 Minutes	\$ 27.61	\$ 4.45	\$ 4.09	\$ 7.94	\$ 44.09	
Professional Services	S9124	Nursing, Continuous (LPN)	100+ Miles Travel		1 LPN	Per 60 Minutes	\$ 82.27	\$ 13.25	\$ 16.35	\$ 24.56	\$ 136.43	
Professional Services	S9124	Nursing, Continuous (LPN)	100+ Miles Travel		2 LPN	Per 60 Minutes	\$ 43.68	\$ 7.03	\$ 8.17	\$ 12.92	\$ 71.80	
Professional Services	S9124	Nursing, Continuous (LPN)	100+ Miles Travel		3 LPN	Per 60 Minutes	\$ 30.80	\$ 4.96	\$ 5.45	\$ 9.05	\$ 50.26	
Professional Services	RP1	Respiratory Therapy		Clinical	1	Per 60 Minutes	\$ 46.17	\$ 7.33	\$ 0.00	\$ 11.74	\$ 65.24	
Professional Services	RP1	Respiratory Therapy		Clinical	2	Per 60 Minutes	\$ 26.62	\$ 4.23	\$ 0.00	\$ 6.77	\$ 37.62	
Professional Services	RP1	Respiratory Therapy		Clinical	3	Per 60 Minutes	\$ 20.11	\$ 3.19	\$ 0.00	\$ 5.11	\$ 28.41	
Professional Services	RP1	Respiratory Therapy		Natural	1	Per 60 Minutes	\$ 65.27	\$ 10.36	\$ 8.15	\$ 18.39	\$ 102.17	
Professional Services	RP1	Respiratory Therapy		Natural	2	Per 60 Minutes	\$ 36.18	\$ 5.74	\$ 4.07	\$ 10.09	\$ 56.08	
Professional Services	RP1	Respiratory Therapy		Natural	3	Per 60 Minutes	\$ 26.46	\$ 4.20	\$ 2.72	\$ 7.33	\$ 40.71	
Professional Services	T1013	Sign Language or Oral Interpretive Services			1	Per 15 Minutes	\$ 8.45	\$ 1.71	\$ 2.04	\$ 2.68	\$ 14.88	
Transportation	TRA	Transportation (Day Program)	Urban	Regularly Scheduled		Per Trip	\$ 6.27	\$ 1.24	\$ 3.62	\$ 2.44	\$ 13.57	
Transportation	TRA	Transportation (Day Program)	Rural	Regularly Scheduled		Per Trip	\$ 9.31	\$ 1.84	\$ 9.64	\$ 4.56	\$ 25.35	
Transportation	TRA	Transportation (Day Program)	Urban	Single Person Modified		Per Trip	\$ 25.07	\$ 4.96	\$ 14.46	\$ 9.77	\$ 54.26	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 1 - Summary of Unit Cost Rates**

Service Description							Independent Rate Model Development Unit Cost					
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Transportation	TRA	Transportation (Day Program)	Statewide	Extensive Distance Modified			Per Trip	\$ 44.31	\$ 8.78	\$ 30.03	\$ 18.25	\$ 101.37
Transportation	TRE	Transportation (Employment Program)	Urban	Regularly Scheduled			Per Trip	\$ 6.32	\$ 1.25	\$ 3.62	\$ 2.45	\$ 13.64
Transportation	TRE	Transportation (Employment Program)	Rural	Regularly Scheduled			Per Trip	\$ 9.38	\$ 1.86	\$ 9.64	\$ 4.58	\$ 25.46
Transportation	TRE	Transportation (Employment Program)	Urban	Single Person Modified			Per Trip	\$ 25.27	\$ 5.00	\$ 14.46	\$ 9.82	\$ 54.55
Transportation	TRE	Transportation (Employment Program)	Rural	Single Person Modified			Per Trip	\$ 37.49	\$ 7.42	\$ 38.58	\$ 18.33	\$ 101.82
Transportation	TRE	Transportation (Employment Program)	Statewide	Extensive Distance Modified			Per Trip	\$ 44.66	\$ 8.84	\$ 30.03	\$ 18.34	\$ 101.87
Transportation	TRA	Transportation (Day Program)	Flagstaff	Regularly Scheduled			Per Trip	\$ 6.29	\$ 1.25	\$ 4.25	\$ 2.59	\$ 14.38
Transportation	TRA	Transportation (Day Program)	Flagstaff	Single Person Modified			Per Trip	\$ 25.19	\$ 4.99	\$ 16.98	\$ 10.35	\$ 57.51
Transportation	TRA	Transportation (Day Program)	Flagstaff	Extensive Distance Modified			Per Trip	\$ 44.53	\$ 8.82	\$ 30.03	\$ 18.30	\$ 101.68
Transportation	TRE	Transportation (Employment Program)	Flagstaff	Regularly Scheduled			Per Trip	\$ 6.34	\$ 1.26	\$ 4.25	\$ 2.60	\$ 14.45
Transportation	TRE	Transportation (Employment Program)	Flagstaff	Single Person Modified			Per Trip	\$ 25.40	\$ 5.02	\$ 16.98	\$ 10.40	\$ 57.80
Transportation	TRE	Transportation (Employment Program)	Flagstaff	Extensive Distance Modified			Per Trip	\$ 44.88	\$ 8.88	\$ 30.03	\$ 18.39	\$ 102.18
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level I	Base	Per Diem	\$ 422.31	\$ 69.44	\$ 8.51	\$ 109.81	\$ 610.07
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level II	Base	Per Diem	\$ 502.74	\$ 84.28	\$ 8.51	\$ 130.73	\$ 726.26
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level III	Base	Per Diem	\$ 563.09	\$ 92.58	\$ 8.51	\$ 145.79	\$ 809.97
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level I	Base	Per Diem	\$ 422.31	\$ 69.44	\$ 8.51	\$ 109.81	\$ 610.07
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level II	Base	Per Diem	\$ 502.74	\$ 84.28	\$ 8.51	\$ 130.73	\$ 726.26
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level III	Base	Per Diem	\$ 563.09	\$ 92.58	\$ 8.51	\$ 145.79	\$ 809.97
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level I	Behavior Support	Per Diem	\$ 467.79	\$ 78.50	\$ 8.51	\$ 121.79	\$ 676.59

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 1 - Summary of Unit Cost Rates

Service Description								Independent Rate Model Development Unit Cost				
Service Group	DDD Service Code	Service Description	Location	Setting	Group Size / Ratio / Capacity	Occupancy (RRB) / Other Rate Variation	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation & Fleet Vehicle Expenses	Administration, Program Support & Overhead	Total Rate
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level II	Behavior Support	Per Diem	\$ 548.23	\$ 93.34	\$ 8.51	\$ 142.70	\$ 792.78
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Statewide		Level III	Behavior Support	Per Diem	\$ 608.57	\$ 101.64	\$ 8.51	\$ 157.77	\$ 876.49
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level I	Behavior Support	Per Diem	\$ 467.79	\$ 78.50	\$ 8.51	\$ 121.79	\$ 676.59
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level II	Behavior Support	Per Diem	\$ 548.23	\$ 93.34	\$ 8.51	\$ 142.70	\$ 792.78
Group Home Services	HAN	Habilitation, Nursing Supported Group Home	Flagstaff		Level III	Behavior Support	Per Diem	\$ 608.57	\$ 101.64	\$ 8.51	\$ 157.77	\$ 876.49

Appendix 2: Weekly Staff Matrix Per Diem Rates

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2A - Weekly Staffing Matrix Per Diem Rates - HID**

Habilitation, Supported Living

DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Market Rate	
					Statewide	Flagstaff
HID	Per Hour (For Use in Weekly Staffing Matrix)				\$ 38.26	\$ 38.44
HID	Per Diem	1	20	1	\$ 109.31	\$ 109.83
HID	Per Diem	1	20	2	\$ 54.66	\$ 54.91
HID	Per Diem	1	20	3	\$ 36.44	\$ 36.61
HID	Per Diem	1	20	4	\$ 27.33	\$ 27.46
HID	Per Diem	1	20	5	\$ 21.86	\$ 21.97
HID	Per Diem	1	20	6	\$ 18.22	\$ 18.30
HID	Per Diem	2	40	1	\$ 218.63	\$ 219.66
HID	Per Diem	2	40	2	\$ 109.31	\$ 109.83
HID	Per Diem	2	40	3	\$ 72.88	\$ 73.22
HID	Per Diem	2	40	4	\$ 54.66	\$ 54.91
HID	Per Diem	2	40	5	\$ 43.73	\$ 43.93
HID	Per Diem	2	40	6	\$ 36.44	\$ 36.61
HID	Per Diem	3	60	1	\$ 327.94	\$ 329.49
HID	Per Diem	3	60	2	\$ 163.97	\$ 164.74
HID	Per Diem	3	60	3	\$ 109.31	\$ 109.83
HID	Per Diem	3	60	4	\$ 81.99	\$ 82.37
HID	Per Diem	3	60	5	\$ 65.59	\$ 65.90
HID	Per Diem	3	60	6	\$ 54.66	\$ 54.91
HID	Per Diem	4	80	1	\$ 437.26	\$ 439.31
HID	Per Diem	4	80	2	\$ 218.63	\$ 219.66
HID	Per Diem	4	80	3	\$ 145.75	\$ 146.44
HID	Per Diem	4	80	4	\$ 109.31	\$ 109.83
HID	Per Diem	4	80	5	\$ 87.45	\$ 87.86
HID	Per Diem	4	80	6	\$ 72.88	\$ 73.22
HID	Per Diem	5	100	1	\$ 546.57	\$ 549.14
HID	Per Diem	5	100	2	\$ 273.29	\$ 274.57
HID	Per Diem	5	100	3	\$ 182.19	\$ 183.05
HID	Per Diem	5	100	4	\$ 136.64	\$ 137.29
HID	Per Diem	5	100	5	\$ 109.31	\$ 109.83
HID	Per Diem	5	100	6	\$ 91.10	\$ 91.52
HID	Per Diem	6	120	1	\$ 655.89	\$ 658.97
HID	Per Diem	6	120	2	\$ 327.94	\$ 329.49
HID	Per Diem	6	120	3	\$ 218.63	\$ 219.66
HID	Per Diem	6	120	4	\$ 163.97	\$ 164.74
HID	Per Diem	6	120	5	\$ 131.18	\$ 131.79
HID	Per Diem	6	120	6	\$ 109.31	\$ 109.83
HID	Per Diem	7	140	1	\$ 765.20	\$ 768.80
HID	Per Diem	7	140	2	\$ 382.60	\$ 384.40
HID	Per Diem	7	140	3	\$ 255.07	\$ 256.27
HID	Per Diem	7	140	4	\$ 191.30	\$ 192.20
HID	Per Diem	7	140	5	\$ 153.04	\$ 153.76
HID	Per Diem	7	140	6	\$ 127.53	\$ 128.13
HID	Per Diem	8	160	1	\$ 874.51	\$ 878.63
HID	Per Diem	8	160	2	\$ 437.26	\$ 439.31
HID	Per Diem	8	160	3	\$ 291.50	\$ 292.88
HID	Per Diem	8	160	4	\$ 218.63	\$ 219.66
HID	Per Diem	8	160	5	\$ 174.90	\$ 175.73
HID	Per Diem	8	160	6	\$ 145.75	\$ 146.44
HID	Per Diem	9	180	1	\$ 983.83	\$ 988.46
HID	Per Diem	9	180	2	\$ 491.91	\$ 494.23

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2A - Weekly Staffing Matrix Per Diem Rates - HID**

Habilitation, Supported Living

					Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff
HID	Per Diem	9	180	3	\$ 327.94	\$ 329.49
HID	Per Diem	9	180	4	\$ 245.96	\$ 247.11
HID	Per Diem	9	180	5	\$ 196.77	\$ 197.69
HID	Per Diem	9	180	6	\$ 163.97	\$ 164.74
HID	Per Diem	10	200	1	\$ 1,093.14	\$ 1,098.29
HID	Per Diem	10	200	2	\$ 546.57	\$ 549.14
HID	Per Diem	10	200	3	\$ 364.38	\$ 366.10
HID	Per Diem	10	200	4	\$ 273.29	\$ 274.57
HID	Per Diem	10	200	5	\$ 218.63	\$ 219.66
HID	Per Diem	10	200	6	\$ 182.19	\$ 183.05
HID	Per Diem	11	220	1	\$ 1,202.46	\$ 1,208.11
HID	Per Diem	11	220	2	\$ 601.23	\$ 604.06
HID	Per Diem	11	220	3	\$ 400.82	\$ 402.70
HID	Per Diem	11	220	4	\$ 300.61	\$ 302.03
HID	Per Diem	11	220	5	\$ 240.49	\$ 241.62
HID	Per Diem	11	220	6	\$ 200.41	\$ 201.35
HID	Per Diem	12	240	1	\$ 1,311.77	\$ 1,317.94
HID	Per Diem	12	240	2	\$ 655.89	\$ 658.97
HID	Per Diem	12	240	3	\$ 437.26	\$ 439.31
HID	Per Diem	12	240	4	\$ 327.94	\$ 329.49
HID	Per Diem	12	240	5	\$ 262.35	\$ 263.59
HID	Per Diem	12	240	6	\$ 218.63	\$ 219.66
HID	Per Diem	13	260	1	\$ 1,421.09	\$ 1,427.77
HID	Per Diem	13	260	2	\$ 710.54	\$ 713.89
HID	Per Diem	13	260	3	\$ 473.70	\$ 475.92
HID	Per Diem	13	260	4	\$ 355.27	\$ 356.94
HID	Per Diem	13	260	5	\$ 284.22	\$ 285.55
HID	Per Diem	13	260	6	\$ 236.85	\$ 237.96
HID	Per Diem	14	280	1	\$ 1,530.40	\$ 1,537.60
HID	Per Diem	14	280	2	\$ 765.20	\$ 768.80
HID	Per Diem	14	280	3	\$ 510.13	\$ 512.53
HID	Per Diem	14	280	4	\$ 382.60	\$ 384.40
HID	Per Diem	14	280	5	\$ 306.08	\$ 307.52
HID	Per Diem	14	280	6	\$ 255.07	\$ 256.27
HID	Per Diem	15	300	1	\$ 1,639.71	\$ 1,647.43
HID	Per Diem	15	300	2	\$ 819.86	\$ 823.71
HID	Per Diem	15	300	3	\$ 546.57	\$ 549.14
HID	Per Diem	15	300	4	\$ 409.93	\$ 411.86
HID	Per Diem	15	300	5	\$ 327.94	\$ 329.49
HID	Per Diem	15	300	6	\$ 273.29	\$ 274.57
HID	Per Diem	16	320	1	\$ 1,749.03	\$ 1,757.26
HID	Per Diem	16	320	2	\$ 874.51	\$ 878.63
HID	Per Diem	16	320	3	\$ 583.01	\$ 585.75
HID	Per Diem	16	320	4	\$ 437.26	\$ 439.31
HID	Per Diem	16	320	5	\$ 349.81	\$ 351.45
HID	Per Diem	16	320	6	\$ 291.50	\$ 292.88
HID	Per Diem	17	340	1	\$ 1,858.34	\$ 1,867.09
HID	Per Diem	17	340	2	\$ 929.17	\$ 933.54
HID	Per Diem	17	340	3	\$ 619.45	\$ 622.36
HID	Per Diem	17	340	4	\$ 464.59	\$ 466.77
HID	Per Diem	17	340	5	\$ 371.67	\$ 373.42

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2A - Weekly Staffing Matrix Per Diem Rates - HID

Habilitation, Supported Living

					Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff
HID	Per Diem	17	340	6	\$ 309.72	\$ 311.18
HID	Per Diem	18	360	1	\$ 1,967.66	\$ 1,976.91
HID	Per Diem	18	360	2	\$ 983.83	\$ 988.46
HID	Per Diem	18	360	3	\$ 655.89	\$ 658.97
HID	Per Diem	18	360	4	\$ 491.91	\$ 494.23
HID	Per Diem	18	360	5	\$ 393.53	\$ 395.38
HID	Per Diem	18	360	6	\$ 327.94	\$ 329.49
HID	Per Diem	19	380	1	\$ 2,076.97	\$ 2,086.74
HID	Per Diem	19	380	2	\$ 1,038.49	\$ 1,043.37
HID	Per Diem	19	380	3	\$ 692.32	\$ 695.58
HID	Per Diem	19	380	4	\$ 519.24	\$ 521.69
HID	Per Diem	19	380	5	\$ 415.39	\$ 417.35
HID	Per Diem	19	380	6	\$ 346.16	\$ 347.79
HID	Per Diem	20	400	1	\$ 2,186.29	\$ 2,196.57
HID	Per Diem	20	400	2	\$ 1,093.14	\$ 1,098.29
HID	Per Diem	20	400	3	\$ 728.76	\$ 732.19
HID	Per Diem	20	400	4	\$ 546.57	\$ 549.14
HID	Per Diem	20	400	5	\$ 437.26	\$ 439.31
HID	Per Diem	20	400	6	\$ 364.38	\$ 366.10
HID	Per Diem	21	420	1	\$ 2,295.60	\$ 2,306.40
HID	Per Diem	21	420	2	\$ 1,147.80	\$ 1,153.20
HID	Per Diem	21	420	3	\$ 765.20	\$ 768.80
HID	Per Diem	21	420	4	\$ 573.90	\$ 576.60
HID	Per Diem	21	420	5	\$ 459.12	\$ 461.28
HID	Per Diem	21	420	6	\$ 382.60	\$ 384.40
HID	Per Diem	22	440	1	\$ 2,404.91	\$ 2,416.23
HID	Per Diem	22	440	2	\$ 1,202.46	\$ 1,208.11
HID	Per Diem	22	440	3	\$ 801.64	\$ 805.41
HID	Per Diem	22	440	4	\$ 601.23	\$ 604.06
HID	Per Diem	22	440	5	\$ 480.98	\$ 483.25
HID	Per Diem	22	440	6	\$ 400.82	\$ 402.70

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home					Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff
HAB	Per Hour (For Use in Weekly Staffing Matrix)			1	\$ 38.56	\$ 38.74
HAB	Per Hour (For Use in Weekly Staffing Matrix)			2	\$ 38.56	\$ 38.74
HAB	Per Hour (For Use in Weekly Staffing Matrix)			3+	\$ 38.56	\$ 38.74
HAB	Per Diem	1	60	1	\$ 330.51	\$ 332.06
HAB	Per Diem	1	60	2	\$ 165.26	\$ 166.03
HAB	Per Diem	1	60	3	\$ 110.17	\$ 110.69
HAB	Per Diem	1	60	4	\$ 82.63	\$ 83.01
HAB	Per Diem	1	60	5	\$ 66.10	\$ 66.41
HAB	Per Diem	1	60	6	\$ 55.09	\$ 55.34
HAB	Per Diem	2	80	1	\$ 440.69	\$ 442.74
HAB	Per Diem	2	80	2	\$ 220.34	\$ 221.37
HAB	Per Diem	2	80	3	\$ 146.90	\$ 147.58
HAB	Per Diem	2	80	4	\$ 110.17	\$ 110.69
HAB	Per Diem	2	80	5	\$ 88.14	\$ 88.55
HAB	Per Diem	2	80	6	\$ 73.45	\$ 73.79
HAB	Per Diem	3	100	1	\$ 550.86	\$ 553.43
HAB	Per Diem	3	100	2	\$ 275.43	\$ 276.71
HAB	Per Diem	3	100	3	\$ 183.62	\$ 184.48
HAB	Per Diem	3	100	4	\$ 137.71	\$ 138.36
HAB	Per Diem	3	100	5	\$ 110.17	\$ 110.69
HAB	Per Diem	3	100	6	\$ 91.81	\$ 92.24
HAB	Per Diem	4	120	1	\$ 661.03	\$ 664.11
HAB	Per Diem	4	120	2	\$ 330.51	\$ 332.06
HAB	Per Diem	4	120	3	\$ 220.34	\$ 221.37
HAB	Per Diem	4	120	4	\$ 165.26	\$ 166.03
HAB	Per Diem	4	120	5	\$ 132.21	\$ 132.82
HAB	Per Diem	4	120	6	\$ 110.17	\$ 110.69
HAB	Per Diem	5	140	1	\$ 771.20	\$ 774.80
HAB	Per Diem	5	140	2	\$ 385.60	\$ 387.40
HAB	Per Diem	5	140	3	\$ 257.07	\$ 258.27
HAB	Per Diem	5	140	4	\$ 192.80	\$ 193.70
HAB	Per Diem	5	140	5	\$ 154.24	\$ 154.96
HAB	Per Diem	5	140	6	\$ 128.53	\$ 129.13
HAB	Per Diem	6	160	1	\$ 881.37	\$ 885.49
HAB	Per Diem	6	160	2	\$ 440.69	\$ 442.74
HAB	Per Diem	6	160	3	\$ 293.79	\$ 295.16
HAB	Per Diem	6	160	4	\$ 220.34	\$ 221.37
HAB	Per Diem	6	160	5	\$ 176.27	\$ 177.10
HAB	Per Diem	6	160	6	\$ 146.90	\$ 147.58
HAB	Per Diem	7	180	1	\$ 991.54	\$ 996.17
HAB	Per Diem	7	180	2	\$ 495.77	\$ 498.09
HAB	Per Diem	7	180	3	\$ 330.51	\$ 332.06
HAB	Per Diem	7	180	4	\$ 247.89	\$ 249.04
HAB	Per Diem	7	180	5	\$ 198.31	\$ 199.23
HAB	Per Diem	7	180	6	\$ 165.26	\$ 166.03
HAB	Per Diem	8	200	1	\$ 1,101.71	\$ 1,106.86
HAB	Per Diem	8	200	2	\$ 550.86	\$ 553.43
HAB	Per Diem	8	200	3	\$ 367.24	\$ 368.95

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home							Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff		
HAB	Per Diem	8	200	4	\$ 275.43	\$ 276.71		
HAB	Per Diem	8	200	5	\$ 220.34	\$ 221.37		
HAB	Per Diem	8	200	6	\$ 183.62	\$ 184.48		
HAB	Per Diem	9	220	1	\$ 1,211.89	\$ 1,217.54		
HAB	Per Diem	9	220	2	\$ 605.94	\$ 608.77		
HAB	Per Diem	9	220	3	\$ 403.96	\$ 405.85		
HAB	Per Diem	9	220	4	\$ 302.97	\$ 304.39		
HAB	Per Diem	9	220	5	\$ 242.38	\$ 243.51		
HAB	Per Diem	9	220	6	\$ 201.98	\$ 202.92		
HAB	Per Diem	10	240	1	\$ 1,322.06	\$ 1,328.23		
HAB	Per Diem	10	240	2	\$ 661.03	\$ 664.11		
HAB	Per Diem	10	240	3	\$ 440.69	\$ 442.74		
HAB	Per Diem	10	240	4	\$ 330.51	\$ 332.06		
HAB	Per Diem	10	240	5	\$ 264.41	\$ 265.65		
HAB	Per Diem	10	240	6	\$ 220.34	\$ 221.37		
HAB	Per Diem	11	260	1	\$ 1,432.23	\$ 1,438.91		
HAB	Per Diem	11	260	2	\$ 716.11	\$ 719.46		
HAB	Per Diem	11	260	3	\$ 477.41	\$ 479.64		
HAB	Per Diem	11	260	4	\$ 358.06	\$ 359.73		
HAB	Per Diem	11	260	5	\$ 286.45	\$ 287.78		
HAB	Per Diem	11	260	6	\$ 238.70	\$ 239.82		
HAB	Per Diem	12	280	1	\$ 1,542.40	\$ 1,549.60		
HAB	Per Diem	12	280	2	\$ 771.20	\$ 774.80		
HAB	Per Diem	12	280	3	\$ 514.13	\$ 516.53		
HAB	Per Diem	12	280	4	\$ 385.60	\$ 387.40		
HAB	Per Diem	12	280	5	\$ 308.48	\$ 309.92		
HAB	Per Diem	12	280	6	\$ 257.07	\$ 258.27		
HAB	Per Diem	13	300	1	\$ 1,652.57	\$ 1,660.29		
HAB	Per Diem	13	300	2	\$ 826.29	\$ 830.14		
HAB	Per Diem	13	300	3	\$ 550.86	\$ 553.43		
HAB	Per Diem	13	300	4	\$ 413.14	\$ 415.07		
HAB	Per Diem	13	300	5	\$ 330.51	\$ 332.06		
HAB	Per Diem	13	300	6	\$ 275.43	\$ 276.71		
HAB	Per Diem	14	320	1	\$ 1,762.74	\$ 1,770.97		
HAB	Per Diem	14	320	2	\$ 881.37	\$ 885.49		
HAB	Per Diem	14	320	3	\$ 587.58	\$ 590.32		
HAB	Per Diem	14	320	4	\$ 440.69	\$ 442.74		
HAB	Per Diem	14	320	5	\$ 352.55	\$ 354.19		
HAB	Per Diem	14	320	6	\$ 293.79	\$ 295.16		
HAB	Per Diem	15	340	1	\$ 1,872.91	\$ 1,881.66		
HAB	Per Diem	15	340	2	\$ 936.46	\$ 940.83		
HAB	Per Diem	15	340	3	\$ 624.30	\$ 627.22		
HAB	Per Diem	15	340	4	\$ 468.23	\$ 470.41		
HAB	Per Diem	15	340	5	\$ 374.58	\$ 376.33		
HAB	Per Diem	15	340	6	\$ 312.15	\$ 313.61		
HAB	Per Diem	16	360	1	\$ 1,983.09	\$ 1,992.34		
HAB	Per Diem	16	360	2	\$ 991.54	\$ 996.17		
HAB	Per Diem	16	360	3	\$ 661.03	\$ 664.11		

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home							Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff		
HAB	Per Diem	16	360	4	\$ 495.77	\$ 498.09		
HAB	Per Diem	16	360	5	\$ 396.62	\$ 398.47		
HAB	Per Diem	16	360	6	\$ 330.51	\$ 332.06		
HAB	Per Diem	17	380	1	\$ 2,093.26	\$ 2,103.03		
HAB	Per Diem	17	380	2	\$ 1,046.63	\$ 1,051.51		
HAB	Per Diem	17	380	3	\$ 697.75	\$ 701.01		
HAB	Per Diem	17	380	4	\$ 523.31	\$ 525.76		
HAB	Per Diem	17	380	5	\$ 418.65	\$ 420.61		
HAB	Per Diem	17	380	6	\$ 348.88	\$ 350.50		
HAB	Per Diem	18	400	1	\$ 2,203.43	\$ 2,213.71		
HAB	Per Diem	18	400	2	\$ 1,101.71	\$ 1,106.86		
HAB	Per Diem	18	400	3	\$ 734.48	\$ 737.90		
HAB	Per Diem	18	400	4	\$ 550.86	\$ 553.43		
HAB	Per Diem	18	400	5	\$ 440.69	\$ 442.74		
HAB	Per Diem	18	400	6	\$ 367.24	\$ 368.95		
HAB	Per Diem	19	420	1	\$ 2,313.60	\$ 2,324.40		
HAB	Per Diem	19	420	2	\$ 1,156.80	\$ 1,162.20		
HAB	Per Diem	19	420	3	\$ 771.20	\$ 774.80		
HAB	Per Diem	19	420	4	\$ 578.40	\$ 581.10		
HAB	Per Diem	19	420	5	\$ 462.72	\$ 464.88		
HAB	Per Diem	19	420	6	\$ 385.60	\$ 387.40		
HAB	Per Diem	20	440	1	\$ 2,423.77	\$ 2,435.09		
HAB	Per Diem	20	440	2	\$ 1,211.89	\$ 1,217.54		
HAB	Per Diem	20	440	3	\$ 807.92	\$ 811.70		
HAB	Per Diem	20	440	4	\$ 605.94	\$ 608.77		
HAB	Per Diem	20	440	5	\$ 484.75	\$ 487.02		
HAB	Per Diem	20	440	6	\$ 403.96	\$ 405.85		
HAB	Per Diem	21	460	1	\$ 2,533.94	\$ 2,545.77		
HAB	Per Diem	21	460	2	\$ 1,266.97	\$ 1,272.89		
HAB	Per Diem	21	460	3	\$ 844.65	\$ 848.59		
HAB	Per Diem	21	460	4	\$ 633.49	\$ 636.44		
HAB	Per Diem	21	460	5	\$ 506.79	\$ 509.15		
HAB	Per Diem	21	460	6	\$ 422.32	\$ 424.30		
HAB	Per Diem	22	480	1	\$ 2,644.11	\$ 2,656.46		
HAB	Per Diem	22	480	2	\$ 1,322.06	\$ 1,328.23		
HAB	Per Diem	22	480	3	\$ 881.37	\$ 885.49		
HAB	Per Diem	22	480	4	\$ 661.03	\$ 664.11		
HAB	Per Diem	22	480	5	\$ 528.82	\$ 531.29		
HAB	Per Diem	22	480	6	\$ 440.69	\$ 442.74		
HAB	Per Diem	23	500	1	\$ 2,754.29	\$ 2,767.14		
HAB	Per Diem	23	500	2	\$ 1,377.14	\$ 1,383.57		
HAB	Per Diem	23	500	3	\$ 918.10	\$ 922.38		
HAB	Per Diem	23	500	4	\$ 688.57	\$ 691.79		
HAB	Per Diem	23	500	5	\$ 550.86	\$ 553.43		
HAB	Per Diem	23	500	6	\$ 459.05	\$ 461.19		
HAB	Per Diem	24	520	1	\$ 2,864.46	\$ 2,877.83		
HAB	Per Diem	24	520	2	\$ 1,432.23	\$ 1,438.91		
HAB	Per Diem	24	520	3	\$ 954.82	\$ 959.28		

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home							Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff		
HAB	Per Diem	24	520	4	\$ 716.11	\$ 719.46		
HAB	Per Diem	24	520	5	\$ 572.89	\$ 575.57		
HAB	Per Diem	24	520	6	\$ 477.41	\$ 479.64		
HAB	Per Diem	25	540	1	\$ 2,974.63	\$ 2,988.51		
HAB	Per Diem	25	540	2	\$ 1,487.31	\$ 1,494.26		
HAB	Per Diem	25	540	3	\$ 991.54	\$ 996.17		
HAB	Per Diem	25	540	4	\$ 743.66	\$ 747.13		
HAB	Per Diem	25	540	5	\$ 594.93	\$ 597.70		
HAB	Per Diem	25	540	6	\$ 495.77	\$ 498.09		
HAB	Per Diem	26	560	1	\$ 3,084.80	\$ 3,099.20		
HAB	Per Diem	26	560	2	\$ 1,542.40	\$ 1,549.60		
HAB	Per Diem	26	560	3	\$ 1,028.27	\$ 1,033.07		
HAB	Per Diem	26	560	4	\$ 771.20	\$ 774.80		
HAB	Per Diem	26	560	5	\$ 616.96	\$ 619.84		
HAB	Per Diem	26	560	6	\$ 514.13	\$ 516.53		
HAB	Per Diem	27	580	1	\$ 3,194.97	\$ 3,209.89		
HAB	Per Diem	27	580	2	\$ 1,597.49	\$ 1,604.94		
HAB	Per Diem	27	580	3	\$ 1,064.99	\$ 1,069.96		
HAB	Per Diem	27	580	4	\$ 798.74	\$ 802.47		
HAB	Per Diem	27	580	5	\$ 638.99	\$ 641.98		
HAB	Per Diem	27	580	6	\$ 532.50	\$ 534.98		
HAB	Per Diem	28	600	1	\$ 3,305.14	\$ 3,320.57		
HAB	Per Diem	28	600	2	\$ 1,652.57	\$ 1,660.29		
HAB	Per Diem	28	600	3	\$ 1,101.71	\$ 1,106.86		
HAB	Per Diem	28	600	4	\$ 826.29	\$ 830.14		
HAB	Per Diem	28	600	5	\$ 661.03	\$ 664.11		
HAB	Per Diem	28	600	6	\$ 550.86	\$ 553.43		
HAB	Per Diem	29	620	1	\$ 3,415.31	\$ 3,431.26		
HAB	Per Diem	29	620	2	\$ 1,707.66	\$ 1,715.63		
HAB	Per Diem	29	620	3	\$ 1,138.44	\$ 1,143.75		
HAB	Per Diem	29	620	4	\$ 853.83	\$ 857.81		
HAB	Per Diem	29	620	5	\$ 683.06	\$ 686.25		
HAB	Per Diem	29	620	6	\$ 569.22	\$ 571.88		
HAB	Per Diem	30	640	1	\$ 3,525.49	\$ 3,541.94		
HAB	Per Diem	30	640	2	\$ 1,762.74	\$ 1,770.97		
HAB	Per Diem	30	640	3	\$ 1,175.16	\$ 1,180.65		
HAB	Per Diem	30	640	4	\$ 881.37	\$ 885.49		
HAB	Per Diem	30	640	5	\$ 705.10	\$ 708.39		
HAB	Per Diem	30	640	6	\$ 587.58	\$ 590.32		
HAB	Per Diem	31	660	1	\$ 3,635.66	\$ 3,652.63		
HAB	Per Diem	31	660	2	\$ 1,817.83	\$ 1,826.31		
HAB	Per Diem	31	660	3	\$ 1,211.89	\$ 1,217.54		
HAB	Per Diem	31	660	4	\$ 908.91	\$ 913.16		
HAB	Per Diem	31	660	5	\$ 727.13	\$ 730.53		
HAB	Per Diem	31	660	6	\$ 605.94	\$ 608.77		
HAB	Per Diem	32	680	1	\$ 3,745.83	\$ 3,763.31		
HAB	Per Diem	32	680	2	\$ 1,872.91	\$ 1,881.66		
HAB	Per Diem	32	680	3	\$ 1,248.61	\$ 1,254.44		

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home							Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff		
HAB	Per Diem	32	680	4	\$ 936.46	\$ 940.83		
HAB	Per Diem	32	680	5	\$ 749.17	\$ 752.66		
HAB	Per Diem	32	680	6	\$ 624.30	\$ 627.22		
HAB	Per Diem	33	700	1	\$ 3,856.00	\$ 3,874.00		
HAB	Per Diem	33	700	2	\$ 1,928.00	\$ 1,937.00		
HAB	Per Diem	33	700	3	\$ 1,285.33	\$ 1,291.33		
HAB	Per Diem	33	700	4	\$ 964.00	\$ 968.50		
HAB	Per Diem	33	700	5	\$ 771.20	\$ 774.80		
HAB	Per Diem	33	700	6	\$ 642.67	\$ 645.67		
HAB	Per Diem	34	720	1	\$ 3,966.17	\$ 3,984.69		
HAB	Per Diem	34	720	2	\$ 1,983.09	\$ 1,992.34		
HAB	Per Diem	34	720	3	\$ 1,322.06	\$ 1,328.23		
HAB	Per Diem	34	720	4	\$ 991.54	\$ 996.17		
HAB	Per Diem	34	720	5	\$ 793.23	\$ 796.94		
HAB	Per Diem	34	720	6	\$ 661.03	\$ 664.11		
HAB	Per Diem	35	740	1	\$ 4,076.34	\$ 4,095.37		
HAB	Per Diem	35	740	2	\$ 2,038.17	\$ 2,047.69		
HAB	Per Diem	35	740	3	\$ 1,358.78	\$ 1,365.12		
HAB	Per Diem	35	740	4	\$ 1,019.09	\$ 1,023.84		
HAB	Per Diem	35	740	5	\$ 815.27	\$ 819.07		
HAB	Per Diem	35	740	6	\$ 679.39	\$ 682.56		
HAB	Per Diem	36	760	1	\$ 4,186.51	\$ 4,206.06		
HAB	Per Diem	36	760	2	\$ 2,093.26	\$ 2,103.03		
HAB	Per Diem	36	760	3	\$ 1,395.50	\$ 1,402.02		
HAB	Per Diem	36	760	4	\$ 1,046.63	\$ 1,051.51		
HAB	Per Diem	36	760	5	\$ 837.30	\$ 841.21		
HAB	Per Diem	36	760	6	\$ 697.75	\$ 701.01		
HAB	Per Diem	37	780	1	\$ 4,296.69	\$ 4,316.74		
HAB	Per Diem	37	780	2	\$ 2,148.34	\$ 2,158.37		
HAB	Per Diem	37	780	3	\$ 1,432.23	\$ 1,438.91		
HAB	Per Diem	37	780	4	\$ 1,074.17	\$ 1,079.19		
HAB	Per Diem	37	780	5	\$ 859.34	\$ 863.35		
HAB	Per Diem	37	780	6	\$ 716.11	\$ 719.46		
HAB	Per Diem	38	800	1	\$ 4,406.86	\$ 4,427.43		
HAB	Per Diem	38	800	2	\$ 2,203.43	\$ 2,213.71		
HAB	Per Diem	38	800	3	\$ 1,468.95	\$ 1,475.81		
HAB	Per Diem	38	800	4	\$ 1,101.71	\$ 1,106.86		
HAB	Per Diem	38	800	5	\$ 881.37	\$ 885.49		
HAB	Per Diem	38	800	6	\$ 734.48	\$ 737.90		
HAB	Per Diem	39	820	1	\$ 4,517.03	\$ 4,538.11		
HAB	Per Diem	39	820	2	\$ 2,258.51	\$ 2,269.06		
HAB	Per Diem	39	820	3	\$ 1,505.68	\$ 1,512.70		
HAB	Per Diem	39	820	4	\$ 1,129.26	\$ 1,134.53		
HAB	Per Diem	39	820	5	\$ 903.41	\$ 907.62		
HAB	Per Diem	39	820	6	\$ 752.84	\$ 756.35		
HAB	Per Diem	40	840	1	\$ 4,627.20	\$ 4,648.80		
HAB	Per Diem	40	840	2	\$ 2,313.60	\$ 2,324.40		
HAB	Per Diem	40	840	3	\$ 1,542.40	\$ 1,549.60		

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2B - Weekly Staffing Matrix Per Diem Rates - HAB

Habilitation, Group Home						Market Rate	
DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Statewide	Flagstaff	
HAB	Per Diem	40	840	4	\$ 1,156.80	\$ 1,162.20	
HAB	Per Diem	40	840	5	\$ 925.44	\$ 929.76	
HAB	Per Diem	40	840	6	\$ 771.20	\$ 774.80	
HAB	Per Diem	41	860	1	\$ 4,737.37	\$ 4,759.49	
HAB	Per Diem	41	860	2	\$ 2,368.69	\$ 2,379.74	
HAB	Per Diem	41	860	3	\$ 1,579.12	\$ 1,586.50	
HAB	Per Diem	41	860	4	\$ 1,184.34	\$ 1,189.87	
HAB	Per Diem	41	860	5	\$ 947.47	\$ 951.90	
HAB	Per Diem	41	860	6	\$ 789.56	\$ 793.25	
HAB	Per Diem	42	880	1	\$ 4,847.54	\$ 4,870.17	
HAB	Per Diem	42	880	2	\$ 2,423.77	\$ 2,435.09	
HAB	Per Diem	42	880	3	\$ 1,615.85	\$ 1,623.39	
HAB	Per Diem	42	880	4	\$ 1,211.89	\$ 1,217.54	
HAB	Per Diem	42	880	5	\$ 969.51	\$ 974.03	
HAB	Per Diem	42	880	6	\$ 807.92	\$ 811.70	
HAB	Per Diem	43	900	1	\$ 4,957.71	\$ 4,980.86	
HAB	Per Diem	43	900	2	\$ 2,478.86	\$ 2,490.43	
HAB	Per Diem	43	900	3	\$ 1,652.57	\$ 1,660.29	
HAB	Per Diem	43	900	4	\$ 1,239.43	\$ 1,245.21	
HAB	Per Diem	43	900	5	\$ 991.54	\$ 996.17	
HAB	Per Diem	43	900	6	\$ 826.29	\$ 830.14	
HAB	Per Diem	44	920	1	\$ 5,067.89	\$ 5,091.54	
HAB	Per Diem	44	920	2	\$ 2,533.94	\$ 2,545.77	
HAB	Per Diem	44	920	3	\$ 1,689.30	\$ 1,697.18	
HAB	Per Diem	44	920	4	\$ 1,266.97	\$ 1,272.89	
HAB	Per Diem	44	920	5	\$ 1,013.58	\$ 1,018.31	
HAB	Per Diem	44	920	6	\$ 844.65	\$ 848.59	
HAB	Per Diem	45	940	1	\$ 5,178.06	\$ 5,202.23	
HAB	Per Diem	45	940	2	\$ 2,589.03	\$ 2,601.11	
HAB	Per Diem	45	940	3	\$ 1,726.02	\$ 1,734.08	
HAB	Per Diem	45	940	4	\$ 1,294.51	\$ 1,300.56	
HAB	Per Diem	45	940	5	\$ 1,035.61	\$ 1,040.45	
HAB	Per Diem	45	940	6	\$ 863.01	\$ 867.04	
HAB	Per Diem	46	960	1	\$ 5,288.23	\$ 5,312.91	
HAB	Per Diem	46	960	2	\$ 2,644.11	\$ 2,656.46	
HAB	Per Diem	46	960	3	\$ 1,762.74	\$ 1,770.97	
HAB	Per Diem	46	960	4	\$ 1,322.06	\$ 1,328.23	
HAB	Per Diem	46	960	5	\$ 1,057.65	\$ 1,062.58	
HAB	Per Diem	46	960	6	\$ 881.37	\$ 885.49	

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2C - Weekly Staffing Matrix Per Diem Rates - HPD**

Habilitation, Enhanced Behavioral Group Home

DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Market Rate (Statewide)
HPD	Per Hour (For Use in Weekly Staffing Matrix)				\$ 41.58
HPD	Per Diem	1	60	1	\$ 356.40
HPD	Per Diem	1	60	2	\$ 178.20
HPD	Per Diem	1	60	3	\$ 118.80
HPD	Per Diem	1	60	4	\$ 89.10
HPD	Per Diem	1	60	5	\$ 71.28
HPD	Per Diem	1	60	6	\$ 59.40
HPD	Per Diem	2	80	1	\$ 475.20
HPD	Per Diem	2	80	2	\$ 237.60
HPD	Per Diem	2	80	3	\$ 158.40
HPD	Per Diem	2	80	4	\$ 118.80
HPD	Per Diem	2	80	5	\$ 95.04
HPD	Per Diem	2	80	6	\$ 79.20
HPD	Per Diem	3	100	1	\$ 594.00
HPD	Per Diem	3	100	2	\$ 297.00
HPD	Per Diem	3	100	3	\$ 198.00
HPD	Per Diem	3	100	4	\$ 148.50
HPD	Per Diem	3	100	5	\$ 118.80
HPD	Per Diem	3	100	6	\$ 99.00
HPD	Per Diem	4	120	1	\$ 712.80
HPD	Per Diem	4	120	2	\$ 356.40
HPD	Per Diem	4	120	3	\$ 237.60
HPD	Per Diem	4	120	4	\$ 178.20
HPD	Per Diem	4	120	5	\$ 142.56
HPD	Per Diem	4	120	6	\$ 118.80
HPD	Per Diem	5	140	1	\$ 831.60
HPD	Per Diem	5	140	2	\$ 415.80
HPD	Per Diem	5	140	3	\$ 277.20
HPD	Per Diem	5	140	4	\$ 207.90
HPD	Per Diem	5	140	5	\$ 166.32
HPD	Per Diem	5	140	6	\$ 138.60
HPD	Per Diem	6	160	1	\$ 950.40
HPD	Per Diem	6	160	2	\$ 475.20
HPD	Per Diem	6	160	3	\$ 316.80
HPD	Per Diem	6	160	4	\$ 237.60
HPD	Per Diem	6	160	5	\$ 190.08
HPD	Per Diem	6	160	6	\$ 158.40
HPD	Per Diem	7	180	1	\$ 1,069.20
HPD	Per Diem	7	180	2	\$ 534.60
HPD	Per Diem	7	180	3	\$ 356.40
HPD	Per Diem	7	180	4	\$ 267.30
HPD	Per Diem	7	180	5	\$ 213.84
HPD	Per Diem	7	180	6	\$ 178.20
HPD	Per Diem	8	200	1	\$ 1,188.00
HPD	Per Diem	8	200	2	\$ 594.00
HPD	Per Diem	8	200	3	\$ 396.00
HPD	Per Diem	8	200	4	\$ 297.00

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2C - Weekly Staffing Matrix Per Diem Rates - HPD

Habilitation, Enhanced Behavioral Group Home

DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Market Rate (Statewide)
HPD	Per Diem	8	200	5	\$ 237.60
HPD	Per Diem	8	200	6	\$ 198.00
HPD	Per Diem	9	220	1	\$ 1,306.80
HPD	Per Diem	9	220	2	\$ 653.40
HPD	Per Diem	9	220	3	\$ 435.60
HPD	Per Diem	9	220	4	\$ 326.70
HPD	Per Diem	9	220	5	\$ 261.36
HPD	Per Diem	9	220	6	\$ 217.80
HPD	Per Diem	10	240	1	\$ 1,425.60
HPD	Per Diem	10	240	2	\$ 712.80
HPD	Per Diem	10	240	3	\$ 475.20
HPD	Per Diem	10	240	4	\$ 356.40
HPD	Per Diem	10	240	5	\$ 285.12
HPD	Per Diem	10	240	6	\$ 237.60
HPD	Per Diem	11	260	1	\$ 1,544.40
HPD	Per Diem	11	260	2	\$ 772.20
HPD	Per Diem	11	260	3	\$ 514.80
HPD	Per Diem	11	260	4	\$ 386.10
HPD	Per Diem	11	260	5	\$ 308.88
HPD	Per Diem	11	260	6	\$ 257.40
HPD	Per Diem	12	280	1	\$ 1,663.20
HPD	Per Diem	12	280	2	\$ 831.60
HPD	Per Diem	12	280	3	\$ 554.40
HPD	Per Diem	12	280	4	\$ 415.80
HPD	Per Diem	12	280	5	\$ 332.64
HPD	Per Diem	12	280	6	\$ 277.20
HPD	Per Diem	13	300	1	\$ 1,782.00
HPD	Per Diem	13	300	2	\$ 891.00
HPD	Per Diem	13	300	3	\$ 594.00
HPD	Per Diem	13	300	4	\$ 445.50
HPD	Per Diem	13	300	5	\$ 356.40
HPD	Per Diem	13	300	6	\$ 297.00
HPD	Per Diem	14	320	1	\$ 1,900.80
HPD	Per Diem	14	320	2	\$ 950.40
HPD	Per Diem	14	320	3	\$ 633.60
HPD	Per Diem	14	320	4	\$ 475.20
HPD	Per Diem	14	320	5	\$ 380.16
HPD	Per Diem	14	320	6	\$ 316.80
HPD	Per Diem	15	340	1	\$ 2,019.60
HPD	Per Diem	15	340	2	\$ 1,009.80
HPD	Per Diem	15	340	3	\$ 673.20
HPD	Per Diem	15	340	4	\$ 504.90
HPD	Per Diem	15	340	5	\$ 403.92
HPD	Per Diem	15	340	6	\$ 336.60
HPD	Per Diem	16	360	1	\$ 2,138.40
HPD	Per Diem	16	360	2	\$ 1,069.20
HPD	Per Diem	16	360	3	\$ 712.80

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 2C - Weekly Staffing Matrix Per Diem Rates - HPD

Habilitation, Enhanced Behavioral Group Home

DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Market Rate (Statewide)
HPD	Per Diem	16	360	4	\$ 534.60
HPD	Per Diem	16	360	5	\$ 427.68
HPD	Per Diem	16	360	6	\$ 356.40
HPD	Per Diem	17	380	1	\$ 2,257.20
HPD	Per Diem	17	380	2	\$ 1,128.60
HPD	Per Diem	17	380	3	\$ 752.40
HPD	Per Diem	17	380	4	\$ 564.30
HPD	Per Diem	17	380	5	\$ 451.44
HPD	Per Diem	17	380	6	\$ 376.20
HPD	Per Diem	18	400	1	\$ 2,376.00
HPD	Per Diem	18	400	2	\$ 1,188.00
HPD	Per Diem	18	400	3	\$ 792.00
HPD	Per Diem	18	400	4	\$ 594.00
HPD	Per Diem	18	400	5	\$ 475.20
HPD	Per Diem	18	400	6	\$ 396.00
HPD	Per Diem	19	420	1	\$ 2,494.80
HPD	Per Diem	19	420	2	\$ 1,247.40
HPD	Per Diem	19	420	3	\$ 831.60
HPD	Per Diem	19	420	4	\$ 623.70
HPD	Per Diem	19	420	5	\$ 498.96
HPD	Per Diem	19	420	6	\$ 415.80
HPD	Per Diem	20	440	1	\$ 2,613.60
HPD	Per Diem	20	440	2	\$ 1,306.80
HPD	Per Diem	20	440	3	\$ 871.20
HPD	Per Diem	20	440	4	\$ 653.40
HPD	Per Diem	20	440	5	\$ 522.72
HPD	Per Diem	20	440	6	\$ 435.60
HPD	Per Diem	21	460	1	\$ 2,732.40
HPD	Per Diem	21	460	2	\$ 1,366.20
HPD	Per Diem	21	460	3	\$ 910.80
HPD	Per Diem	21	460	4	\$ 683.10
HPD	Per Diem	21	460	5	\$ 546.48
HPD	Per Diem	21	460	6	\$ 455.40
HPD	Per Diem	22	480	1	\$ 2,851.20
HPD	Per Diem	22	480	2	\$ 1,425.60
HPD	Per Diem	22	480	3	\$ 950.40
HPD	Per Diem	22	480	4	\$ 712.80
HPD	Per Diem	22	480	5	\$ 570.24
HPD	Per Diem	22	480	6	\$ 475.20
HPD	Per Diem	23	500	1	\$ 2,970.00
HPD	Per Diem	23	500	2	\$ 1,485.00
HPD	Per Diem	23	500	3	\$ 990.00
HPD	Per Diem	23	500	4	\$ 742.50
HPD	Per Diem	23	500	5	\$ 594.00
HPD	Per Diem	23	500	6	\$ 495.00
HPD	Per Diem	24	520	1	\$ 3,088.80
HPD	Per Diem	24	520	2	\$ 1,544.40

**Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 2C - Weekly Staffing Matrix Per Diem Rates - HPD**

Habilitation, Enhanced Behavioral Group Home

DDD Service Code	Reporting Units	Range	Staff Hours per Week	Number of Residents	Market Rate (Statewide)
HPD	Per Diem	24	520	3	\$ 1,029.60
HPD	Per Diem	24	520	4	\$ 772.20
HPD	Per Diem	24	520	5	\$ 617.76
HPD	Per Diem	24	520	6	\$ 514.80

Appendix 3: Provider Grouping Assignments by Service

Arizona Department of Economic Security (ADES) Division of Developmental Disabilities (DDD) 2024 HCBS Market Rate Study Appendix 3 - Provider Groupings by Service						
DDD Service			Provider Groupings			
Code	Description	Position	DSP Provider Group	DSP Wage Percentile	Supervisor Provider Group	Supervisor Wage Percentile
Home-Based Services						
ATC	Attendant Care		Direct Care Worker	50th Percentile	DCW Supervisor	50th Percentile
HAH	Habilitation, Support		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
HSK	Homemaker		Direct Care Worker	25th Percentile	DCW Supervisor	50th Percentile
RSD	Respite, Daily		Direct Care Worker	50th Percentile	DCW Supervisor	50th Percentile
RSP	Respite, Hourly		Direct Care Worker	50th Percentile	DCW Supervisor	50th Percentile
HID	Habilitation, Supported Living, Daily		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
HAM	Habilitation with Music Therapy		Board-Certified Music Therapist (MT-BC)	50th Percentile	Board-Certified Music Therapist (MT-BC)	62.5 Percentile
Day Treatment and Training Services						
DTA	Day Treatment and Training, Adult		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
DTS	Day Treatment and Training, Children (Summer)		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
DTT	Day Treatment and Training, Children (After-School)		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
Employment Services						
CBE	Center-Based Employment		Job Coach and Vocational Trainer	50th Percentile	Job Coach and Vocational Trainer	75th Percentile
ESA	Employment Support Aide		Direct Care Worker	50th Percentile	DCW Supervisor	50th Percentile
GSE	Group Supported Employment		Job Coach and Vocational Trainer	50th Percentile	Job Coach and Vocational Trainer	75th Percentile
ISE	Individual Supported Employment		Job Coach and Vocational Trainer	50th Percentile	Job Coach and Vocational Trainer	75th Percentile
Pathways	Pathways to Employment		Job Coach and Vocational Trainer	50th Percentile	Job Coach and Vocational Trainer	75th Percentile
Group Home Services						
HAB	Habilitation, Group Home		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
HPD	Habilitation, Enhanced Behavioral Group Home		DSP - Enhanced Behavioral Support	50th Percentile	Behavioral Health Professional	50th Percentile
HAN	Habilitation, Nursing Supported Group Home (CNA/LHA)		Certified Nursing Assistant (CNA)	50th Percentile	No supervisor	
HAN	Habilitation, Nursing Supported Group Home (LPN)		Licensed Practical Nurse (LPN)	50th Percentile	No supervisor	
HAN	Habilitation, Nursing Supported Group Home (RN)		Registered Nurse (RN)	50th Percentile	No supervisor	
Vendor Supported Group Home						
HBA	Habilitation, Vendor Supported Developmental Home (Adult)		Developmental Home Licensing Staff	50th Percentile	No supervisor	
HBC	Habilitation, Vendor Supported Developmental Home (Child)		Developmental Home Licensing Staff	50th Percentile	No supervisor	
Professional Services & Transportation						
OEA	Occupational Therapy Evaluation	Therapist	Occupational Therapist	62.5 Percentile	No supervisor	
OTA	Occupational Therapy	Therapist	Occupational Therapist	62.5 Percentile	No supervisor	
OTA	Occupational Therapy	Assistant	Occupational Therapist Assistant	62.5 Percentile	Occupational Therapist	62.5 Percentile
PEA	Physical Therapy Evaluation	Therapist	Physical Therapist	62.5 Percentile	No supervisor	
PTA	Physical Therapy	Therapist	Physical Therapist	62.5 Percentile	No supervisor	
PTA	Physical Therapy	Assistant	Physical Therapist Assistant	62.5 Percentile	Physical Therapist	62.5 Percentile
SEA	Speech Therapy Evaluation		Speech-Language Pathologist	50th Percentile	No supervisor	
STA	Speech Therapy	Therapist	Speech-Language Pathologist	50th Percentile	No supervisor	
STA	Speech Therapy	Assistant	Speech-Language Pathologist Assistant	62.5 Percentile	Speech-Language Pathologist	50th Percentile
92610	Feeding Therapy Evaluation		Speech-Language Pathologist	50th Percentile	No supervisor	
92526	Feeding Therapy	Therapist	Speech-Language Pathologist	50th Percentile	No supervisor	
92526	Feeding Therapy	Assistant	Speech-Language Pathologist	50th Percentile	Speech-Language Pathologist	50th Percentile
HHA	Home Health Aide (Skilled)		Licensed Health Aide	50th Percentile	Registered Nurse (RN)	50th Percentile
HHA	Home Health Aide (Unskilled)		Home Health Aide	50th Percentile	Registered Nurse (RN)	50th Percentile
G0299	Nursing Visit (RN)		Registered Nurse (RN)	50th Percentile	No supervisor	
G0300	Nursing Visit (LPN)		Licensed Practical Nurse (LPN)	50th Percentile	Registered Nurse (RN)	50th Percentile
S5150-TE	Nursing, Respite (LPN)		Licensed Practical Nurse (LPN)	50th Percentile	Registered Nurse (RN)	50th Percentile
S5150-TD	Nursing, Respite (RN)		Registered Nurse (RN)	50th Percentile	No supervisor	
S5150	Nursing, Respite (LHA)		Licensed Health Aide	50th Percentile	Registered Nurse (RN)	50th Percentile
S9123	Nursing, Continuous (RN)		Registered Nurse (RN)	50th Percentile	No supervisor	
S9124	Nursing, Continuous (LPN)		Licensed Practical Nurse (LPN)	50th Percentile	Registered Nurse (RN)	50th Percentile
RP1	Respiratory Therapy		Respiratory Therapist	50th Percentile	Respiratory Therapist	62.5 Percentile
T1013	Sign Language or Oral Interpretive Services		Interpreters and Translators	50th Percentile	No supervisor	
TRA	Transportation (Day Program)		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
TRE	Transportation (Employment Program)		DSP - Habilitation	50th Percentile	DSP Supervisor - Habilitation	50th Percentile
Notes:						
- Habilitation, Nursing Supported Group Home uses a team-based approach combining the three provider groupings listed above.						
- Wage percentiles based on information published by the Bureau of Labor Statistics. See Appendix 5 for more information.						

Appendix 4: Wages by Provider Grouping

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 4 - Provider Grouping Wage Assumptions

Provider Grouping	Occ Code	BLS Job Title	Weight	May 2022 BLS Wages (No Trend)				Trend Factor	Statewide Wages (As of October 2024)				Flagstaff Wages (As of October 2024)			
				25th Percentile	50th Percentile	62.5 Percentile	75th Percentile		25th Percentile	50th Percentile	62.5 Percentile	75th Percentile	25th Percentile	50th Percentile	62.5 Percentile	75th Percentile
Direct Care Worker	31-1120	Home Health and Personal Care Aides	70.0%	\$ 13.67	\$ 14.46	\$ 14.89	\$ 15.31	1.0994	\$ 15.03	\$ 15.90	\$ 16.36	\$ 16.83	\$ 17.40	\$ 17.40	\$ 17.40	\$ 17.40
Direct Care Worker	21-1093	Social and Human Service Assistants	30.0%	15.77	17.80	19.27	20.74	1.0994	17.34	19.57	21.19	22.80	17.40	19.57	21.19	22.80
Direct Care Worker	Composite Wage Assumption		100.0%	\$ 14.30	\$ 15.46	\$ 16.20	\$ 16.94	1.0994	\$ 15.72	\$ 17.00	\$ 17.81	\$ 18.62	\$ 17.40	\$ 18.05	\$ 18.54	\$ 19.02
DCW Supervisor	21-1094	Community Health Workers	50.0%	17.30	20.99	22.38	23.76	1.0994	19.02	23.08	24.60	26.12	19.02	23.08	24.60	26.12
DCW Supervisor	21-1091	Health Education Specialists	50.0%	18.76	24.36	28.94	33.51	1.0994	20.63	26.78	31.81	36.84	20.63	26.78	31.81	36.84
DCW Supervisor	Composite Wage Assumption		100.0%	\$ 18.03	\$ 22.68	\$ 25.66	\$ 28.64	1.0994	\$ 19.82	\$ 24.93	\$ 28.21	\$ 31.48	\$ 19.82	\$ 24.93	\$ 28.21	\$ 31.48
DSP - Habilitation	39-9032	Recreation Workers	20.0%	14.06	15.36	16.99	18.62	1.0994	15.46	16.89	18.68	20.47	17.40	17.40	18.94	20.47
DSP - Habilitation	21-1094	Community Health Workers	40.0%	17.30	20.99	22.38	23.76	1.0994	19.02	23.08	24.60	26.12	19.02	23.08	24.60	26.12
DSP - Habilitation	21-1093	Social and Human Service Assistants	40.0%	15.77	17.80	19.27	20.74	1.0994	17.34	19.57	21.19	22.80	17.40	19.57	21.19	22.80
DSP - Habilitation	Composite Wage Assumption		100.0%	\$ 16.04	\$ 18.59	\$ 20.06	\$ 21.52	1.0994	\$ 17.63	\$ 20.44	\$ 22.05	\$ 23.66	\$ 18.05	\$ 20.54	\$ 22.10	\$ 23.66
DSP Supervisor - Habilitation	29-1125	Recreational Therapists	50.0%	22.24	27.95	30.95	33.95	1.0994	24.45	30.73	34.03	37.33	24.45	30.73	34.03	37.33
DSP Supervisor - Habilitation	21-1015	Rehabilitation Counselors	50.0%	17.52	19.32	21.13	22.94	1.0994	19.26	21.24	23.23	25.22	19.26	21.24	23.23	25.22
DSP Supervisor - Habilitation	Composite Wage Assumption		100.0%	\$ 19.88	\$ 23.64	\$ 26.04	\$ 28.45	1.0994	\$ 21.86	\$ 25.98	\$ 28.63	\$ 31.27	\$ 21.86	\$ 25.98	\$ 28.63	\$ 31.27
DSP - Enhanced Behavioral Support	29-2053	Psychiatric Technicians	80.0%	\$ 16.64	\$ 18.37	\$ 19.48	\$ 20.58	1.0994	\$ 18.29	\$ 20.20	\$ 21.41	\$ 22.63	\$ 18.29	\$ 20.20	\$ 21.41	\$ 22.63
DSP - Enhanced Behavioral Support	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	20.0%	18.45	24.26	27.31	30.36	1.0994	20.28	26.67	30.03	33.38	20.28	26.67	30.03	33.38
DSP - Enhanced Behavioral Support	Composite Wage Assumption		100.0%	\$ 17.00	\$ 19.55	\$ 21.04	\$ 22.54	1.0994	\$ 18.69	\$ 21.49	\$ 23.13	\$ 24.78	\$ 18.69	\$ 21.49	\$ 23.13	\$ 24.78
Behavioral Health Professional	19-3033	Clinical and Counseling Psychologists	20.0%	31.12	39.52	45.08	50.64	1.0994	34.21	43.45	49.56	55.67	34.21	43.45	49.56	55.67
Behavioral Health Professional	21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	80.0%	18.45	24.26	27.31	30.36	1.0994	20.28	26.67	30.03	33.38	20.28	26.67	30.03	33.38
Behavioral Health Professional	Composite Wage Assumption		100.0%	\$ 20.98	\$ 27.31	\$ 30.86	\$ 34.42	1.0994	\$ 23.07	\$ 30.03	\$ 33.93	\$ 37.84	\$ 23.07	\$ 30.03	\$ 33.93	\$ 37.84
Job Coach and Vocational Trainer	21-1012	Educational, Guidance, and Career Counselors and Advisors	20.0%	22.50	24.05	26.89	29.73	1.0994	24.74	26.44	29.56	32.69	24.74	26.44	29.56	32.69
Job Coach and Vocational Trainer	39-9032	Recreation Workers	40.0%	14.06	15.36	16.99	18.62	1.0994	15.46	16.89	18.68	20.47	17.40	17.40	18.94	20.47
Job Coach and Vocational Trainer	21-1015	Rehabilitation Counselors	40.0%	17.52	19.32	21.13	22.94	1.0994	19.26	21.24	23.23	25.22	19.26	21.24	23.23	25.22
Job Coach and Vocational Trainer	Composite Wage Assumption		100.0%	\$ 17.13	\$ 18.68	\$ 20.63	\$ 22.57	1.0994	\$ 18.84	\$ 20.54	\$ 22.68	\$ 24.81	\$ 19.61	\$ 20.74	\$ 22.78	\$ 24.81
Developmental Home Licensing Staff	21-1021	Child, Family, and School Social Workers	10.0%	18.18	20.70	21.91	23.11	1.0994	19.99	22.76	24.08	25.41	19.99	22.76	24.08	25.41
Developmental Home Licensing Staff	21-1022	Healthcare Social Workers	40.0%	23.78	29.70	32.95	36.19	1.0994	26.14	32.65	36.22	39.79	26.14	32.65	36.22	39.79
Developmental Home Licensing Staff	21-1091	Health Education Specialists	40.0%	18.76	24.36	28.94	33.51	1.0994	20.63	26.78	31.81	36.84	20.63	26.78	31.81	36.84
Developmental Home Licensing Staff	21-1094	Community Health Workers	10.0%	17.30	20.99	22.38	23.76	1.0994	19.02	23.08	24.60	26.12	19.02	23.08	24.60	26.12
Developmental Home Licensing Staff	Composite Wage Assumption		100.0%	\$ 20.56	\$ 25.79	\$ 29.18	\$ 32.57	1.0994	\$ 22.61	\$ 28.36	\$ 32.08	\$ 35.80	\$ 22.61	\$ 28.36	\$ 32.08	\$ 35.80
Board-Certified Music Therapist (MT-BC)	29-1129	Therapists, All Other	20.0%	28.32	31.31	39.31	47.30	1.0994	31.14	34.42	43.21	52.00	31.14	34.42	43.21	52.00
Board-Certified Music Therapist (MT-BC)	21-1019	Counselors, All Other	40.0%	18.40	22.68	24.69	26.70	1.0994	20.23	24.93	27.14	29.35	20.23	24.93	27.14	29.35
Board-Certified Music Therapist (MT-BC)	29-1125	Recreational Therapists	40.0%	22.24	27.95	30.95	33.95	1.0994	24.45	30.73	34.03	37.33	24.45	30.73	34.03	37.33
Board-Certified Music Therapist (MT-BC)	Composite Wage Assumption		100.0%	\$ 21.92	\$ 26.51	\$ 30.12	\$ 33.72	1.0994	\$ 24.10	\$ 29.15	\$ 33.11	\$ 37.07	\$ 24.10	\$ 29.15	\$ 33.11	\$ 37.07
Licensed Health Aide	31-1131	Nursing Assistants	100.0%	16.60	17.90	18.48	19.05	1.0994	18.25	19.68	20.31	20.94	18.25	19.68	20.31	20.94
Respiratory Therapist	29-1126	Respiratory Therapists	100.0%	30.52	31.39	34.23	37.07	1.0994	33.55	34.51	37.63	40.76	33.55	34.51	37.63	40.76
Physical Therapist Assistant	31-2021	Physical Therapist Assistants	100.0%	27.06	29.67	32.69	35.71	1.0994	29.75	32.62	35.94	39.26	29.75	32.62	35.94	39.26
Physical Therapist	29-1123	Physical Therapists	100.0%	39.17	47.69	49.90	52.10	1.0994	43.06	52.43	54.86	57.28	43.06	52.43	54.86	57.28
Occupational Therapist Assistant	31-2011	Occupational Therapy Assistants	100.0%	17.11	29.76	33.47	37.17	1.0994	18.81	32.72	36.79	40.87	18.81	32.72	36.79	40.87
Occupational Therapist	29-1122	Occupational Therapists	100.0%	37.39	40.50	45.47	50.43	1.0994	41.11	44.53	49.99	55.44	41.11	44.53	49.99	55.44

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 4 - Provider Grouping Wage Assumptions

Provider Grouping	Occ Code	BLS Job Title	Weight	May 2022 BLS Wages (No Trend)				Trend Factor	Statewide Wages (As of October 2024)				Flagstaff Wages (As of October 2024)			
				25th Percentile	50th Percentile	62.5 Percentile	75th Percentile		25th Percentile	50th Percentile	62.5 Percentile	75th Percentile	25th Percentile	50th Percentile	62.5 Percentile	75th Percentile
Speech-Language Pathologist Assistant	31-2021	Physical Therapist Assistants	50.0%	27.06	29.67	32.69	35.71	1.0994	29.75	32.62	35.94	39.26	29.75	32.62	35.94	39.26
Speech-Language Pathologist Assistant	31-2011	Occupational Therapy Assistants	50.0%	17.11	29.76	33.47	37.17	1.0994	18.81	32.72	36.79	40.87	18.81	32.72	36.79	40.87
Speech-Language Pathologist Assistant	Composite Wage Assumption		100.0%	\$ 22.09	\$ 29.72	\$ 33.08	\$ 36.44	1.0994	\$ 24.28	\$ 32.67	\$ 36.37	\$ 40.06	\$ 24.28	\$ 32.67	\$ 36.37	\$ 40.06
Speech-Language Pathologist	29-1127	Speech-Language Pathologists	100.0%	36.83	44.54	47.55	50.55	1.0994	40.49	48.97	52.27	55.58	40.49	48.97	52.27	55.58
Registered Nurse (RN)	29-1141	Registered Nurses	100.0%	37.29	39.58	43.44	47.30	1.0994	41.00	43.52	47.76	52.00	41.00	43.52	47.76	52.00
Licensed Practical Nurse (LPN)	29-2061	Licensed Practical and Licensed Vocational Nurses	100.0%	27.33	29.73	30.65	31.56	1.0994	30.05	32.69	33.69	34.70	30.05	32.69	33.69	34.70
Home Health Aide	31-1120	Home Health and Personal Care Aides	100.0%	13.67	14.46	14.89	15.31	1.0994	15.03	15.90	16.36	16.83	17.40	17.40	17.40	17.40
Interpreters and Translators	27-3091	Interpreters and Translators	100.0%	15.61	18.11	21.59	25.06	1.0994	17.16	19.91	23.73	27.55	17.40	19.91	23.73	27.55
Certified Nursing Assistant (CNA)	31-1131	Nursing Assistants	100.0%	16.60	17.90	18.48	19.05	1.0994	18.25	19.68	20.31	20.94	18.25	19.68	20.31	20.94

Notes:
 - The Trend Factor is developed assuming a 4% annual trend rate for 29 months, from the May 2022 BLS wage data to October 2024.
 - 62.5 Percentile wages are estimated as the average of the 50th and 75th Percentiles using Trended Wages as of October 2024.

Appendix 5: Summary of Rate Model Inputs

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)**

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description						To/From Services	With DDD Members		
ATCState0.5	Attendant Care, Statewide 0.5 Member(s)	15.00	0.38	2.04	0.50	54	1.7	0.2	\$ 0.00	18.0%
ATCState1	Attendant Care, Statewide 1 Member(s)	15.00	0.75	2.04	1.00	54	0.8	0.2	\$ 0.00	18.0%
ATCState2	Attendant Care, Statewide 2 Member(s)	15.00	1.50	2.04	2.00	54	0.4	0.2	\$ 0.00	18.0%
ATCState3	Attendant Care, Statewide 3 Member(s)	15.00	2.25	2.04	3.00	54	0.3	0.2	\$ 0.00	18.0%
ATCFlag0.5	Attendant Care, Flagstaff 0.5 Member(s)	15.00	0.38	2.04	0.50	54	1.7	0.2	\$ 0.00	18.0%
ATCFlag1	Attendant Care, Flagstaff 1 Member(s)	15.00	0.75	2.04	1.00	54	0.8	0.2	\$ 0.00	18.0%
ATCFlag2	Attendant Care, Flagstaff 2 Member(s)	15.00	1.50	2.04	2.00	54	0.4	0.2	\$ 0.00	18.0%
ATCFlag3	Attendant Care, Flagstaff 3 Member(s)	15.00	2.25	2.04	3.00	54	0.3	0.2	\$ 0.00	18.0%
HAHState0.5	Habilitation, Support, Statewide 0.5 Member(s)	15.00	0.71	2.61	0.50	40	2.2	0.7	\$ 0.00	18.0%
HAHState1	Habilitation, Support, Statewide 1 Member(s)	15.00	1.43	2.61	1.00	40	1.1	0.7	\$ 0.00	18.0%
HAHState2	Habilitation, Support, Statewide 2 Member(s)	15.00	2.85	2.61	2.00	40	0.5	0.7	\$ 0.00	18.0%
HAHState3	Habilitation, Support, Statewide 3 Member(s)	15.00	4.28	2.61	3.00	40	0.4	0.7	\$ 0.00	18.0%
HAHFlag0.5	Habilitation, Support, Flagstaff 0.5 Member(s)	15.00	0.71	2.61	0.50	40	2.2	0.7	\$ 0.00	18.0%
HAHFlag1	Habilitation, Support, Flagstaff 1 Member(s)	15.00	1.43	2.61	1.00	40	1.1	0.7	\$ 0.00	18.0%
HAHFlag2	Habilitation, Support, Flagstaff 2 Member(s)	15.00	2.85	2.61	2.00	40	0.5	0.7	\$ 0.00	18.0%
HAHFlag3	Habilitation, Support, Flagstaff 3 Member(s)	15.00	4.28	2.61	3.00	40	0.4	0.7	\$ 0.00	18.0%
HSKState0.5	Homemaker, Statewide 0.5 Member(s)	15.00	0.26	2.89	0.50	68	2.4	-	\$ 0.00	18.0%
HSKState1	Homemaker, Statewide 1 Member(s)	15.00	0.53	2.89	1.00	68	1.2	-	\$ 0.00	18.0%
HSKState2	Homemaker, Statewide 2 Member(s)	15.00	1.05	2.89	2.00	68	0.6	-	\$ 0.00	18.0%
HSKState3	Homemaker, Statewide 3 Member(s)	15.00	1.58	2.89	3.00	68	0.4	-	\$ 0.00	18.0%
HSKFlag0.5	Homemaker, Flagstaff 0.5 Member(s)	15.00	0.26	2.89	0.50	68	2.4	-	\$ 0.00	18.0%
HSKFlag1	Homemaker, Flagstaff 1 Member(s)	15.00	0.53	2.89	1.00	68	1.2	-	\$ 0.00	18.0%
HSKFlag2	Homemaker, Flagstaff 2 Member(s)	15.00	1.05	2.89	2.00	68	0.6	-	\$ 0.00	18.0%
HSKFlag3	Homemaker, Flagstaff 3 Member(s)	15.00	1.58	2.89	3.00	68	0.4	-	\$ 0.00	18.0%
RSDDState0.5	Respite, Daily, Statewide 0.5 Member(s)	960.00	14.40	-	0.50	53	-	10.0	\$ 0.00	18.0%
RSDDState1	Respite, Daily, Statewide 1 Member(s)	960.00	28.80	-	1.00	53	-	10.0	\$ 0.00	18.0%
RSDDState2	Respite, Daily, Statewide 2 Member(s)	960.00	57.60	-	2.00	53	-	10.0	\$ 0.00	18.0%
RSDDState3	Respite, Daily, Statewide 3 Member(s)	960.00	86.40	-	3.00	53	-	10.0	\$ 0.00	18.0%
RSDDFlag0.5	Respite, Daily, Flagstaff 0.5 Member(s)	960.00	14.40	-	0.50	53	-	10.0	\$ 0.00	18.0%
RSDDFlag1	Respite, Daily, Flagstaff 1 Member(s)	960.00	28.80	-	1.00	53	-	10.0	\$ 0.00	18.0%
RSDDFlag2	Respite, Daily, Flagstaff 2 Member(s)	960.00	57.60	-	2.00	53	-	10.0	\$ 0.00	18.0%
RSDDFlag3	Respite, Daily, Flagstaff 3 Member(s)	960.00	86.40	-	3.00	53	-	10.0	\$ 0.00	18.0%
RSPState0.5	Respite, Hourly, Statewide 0.5 Member(s)	15.00	0.23	2.77	0.50	46	2.3	0.5	\$ 0.00	18.0%
RSPState1	Respite, Hourly, Statewide 1 Member(s)	15.00	0.45	2.77	1.00	46	1.1	0.5	\$ 0.00	18.0%
RSPState2	Respite, Hourly, Statewide 2 Member(s)	15.00	0.90	2.77	2.00	46	0.6	0.5	\$ 0.00	18.0%
RSPState3	Respite, Hourly, Statewide 3 Member(s)	15.00	1.35	2.77	3.00	46	0.4	0.5	\$ 0.00	18.0%
RSPFlag0.5	Respite, Hourly, Flagstaff 0.5 Member(s)	15.00	0.23	2.77	0.50	46	2.3	0.5	\$ 0.00	18.0%
RSPFlag1	Respite, Hourly, Flagstaff 1 Member(s)	15.00	0.45	2.77	1.00	46	1.1	0.5	\$ 0.00	18.0%
RSPFlag2	Respite, Hourly, Flagstaff 2 Member(s)	15.00	0.90	2.77	2.00	46	0.6	0.5	\$ 0.00	18.0%
RSPFlag3	Respite, Hourly, Flagstaff 3 Member(s)	15.00	1.35	2.77	3.00	46	0.4	0.5	\$ 0.00	18.0%
HIDState1	Habilitation, Supported Living, Daily, Statewide 1 Member(s)	60.00	7.50	-	1.00	47	-	0.2	\$ 0.00	18.0%
HIDFlag1	Habilitation, Supported Living, Daily, Flagstaff 1 Member(s)	60.00	7.50	-	1.00	47	-	0.2	\$ 0.00	18.0%
HAMState0.5	Habilitation with Music Therapy, Statewide 0.5 Member(s)	15.00	1.92	7.31	0.50	60	6.1	-	\$ 0.00	18.0%
HAMState1	Habilitation with Music Therapy, Statewide 1 Member(s)	15.00	3.84	7.31	1.00	60	3.0	-	\$ 0.00	18.0%
HAMState2	Habilitation with Music Therapy, Statewide 2 Member(s)	15.00	7.69	7.31	2.00	60	1.5	-	\$ 0.00	18.0%
HAMState3	Habilitation with Music Therapy, Statewide 3 Member(s)	15.00	11.53	7.31	3.00	60	1.0	-	\$ 0.00	18.0%
HAMTele0.5	Habilitation with Music Therapy, Telehealth 0.5 Member(s)	15.00	1.92	-	0.50	60	-	-	\$ 0.00	18.0%
HAMTele1	Habilitation with Music Therapy, Telehealth 1 Member(s)	15.00	3.84	-	1.00	60	-	-	\$ 0.00	18.0%
HAMTele2	Habilitation with Music Therapy, Telehealth 2 Member(s)	15.00	7.69	-	2.00	60	-	-	\$ 0.00	18.0%
HAMTele3	Habilitation with Music Therapy, Telehealth 3 Member(s)	15.00	11.53	-	3.00	60	-	-	\$ 0.00	18.0%
HAMFlag0.5	Habilitation with Music Therapy, Flagstaff 0.5 Member(s)	15.00	1.92	7.31	0.50	60	6.1	-	\$ 0.00	18.0%
HAMFlag1	Habilitation with Music Therapy, Flagstaff 1 Member(s)	15.00	3.84	7.31	1.00	60	3.0	-	\$ 0.00	18.0%
HAMFlag2	Habilitation with Music Therapy, Flagstaff 2 Member(s)	15.00	7.69	7.31	2.00	60	1.5	-	\$ 0.00	18.0%
HAMFlag3	Habilitation with Music Therapy, Flagstaff 3 Member(s)	15.00	11.53	7.31	3.00	60	1.0	-	\$ 0.00	18.0%
DTAState3.5	Day Treatment and Training, Adult, Statewide 3.5 Member(s)	15.00	1.50	-	3.50	23	-	0.1	\$ 0.56	35.0%
DTAState5.5	Day Treatment and Training, Adult, Statewide 5.5 Member(s)	15.00	1.50	-	5.50	23	-	0.1	\$ 0.56	35.0%
DTAState7.5	Day Treatment and Training, Adult, Statewide 7.5 Member(s)	15.00	1.50	-	7.50	23	-	0.1	\$ 0.56	35.0%
DTAFlag3.5	Day Treatment and Training, Adult, Flagstaff 3.5 Member(s)	15.00	1.50	-	3.50	23	-	0.1	\$ 0.56	35.0%
DTAFlag5.5	Day Treatment and Training, Adult, Flagstaff 5.5 Member(s)	15.00	1.50	-	5.50	23	-	0.1	\$ 0.56	35.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description						To/From Services	With DDD Members		
DTAFlag7.5	Day Treatment and Training, Adult, Flagstaff 7.5 Member(s)	15.00	1.50	-	7.50	23	-	0.1	\$ 0.56	35.0%
DTARural3.5	Day Treatment and Training, Adult, Rural 3.5 Member(s)	15.00	1.50	-	3.50	23	-	0.1	\$ 0.56	35.0%
DTARural5.5	Day Treatment and Training, Adult, Rural 5.5 Member(s)	15.00	1.50	-	5.50	23	-	0.1	\$ 0.56	35.0%
DTARural7.5	Day Treatment and Training, Adult, Rural 7.5 Member(s)	15.00	1.50	-	7.50	23	-	0.1	\$ 0.56	35.0%
DTAState1Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Statewide 1 Member(s)	15.00	1.50	-	1.00	23	-	0.1	\$ 0.56	35.0%
DTAState2Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Statewide 2 Member(s)	15.00	1.50	-	2.00	23	-	0.1	\$ 0.56	35.0%
DTAState0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Statewide 0.5 Member(s)	15.00	1.50	-	0.50	23	-	0.1	\$ 0.56	35.0%
DTAFlag1Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Flagstaff 1 Member(s)	15.00	1.50	-	1.00	23	-	0.1	\$ 0.56	35.0%
DTAFlag2Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Flagstaff 2 Member(s)	15.00	1.50	-	2.00	23	-	0.1	\$ 0.56	35.0%
DTAFlag0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Flagstaff 0.5 Member(s)	15.00	1.50	-	0.50	23	-	0.1	\$ 0.56	35.0%
DTARural1Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Rural 1 Member(s)	15.00	1.50	-	1.00	23	-	0.1	\$ 0.56	35.0%
DTARural2Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Rural 2 Member(s)	15.00	1.50	-	2.00	23	-	0.1	\$ 0.56	35.0%
DTARural0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Adult, Rural 0.5 Member(s)	15.00	1.50	-	0.50	23	-	0.1	\$ 0.56	35.0%
DTSSState3.5	Day Treatment and Training, Children (Summer), Statewide 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTSSState5.5	Day Treatment and Training, Children (Summer), Statewide 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTSSState7.5	Day Treatment and Training, Children (Summer), Statewide 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTSFlag3.5	Day Treatment and Training, Children (Summer), Flagstaff 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTSFlag5.5	Day Treatment and Training, Children (Summer), Flagstaff 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTSFlag7.5	Day Treatment and Training, Children (Summer), Flagstaff 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTSRural3.5	Day Treatment and Training, Children (Summer), Rural 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTSRural5.5	Day Treatment and Training, Children (Summer), Rural 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTSRural7.5	Day Treatment and Training, Children (Summer), Rural 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTSSState1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Statewide 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTSSState2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Statewide 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTSSState0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Statewide 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
DTSFlag1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Flagstaff 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTSFlag2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Flagstaff 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTSFlag0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Flagstaff 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
DTSRural1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Rural 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTSRural2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Rural 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTSRural0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer), Rural 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
DTTState3.5	Day Treatment and Training, Children (After-School), Statewide 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTTState5.5	Day Treatment and Training, Children (After-School), Statewide 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTTState7.5	Day Treatment and Training, Children (After-School), Statewide 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTTFlag3.5	Day Treatment and Training, Children (After-School), Flagstaff 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTTFlag5.5	Day Treatment and Training, Children (After-School), Flagstaff 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTTFlag7.5	Day Treatment and Training, Children (After-School), Flagstaff 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTTRural3.5	Day Treatment and Training, Children (After-School), Rural 3.5 Member(s)	15.00	1.05	-	3.50	20	-	0.2	\$ 0.56	35.0%
DTTRural5.5	Day Treatment and Training, Children (After-School), Rural 5.5 Member(s)	15.00	1.05	-	5.50	20	-	0.2	\$ 0.56	35.0%
DTTRural7.5	Day Treatment and Training, Children (After-School), Rural 7.5 Member(s)	15.00	1.05	-	7.50	20	-	0.2	\$ 0.56	35.0%
DTTState1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Statewide 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTTState2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Statewide 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTTState0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Statewide 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
DTTFlag1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Flagstaff 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTTFlag2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Flagstaff 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTTFlag0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Flagstaff 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
DTTRural1Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Rural 1 Member(s)	15.00	1.05	-	1.00	20	-	0.2	\$ 0.56	35.0%
DTTRural2Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Rural 2 Member(s)	15.00	1.05	-	2.00	20	-	0.2	\$ 0.56	35.0%
DTTRural0.5Intense	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School), Rural 0.5 Member(s)	15.00	1.05	-	0.50	20	-	0.2	\$ 0.56	35.0%
CBESate1	Center-Based Employment, Statewide Members: 1	15.00	1.88	-	1.00	20	-	-	\$ 0.00	35.0%
CBESate2	Center-Based Employment, Statewide Members: 2	15.00	1.88	-	2.00	20	-	-	\$ 0.00	35.0%
CBESate3	Center-Based Employment, Statewide Members: 3	15.00	1.88	-	3.00	20	-	-	\$ 0.00	35.0%
CBESate4	Center-Based Employment, Statewide Members: 4	15.00	1.88	-	4.00	20	-	-	\$ 0.00	35.0%
CBESate5	Center-Based Employment, Statewide Members: 5	15.00	1.88	-	5.00	20	-	-	\$ 0.00	35.0%
CBESate6	Center-Based Employment, Statewide Members: 6	15.00	1.88	-	6.00	20	-	-	\$ 0.00	35.0%
CBEFlag1	Center-Based Employment, Flagstaff Members: 1	15.00	1.88	-	1.00	20	-	-	\$ 0.00	35.0%
CBEFlag2	Center-Based Employment, Flagstaff Members: 2	15.00	1.88	-	2.00	20	-	-	\$ 0.00	35.0%
CBEFlag3	Center-Based Employment, Flagstaff Members: 3	15.00	1.88	-	3.00	20	-	-	\$ 0.00	35.0%
CBEFlag4	Center-Based Employment, Flagstaff Members: 4	15.00	1.88	-	4.00	20	-	-	\$ 0.00	35.0%

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)**

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
Full Code	Reporting Description	Direct Time	Indirect Time	Transportation Time	Supervisor		Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
					Staffing Ratio	Span of Control	To/From Services	With DDD Members		
CBEFlag5	Center-Based Employment, Flagstaff Members: 5	15.00	1.88	-	5.00	20	-	-	\$ 0.00	35.0%
CBEFlag6	Center-Based Employment, Flagstaff Members: 6	15.00	1.88	-	6.00	20	-	-	\$ 0.00	35.0%
ESASate1	Employment Support Aide, Statewide Members: 1	15.00	3.75	3.79	1.00	30	1.6	-	\$ 0.00	18.0%
ESARural1	Employment Support Aide, Rural Members: 1	15.00	3.75	5.38	1.00	30	3.4	-	\$ 0.00	18.0%
ESASFlag1	Employment Support Aide, Flagstaff Members: 1	15.00	3.75	3.79	1.00	30	1.6	-	\$ 0.00	18.0%
ESASate1Intense	Employment Support Aide, Statewide Members: 1	15.00	3.75	3.79	1.00	30	1.6	-	\$ 0.00	18.0%
ESARural1Intense	Employment Support Aide, Rural Members: 1	15.00	3.75	5.38	1.00	30	3.4	-	\$ 0.00	18.0%
ESASFlag1Intense	Employment Support Aide, Flagstaff Members: 1	15.00	3.75	3.79	1.00	30	1.6	-	\$ 0.00	18.0%
GSESRural2	Group Supported Employment, Rural Members: 2	15.00	1.64	-	2.00	18	-	0.9	\$ 0.00	23.0%
GSESRural3	Group Supported Employment, Rural Members: 3	15.00	1.64	-	3.00	18	-	0.9	\$ 0.00	23.0%
GSESRural4	Group Supported Employment, Rural Members: 4	15.00	1.64	-	4.00	18	-	0.9	\$ 0.00	23.0%
GSEState2	Group Supported Employment, Statewide Members: 2	15.00	1.64	-	2.00	18	-	0.3	\$ 0.00	23.0%
GSEState3	Group Supported Employment, Statewide Members: 3	15.00	1.64	-	3.00	18	-	0.3	\$ 0.00	23.0%
GSEState4	Group Supported Employment, Statewide Members: 4	15.00	1.64	-	4.00	18	-	0.3	\$ 0.00	23.0%
GSEFlag2	Group Supported Employment, Flagstaff Members: 2	15.00	1.64	-	2.00	18	-	0.9	\$ 0.00	23.0%
GSEFlag3	Group Supported Employment, Flagstaff Members: 3	15.00	1.64	-	3.00	18	-	0.9	\$ 0.00	23.0%
GSEFlag4	Group Supported Employment, Flagstaff Members: 4	15.00	1.64	-	4.00	18	-	0.9	\$ 0.00	23.0%
ISERural1Search	Individual Supported Employment, Rural	15.00	6.23	5.85	1.00	40	3.7	1.2	\$ 0.00	18.0%
ISERural1Coach	Individual Supported Employment, Rural	15.00	7.12	5.85	1.00	40	3.7	-	\$ 0.00	18.0%
ISEState1Search	Individual Supported Employment, Statewide	15.00	6.23	4.12	1.00	40	1.7	0.4	\$ 0.00	18.0%
ISEState1Coach	Individual Supported Employment, Statewide	15.00	7.12	4.12	1.00	40	1.7	-	\$ 0.00	18.0%
ISEFlag1Search	Individual Supported Employment, Flagstaff	15.00	6.23	4.12	1.00	40	1.7	0.4	\$ 0.00	18.0%
ISEFlag1Coach	Individual Supported Employment, Flagstaff	15.00	7.12	4.12	1.00	40	1.7	-	\$ 0.00	18.0%
PathwaysRural1	Pathways to Employment, Rural	15.00	3.48	3.26	1.00	20	2.1	-	\$ 0.00	23.0%
PathwaysState1	Pathways to Employment, Statewide	15.00	3.48	2.30	1.00	20	1.0	-	\$ 0.00	23.0%
PathwaysFlag1	Pathways to Employment, Flagstaff	15.00	3.48	2.30	1.00	20	1.0	-	\$ 0.00	23.0%
PathwaysRural2	Pathways to Employment, Rural	15.00	3.48	3.26	2.00	20	1.0	-	\$ 0.00	23.0%
PathwaysState2	Pathways to Employment, Statewide	15.00	3.48	2.30	2.00	20	0.5	-	\$ 0.00	23.0%
PathwaysFlag2	Pathways to Employment, Flagstaff	15.00	3.48	2.30	2.00	20	0.5	-	\$ 0.00	23.0%
PathwaysRural3	Pathways to Employment, Rural	15.00	3.48	3.26	3.00	20	0.7	-	\$ 0.00	23.0%
PathwaysState3	Pathways to Employment, Statewide	15.00	3.48	2.30	3.00	20	0.3	-	\$ 0.00	23.0%
PathwaysFlag3	Pathways to Employment, Flagstaff	15.00	3.48	2.30	3.00	20	0.3	-	\$ 0.00	23.0%
PathwaysRural4	Pathways to Employment, Rural	15.00	3.48	3.26	4.00	20	0.5	-	\$ 0.00	23.0%
PathwaysState4	Pathways to Employment, Statewide	15.00	3.48	2.30	4.00	20	0.2	-	\$ 0.00	23.0%
PathwaysFlag4	Pathways to Employment, Flagstaff	15.00	3.48	2.30	4.00	20	0.2	-	\$ 0.00	23.0%
HPDState1	Habilitation, Enhanced Behavioral Group Home, Statewide	60.00	6.00	-	1.00	18	-	0.2	\$ 0.00	18.0%
HPDFlag1	Habilitation, Enhanced Behavioral Group Home, Flagstaff	60.00	6.00	-	1.00	18	-	0.2	\$ 0.00	18.0%
HABState1	Habilitation, Group Home, Statewide, Occupancy: 1	60.00	4.80	-	1.00	18	-	0.2	\$ 0.00	18.0%
HABState2	Habilitation, Group Home, Statewide, Occupancy: 2	60.00	4.80	-	2.00	18	-	0.2	\$ 0.00	18.0%
HABState3	Habilitation, Group Home, Statewide, Occupancy: 3+	60.00	4.80	-	3.00	18	-	0.2	\$ 0.00	18.0%
HABFlag1	Habilitation, Group Home, Flagstaff, Occupancy: 1	60.00	4.80	-	1.00	18	-	0.2	\$ 0.00	18.0%
HABFlag2	Habilitation, Group Home, Flagstaff, Occupancy: 2	60.00	4.80	-	2.00	18	-	0.2	\$ 0.00	18.0%
HABFlag3	Habilitation, Group Home, Flagstaff, Occupancy: 3+	60.00	4.80	-	3.00	18	-	0.2	\$ 0.00	18.0%
OEAClinic1Therapist	Occupational Therapy Evaluation (Therapist), Clinical, Members: 1	120.00	78.00	-	1.00	-	-	-	\$ 0.00	18.0%
OEANatural1Therapist	Occupational Therapy Evaluation (Therapist), Natural, Members: 1	120.00	78.00	29.30	1.00	-	0.8	-	\$ 0.00	18.0%
OEATele1Therapist	Occupational Therapy Evaluation (Therapist), Teletherapy, Members: 1	120.00	78.00	-	1.00	-	-	-	\$ 0.00	18.0%
OTABaseClinic1Therapist	Occupational Therapy (Therapist), Base, Clinical, Members: 1	15.00	6.00	-	1.00	-	-	-	\$ 0.00	18.0%
OTABaseClinic2Therapist	Occupational Therapy (Therapist), Base, Clinical, Members: 2	15.00	12.00	-	2.00	-	-	-	\$ 0.00	18.0%
OTABaseClinic3Therapist	Occupational Therapy (Therapist), Base, Clinical, Members: 3	15.00	18.00	-	3.00	-	-	-	\$ 0.00	18.0%
OTAT1Clinic1Therapist	Occupational Therapy (Therapist), Tier 1, Clinical, Members: 1	15.00	6.00	-	1.00	-	-	-	\$ 0.00	18.0%
OTAT1Clinic2Therapist	Occupational Therapy (Therapist), Tier 1, Clinical, Members: 2	15.00	12.00	-	2.00	-	-	-	\$ 0.00	18.0%
OTAT1Clinic3Therapist	Occupational Therapy (Therapist), Tier 1, Clinical, Members: 3	15.00	18.00	-	3.00	-	-	-	\$ 0.00	18.0%
OTAT2Clinic1Therapist	Occupational Therapy (Therapist), Tier 2, Clinical, Members: 1	15.00	6.00	-	1.00	-	-	-	\$ 0.00	18.0%
OTAT2Clinic2Therapist	Occupational Therapy (Therapist), Tier 2, Clinical, Members: 2	15.00	12.00	-	2.00	-	-	-	\$ 0.00	18.0%
OTAT2Clinic3Therapist	Occupational Therapy (Therapist), Tier 2, Clinical, Members: 3	15.00	18.00	-	3.00	-	-	-	\$ 0.00	18.0%
OTAT3Clinic1Therapist	Occupational Therapy (Therapist), Tier 3, Clinical, Members: 1	15.00	6.00	-	1.00	-	-	-	\$ 0.00	18.0%
OTAT3Clinic2Therapist	Occupational Therapy (Therapist), Tier 3, Clinical, Members: 2	15.00	12.00	-	2.00	-	-	-	\$ 0.00	18.0%
OTAT3Clinic3Therapist	Occupational Therapy (Therapist), Tier 3, Clinical, Members: 3	15.00	18.00	-	3.00	-	-	-	\$ 0.00	18.0%
OTABaseNatural1Therapist	Occupational Therapy (Therapist), Base, Natural, Members: 1	15.00	6.00	6.29	1.00	-	2.6	-	\$ 0.00	18.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description						To/From Services	With DDD Members		
OTABaseNatural2Therapist	Occupational Therapy (Therapist), Base, Natural, Members: 2	15.00	12.00	6.29	2.00		1.3	-	\$ 0.00	18.0%
OTABaseNatural3Therapist	Occupational Therapy (Therapist), Base, Natural, Members: 3	15.00	18.00	6.29	3.00		0.9	-	\$ 0.00	18.0%
OTAT1Natural1Therapist	Occupational Therapy (Therapist), Tier 1, Natural, Members: 1	15.00	6.00	7.29	1.00		4.9	-	\$ 0.00	18.0%
OTAT1Natural2Therapist	Occupational Therapy (Therapist), Tier 1, Natural, Members: 2	15.00	12.00	7.29	2.00		2.4	-	\$ 0.00	18.0%
OTAT1Natural3Therapist	Occupational Therapy (Therapist), Tier 1, Natural, Members: 3	15.00	18.00	7.29	3.00		1.6	-	\$ 0.00	18.0%
OTAT2Natural1Therapist	Occupational Therapy (Therapist), Tier 2, Natural, Members: 1	15.00	6.00	9.68	1.00		8.9	-	\$ 0.00	18.0%
OTAT2Natural2Therapist	Occupational Therapy (Therapist), Tier 2, Natural, Members: 2	15.00	12.00	9.68	2.00		4.4	-	\$ 0.00	18.0%
OTAT2Natural3Therapist	Occupational Therapy (Therapist), Tier 2, Natural, Members: 3	15.00	18.00	9.68	3.00		3.0	-	\$ 0.00	18.0%
OTAT3Natural1Therapist	Occupational Therapy (Therapist), Tier 3, Natural, Members: 1	15.00	6.00	11.22	1.00		10.3	-	\$ 0.00	18.0%
OTAT3Natural2Therapist	Occupational Therapy (Therapist), Tier 3, Natural, Members: 2	15.00	12.00	11.22	2.00		5.1	-	\$ 0.00	18.0%
OTAT3Natural3Therapist	Occupational Therapy (Therapist), Tier 3, Natural, Members: 3	15.00	18.00	11.22	3.00		3.4	-	\$ 0.00	18.0%
OTABaseTele1Therapist	Occupational Therapy (Therapist), Base, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
OTAT1Tele1Therapist	Occupational Therapy (Therapist), Tier 1, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
OTAT2Tele1Therapist	Occupational Therapy (Therapist), Tier 2, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
OTAT3Tele1Therapist	Occupational Therapy (Therapist), Tier 3, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
OTABaseClinic1Assistant	Occupational Therapy (Assistant), Base, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTABaseClinic2Assistant	Occupational Therapy (Assistant), Base, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
OTABaseClinic3Assistant	Occupational Therapy (Assistant), Base, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
OTAT1Clinic1Assistant	Occupational Therapy (Assistant), Tier 1, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT1Clinic2Assistant	Occupational Therapy (Assistant), Tier 1, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
OTAT1Clinic3Assistant	Occupational Therapy (Assistant), Tier 1, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
OTAT2Clinic1Assistant	Occupational Therapy (Assistant), Tier 2, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT2Clinic2Assistant	Occupational Therapy (Assistant), Tier 2, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
OTAT2Clinic3Assistant	Occupational Therapy (Assistant), Tier 2, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
OTAT3Clinic1Assistant	Occupational Therapy (Assistant), Tier 3, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT3Clinic2Assistant	Occupational Therapy (Assistant), Tier 3, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
OTAT3Clinic3Assistant	Occupational Therapy (Assistant), Tier 3, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
OTABaseNatural1Assistant	Occupational Therapy (Assistant), Base, Natural, Members: 1	15.00	6.00	6.29	1.00	40	2.6	-	\$ 0.00	18.0%
OTABaseNatural2Assistant	Occupational Therapy (Assistant), Base, Natural, Members: 2	15.00	12.00	6.29	2.00	40	1.3	-	\$ 0.00	18.0%
OTABaseNatural3Assistant	Occupational Therapy (Assistant), Base, Natural, Members: 3	15.00	18.00	6.29	3.00	40	0.9	-	\$ 0.00	18.0%
OTAT1Natural1Assistant	Occupational Therapy (Assistant), Tier 1, Natural, Members: 1	15.00	6.00	7.29	1.00	40	4.9	-	\$ 0.00	18.0%
OTAT1Natural2Assistant	Occupational Therapy (Assistant), Tier 1, Natural, Members: 2	15.00	12.00	7.29	2.00	40	2.4	-	\$ 0.00	18.0%
OTAT1Natural3Assistant	Occupational Therapy (Assistant), Tier 1, Natural, Members: 3	15.00	18.00	7.29	3.00	40	1.6	-	\$ 0.00	18.0%
OTAT2Natural1Assistant	Occupational Therapy (Assistant), Tier 2, Natural, Members: 1	15.00	6.00	9.68	1.00	40	8.9	-	\$ 0.00	18.0%
OTAT2Natural2Assistant	Occupational Therapy (Assistant), Tier 2, Natural, Members: 2	15.00	12.00	9.68	2.00	40	4.4	-	\$ 0.00	18.0%
OTAT2Natural3Assistant	Occupational Therapy (Assistant), Tier 2, Natural, Members: 3	15.00	18.00	9.68	3.00	40	3.0	-	\$ 0.00	18.0%
OTAT3Natural1Assistant	Occupational Therapy (Assistant), Tier 3, Natural, Members: 1	15.00	6.00	11.22	1.00	40	10.3	-	\$ 0.00	18.0%
OTAT3Natural2Assistant	Occupational Therapy (Assistant), Tier 3, Natural, Members: 2	15.00	12.00	11.22	2.00	40	5.1	-	\$ 0.00	18.0%
OTAT3Natural3Assistant	Occupational Therapy (Assistant), Tier 3, Natural, Members: 3	15.00	18.00	11.22	3.00	40	3.4	-	\$ 0.00	18.0%
OTABaseTele1Assistant	Occupational Therapy (Assistant), Base, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT1Tele1Assistant	Occupational Therapy (Assistant), Tier 1, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT2Tele1Assistant	Occupational Therapy (Assistant), Tier 2, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
OTAT3Tele1Assistant	Occupational Therapy (Assistant), Tier 3, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PEAClinic1Therapist	Physical Therapy Evaluation (Therapist), Clinical, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
PEANatural1Therapist	Physical Therapy Evaluation (Therapist), Natural, Members: 1	120.00	78.00	29.30	1.00		-	-	\$ 0.00	18.0%
PEATele1Therapist	Physical Therapy Evaluation (Therapist), Teletherapy, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
PTABaseClinic1Therapist	Physical Therapy (Therapist), Base, Clinical, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTABaseClinic2Therapist	Physical Therapy (Therapist), Base, Clinical, Members: 2	15.00	12.00	-	2.00		-	-	\$ 0.00	18.0%
PTABaseClinic3Therapist	Physical Therapy (Therapist), Base, Clinical, Members: 3	15.00	18.00	-	3.00		-	-	\$ 0.00	18.0%
PTAT1Clinic1Therapist	Physical Therapy (Therapist), Tier 1, Clinical, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT1Clinic2Therapist	Physical Therapy (Therapist), Tier 1, Clinical, Members: 2	15.00	12.00	-	2.00		-	-	\$ 0.00	18.0%
PTAT1Clinic3Therapist	Physical Therapy (Therapist), Tier 1, Clinical, Members: 3	15.00	18.00	-	3.00		-	-	\$ 0.00	18.0%
PTAT2Clinic1Therapist	Physical Therapy (Therapist), Tier 2, Clinical, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT2Clinic2Therapist	Physical Therapy (Therapist), Tier 2, Clinical, Members: 2	15.00	12.00	-	2.00		-	-	\$ 0.00	18.0%
PTAT2Clinic3Therapist	Physical Therapy (Therapist), Tier 2, Clinical, Members: 3	15.00	18.00	-	3.00		-	-	\$ 0.00	18.0%
PTAT3Clinic1Therapist	Physical Therapy (Therapist), Tier 3, Clinical, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT3Clinic2Therapist	Physical Therapy (Therapist), Tier 3, Clinical, Members: 2	15.00	12.00	-	2.00		-	-	\$ 0.00	18.0%
PTAT3Clinic3Therapist	Physical Therapy (Therapist), Tier 3, Clinical, Members: 3	15.00	18.00	-	3.00		-	-	\$ 0.00	18.0%
PTABaseNatural1Therapist	Physical Therapy (Therapist), Base, Natural, Members: 1	15.00	6.00	6.48	1.00		2.7	-	\$ 0.00	18.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit To/From Services	With DDD Members	Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description									
PTABaseNatural2Therapist	Physical Therapy (Therapist), Base, Natural, Members: 2	15.00	12.00	6.48	2.00		1.3	-	\$ 0.00	18.0%
PTABaseNatural3Therapist	Physical Therapy (Therapist), Base, Natural, Members: 3	15.00	18.00	6.48	3.00		0.9	-	\$ 0.00	18.0%
PTAT1Natural1Therapist	Physical Therapy (Therapist), Tier 1, Natural, Members: 1	15.00	6.00	7.51	1.00		5.0	-	\$ 0.00	18.0%
PTAT1Natural2Therapist	Physical Therapy (Therapist), Tier 1, Natural, Members: 2	15.00	12.00	7.51	2.00		2.5	-	\$ 0.00	18.0%
PTAT1Natural3Therapist	Physical Therapy (Therapist), Tier 1, Natural, Members: 3	15.00	18.00	7.51	3.00		1.7	-	\$ 0.00	18.0%
PTAT2Natural1Therapist	Physical Therapy (Therapist), Tier 2, Natural, Members: 1	15.00	6.00	9.97	1.00		9.1	-	\$ 0.00	18.0%
PTAT2Natural2Therapist	Physical Therapy (Therapist), Tier 2, Natural, Members: 2	15.00	12.00	9.97	2.00		4.6	-	\$ 0.00	18.0%
PTAT2Natural3Therapist	Physical Therapy (Therapist), Tier 2, Natural, Members: 3	15.00	18.00	9.97	3.00		3.0	-	\$ 0.00	18.0%
PTAT3Natural1Therapist	Physical Therapy (Therapist), Tier 3, Natural, Members: 1	15.00	6.00	11.56	1.00		10.6	-	\$ 0.00	18.0%
PTAT3Natural2Therapist	Physical Therapy (Therapist), Tier 3, Natural, Members: 2	15.00	12.00	11.56	2.00		5.3	-	\$ 0.00	18.0%
PTAT3Natural3Therapist	Physical Therapy (Therapist), Tier 3, Natural, Members: 3	15.00	18.00	11.56	3.00		3.5	-	\$ 0.00	18.0%
PTABaseTele1Therapist	Physical Therapy (Therapist), Base, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT1Tele1Therapist	Physical Therapy (Therapist), Tier 1, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT2Tele1Therapist	Physical Therapy (Therapist), Tier 2, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTAT3Tele1Therapist	Physical Therapy (Therapist), Tier 3, Teletherapy, Members: 1	15.00	6.00	-	1.00		-	-	\$ 0.00	18.0%
PTABaseClinic1Assistant	Physical Therapy (Assistant), Base, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTABaseClinic2Assistant	Physical Therapy (Assistant), Base, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
PTABaseClinic3Assistant	Physical Therapy (Assistant), Base, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
PTAT1Clinic1Assistant	Physical Therapy (Assistant), Tier 1, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT1Clinic2Assistant	Physical Therapy (Assistant), Tier 1, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
PTAT1Clinic3Assistant	Physical Therapy (Assistant), Tier 1, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
PTAT2Clinic1Assistant	Physical Therapy (Assistant), Tier 2, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT2Clinic2Assistant	Physical Therapy (Assistant), Tier 2, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
PTAT2Clinic3Assistant	Physical Therapy (Assistant), Tier 2, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
PTAT3Clinic1Assistant	Physical Therapy (Assistant), Tier 3, Clinical, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT3Clinic2Assistant	Physical Therapy (Assistant), Tier 3, Clinical, Members: 2	15.00	12.00	-	2.00	40	-	-	\$ 0.00	18.0%
PTAT3Clinic3Assistant	Physical Therapy (Assistant), Tier 3, Clinical, Members: 3	15.00	18.00	-	3.00	40	-	-	\$ 0.00	18.0%
PTABaseNatural1Assistant	Physical Therapy (Assistant), Base, Natural, Members: 1	15.00	6.00	6.48	1.00	40	2.7	-	\$ 0.00	18.0%
PTABaseNatural2Assistant	Physical Therapy (Assistant), Base, Natural, Members: 2	15.00	12.00	6.48	2.00	40	1.3	-	\$ 0.00	18.0%
PTABaseNatural3Assistant	Physical Therapy (Assistant), Base, Natural, Members: 3	15.00	18.00	6.48	3.00	40	0.9	-	\$ 0.00	18.0%
PTAT1Natural1Assistant	Physical Therapy (Assistant), Tier 1, Natural, Members: 1	15.00	6.00	7.51	1.00	40	5.0	-	\$ 0.00	18.0%
PTAT1Natural2Assistant	Physical Therapy (Assistant), Tier 1, Natural, Members: 2	15.00	12.00	7.51	2.00	40	2.5	-	\$ 0.00	18.0%
PTAT1Natural3Assistant	Physical Therapy (Assistant), Tier 1, Natural, Members: 3	15.00	18.00	7.51	3.00	40	1.7	-	\$ 0.00	18.0%
PTAT2Natural1Assistant	Physical Therapy (Assistant), Tier 2, Natural, Members: 1	15.00	6.00	9.97	1.00	40	9.1	-	\$ 0.00	18.0%
PTAT2Natural2Assistant	Physical Therapy (Assistant), Tier 2, Natural, Members: 2	15.00	12.00	9.97	2.00	40	4.6	-	\$ 0.00	18.0%
PTAT2Natural3Assistant	Physical Therapy (Assistant), Tier 2, Natural, Members: 3	15.00	18.00	9.97	3.00	40	3.0	-	\$ 0.00	18.0%
PTAT3Natural1Assistant	Physical Therapy (Assistant), Tier 3, Natural, Members: 1	15.00	6.00	11.56	1.00	40	10.6	-	\$ 0.00	18.0%
PTAT3Natural2Assistant	Physical Therapy (Assistant), Tier 3, Natural, Members: 2	15.00	12.00	11.56	2.00	40	5.3	-	\$ 0.00	18.0%
PTAT3Natural3Assistant	Physical Therapy (Assistant), Tier 3, Natural, Members: 3	15.00	18.00	11.56	3.00	40	3.5	-	\$ 0.00	18.0%
PTABaseTele1Assistant	Physical Therapy (Assistant), Base, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT1Tele1Assistant	Physical Therapy (Assistant), Tier 1, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT2Tele1Assistant	Physical Therapy (Assistant), Tier 2, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
PTAT3Tele1Assistant	Physical Therapy (Assistant), Tier 3, Teletherapy, Members: 1	15.00	6.00	-	1.00	40	-	-	\$ 0.00	18.0%
SEAClinic1Therapist	Speech Therapy Evaluation (Therapist), Clinical, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
SEANatural1Therapist	Speech Therapy Evaluation (Therapist), Natural, Members: 1	120.00	78.00	29.30	1.00		-	-	\$ 0.00	18.0%
SEATele1Therapist	Speech Therapy Evaluation (Therapist), Teletherapy, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
STABaseClinic1Therapist	Speech Therapy (Therapist), Base, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STABaseClinic2Therapist	Speech Therapy (Therapist), Base, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
STABaseClinic3Therapist	Speech Therapy (Therapist), Base, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
STAT1Clinic1Therapist	Speech Therapy (Therapist), Tier 1, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT1Clinic2Therapist	Speech Therapy (Therapist), Tier 1, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
STAT1Clinic3Therapist	Speech Therapy (Therapist), Tier 1, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
STAT2Clinic1Therapist	Speech Therapy (Therapist), Tier 2, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT2Clinic2Therapist	Speech Therapy (Therapist), Tier 2, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
STAT2Clinic3Therapist	Speech Therapy (Therapist), Tier 2, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
STAT3Clinic1Therapist	Speech Therapy (Therapist), Tier 3, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT3Clinic2Therapist	Speech Therapy (Therapist), Tier 3, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
STAT3Clinic3Therapist	Speech Therapy (Therapist), Tier 3, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
STABaseNatural1Therapist	Speech Therapy (Therapist), Base, Natural, Members: 1	60.00	24.00	25.95	1.00		10.8	-	\$ 0.00	18.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description						To/From Services	With DDD Members		
STABaseNatural2Therapist	Speech Therapy (Therapist), Base, Natural, Members: 2	60.00	48.00	25.95	2.00		5.4	-	\$ 0.00	18.0%
STABaseNatural3Therapist	Speech Therapy (Therapist), Base, Natural, Members: 3	60.00	72.00	25.95	3.00		3.6	-	\$ 0.00	18.0%
STAT1Natural1Therapist	Speech Therapy (Therapist), Tier 1, Natural, Members: 1	60.00	24.00	30.07	1.00		20.0	-	\$ 0.00	18.0%
STAT1Natural2Therapist	Speech Therapy (Therapist), Tier 1, Natural, Members: 2	60.00	48.00	30.07	2.00		10.0	-	\$ 0.00	18.0%
STAT1Natural3Therapist	Speech Therapy (Therapist), Tier 1, Natural, Members: 3	60.00	72.00	30.07	3.00		6.7	-	\$ 0.00	18.0%
STAT2Natural1Therapist	Speech Therapy (Therapist), Tier 2, Natural, Members: 1	60.00	24.00	39.91	1.00		36.6	-	\$ 0.00	18.0%
STAT2Natural2Therapist	Speech Therapy (Therapist), Tier 2, Natural, Members: 2	60.00	48.00	39.91	2.00		18.3	-	\$ 0.00	18.0%
STAT2Natural3Therapist	Speech Therapy (Therapist), Tier 2, Natural, Members: 3	60.00	72.00	39.91	3.00		12.2	-	\$ 0.00	18.0%
STAT3Natural1Therapist	Speech Therapy (Therapist), Tier 3, Natural, Members: 1	60.00	24.00	46.30	1.00		42.4	-	\$ 0.00	18.0%
STAT3Natural2Therapist	Speech Therapy (Therapist), Tier 3, Natural, Members: 2	60.00	48.00	46.30	2.00		21.2	-	\$ 0.00	18.0%
STAT3Natural3Therapist	Speech Therapy (Therapist), Tier 3, Natural, Members: 3	60.00	72.00	46.30	3.00		14.1	-	\$ 0.00	18.0%
STABaseTele1Therapist	Speech Therapy (Therapist), Base, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT1Tele1Therapist	Speech Therapy (Therapist), Tier 1, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT2Tele1Therapist	Speech Therapy (Therapist), Tier 2, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STAT3Tele1Therapist	Speech Therapy (Therapist), Tier 3, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
STABaseClinic1Assistant	Speech Therapy (Assistant), Base, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STABaseClinic2Assistant	Speech Therapy (Assistant), Base, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
STABaseClinic3Assistant	Speech Therapy (Assistant), Base, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
STAT1Clinic1Assistant	Speech Therapy (Assistant), Tier 1, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT1Clinic2Assistant	Speech Therapy (Assistant), Tier 1, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
STAT1Clinic3Assistant	Speech Therapy (Assistant), Tier 1, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
STAT2Clinic1Assistant	Speech Therapy (Assistant), Tier 2, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT2Clinic2Assistant	Speech Therapy (Assistant), Tier 2, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
STAT2Clinic3Assistant	Speech Therapy (Assistant), Tier 2, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
STAT3Clinic1Assistant	Speech Therapy (Assistant), Tier 3, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT3Clinic2Assistant	Speech Therapy (Assistant), Tier 3, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
STAT3Clinic3Assistant	Speech Therapy (Assistant), Tier 3, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
STABaseNatural1Assistant	Speech Therapy (Assistant), Base, Natural, Members: 1	60.00	24.00	25.95	1.00	40	10.8	-	\$ 0.00	18.0%
STABaseNatural2Assistant	Speech Therapy (Assistant), Base, Natural, Members: 2	60.00	48.00	25.95	2.00	40	5.4	-	\$ 0.00	18.0%
STABaseNatural3Assistant	Speech Therapy (Assistant), Base, Natural, Members: 3	60.00	72.00	25.95	3.00	40	3.6	-	\$ 0.00	18.0%
STAT1Natural1Assistant	Speech Therapy (Assistant), Tier 1, Natural, Members: 1	60.00	24.00	30.07	1.00	40	20.0	-	\$ 0.00	18.0%
STAT1Natural2Assistant	Speech Therapy (Assistant), Tier 1, Natural, Members: 2	60.00	48.00	30.07	2.00	40	10.0	-	\$ 0.00	18.0%
STAT1Natural3Assistant	Speech Therapy (Assistant), Tier 1, Natural, Members: 3	60.00	72.00	30.07	3.00	40	6.7	-	\$ 0.00	18.0%
STAT2Natural1Assistant	Speech Therapy (Assistant), Tier 2, Natural, Members: 1	60.00	24.00	39.91	1.00	40	36.6	-	\$ 0.00	18.0%
STAT2Natural2Assistant	Speech Therapy (Assistant), Tier 2, Natural, Members: 2	60.00	48.00	39.91	2.00	40	18.3	-	\$ 0.00	18.0%
STAT2Natural3Assistant	Speech Therapy (Assistant), Tier 2, Natural, Members: 3	60.00	72.00	39.91	3.00	40	12.2	-	\$ 0.00	18.0%
STAT3Natural1Assistant	Speech Therapy (Assistant), Tier 3, Natural, Members: 1	60.00	24.00	46.30	1.00	40	42.4	-	\$ 0.00	18.0%
STAT3Natural2Assistant	Speech Therapy (Assistant), Tier 3, Natural, Members: 2	60.00	48.00	46.30	2.00	40	21.2	-	\$ 0.00	18.0%
STAT3Natural3Assistant	Speech Therapy (Assistant), Tier 3, Natural, Members: 3	60.00	72.00	46.30	3.00	40	14.1	-	\$ 0.00	18.0%
STABaseTele1Assistant	Speech Therapy (Assistant), Base, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT1Tele1Assistant	Speech Therapy (Assistant), Tier 1, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT2Tele1Assistant	Speech Therapy (Assistant), Tier 2, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
STAT3Tele1Assistant	Speech Therapy (Assistant), Tier 3, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92610Clinic1Therapist	Feeding Therapy Evaluation (Therapist), Clinical, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
92610Natural1Therapist	Feeding Therapy Evaluation (Therapist), Natural, Members: 1	120.00	78.00	29.30	1.00		-	-	\$ 0.00	18.0%
92610Tele1Therapist	Feeding Therapy Evaluation (Therapist), Teletherapy, Members: 1	120.00	78.00	-	1.00		-	-	\$ 0.00	18.0%
92526BaseClinic1Therapist	Feeding Therapy (Therapist), Base, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526BaseClinic2Therapist	Feeding Therapy (Therapist), Base, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
92526BaseClinic3Therapist	Feeding Therapy (Therapist), Base, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
92526T1Clinic1Therapist	Feeding Therapy (Therapist), Tier 1, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T1Clinic2Therapist	Feeding Therapy (Therapist), Tier 1, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
92526T1Clinic3Therapist	Feeding Therapy (Therapist), Tier 1, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
92526T2Clinic1Therapist	Feeding Therapy (Therapist), Tier 2, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T2Clinic2Therapist	Feeding Therapy (Therapist), Tier 2, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
92526T2Clinic3Therapist	Feeding Therapy (Therapist), Tier 2, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
92526T3Clinic1Therapist	Feeding Therapy (Therapist), Tier 3, Clinical, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T3Clinic2Therapist	Feeding Therapy (Therapist), Tier 3, Clinical, Members: 2	60.00	48.00	-	2.00		-	-	\$ 0.00	18.0%
92526T3Clinic3Therapist	Feeding Therapy (Therapist), Tier 3, Clinical, Members: 3	60.00	72.00	-	3.00		-	-	\$ 0.00	18.0%
92526BaseNatural1Therapist	Feeding Therapy (Therapist), Base, Natural, Members: 1	60.00	24.00	25.95	1.00		10.8	-	\$ 0.00	18.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
		Direct Time	Indirect Time	Transportation Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
Full Code	Reporting Description						To/From Services	With DDD Members		
92526BaseNatural2Therapist	Feeding Therapy (Therapist), Base, Natural, Members: 2	60.00	48.00	25.95	2.00		5.4	-	\$ 0.00	18.0%
92526BaseNatural3Therapist	Feeding Therapy (Therapist), Base, Natural, Members: 3	60.00	72.00	25.95	3.00		3.6	-	\$ 0.00	18.0%
92526T1Natural1Therapist	Feeding Therapy (Therapist), Tier 1, Natural, Members: 1	60.00	24.00	30.07	1.00		20.0	-	\$ 0.00	18.0%
92526T1Natural2Therapist	Feeding Therapy (Therapist), Tier 1, Natural, Members: 2	60.00	48.00	30.07	2.00		10.0	-	\$ 0.00	18.0%
92526T1Natural3Therapist	Feeding Therapy (Therapist), Tier 1, Natural, Members: 3	60.00	72.00	30.07	3.00		6.7	-	\$ 0.00	18.0%
92526T2Natural1Therapist	Feeding Therapy (Therapist), Tier 2, Natural, Members: 1	60.00	24.00	39.91	1.00		36.6	-	\$ 0.00	18.0%
92526T2Natural2Therapist	Feeding Therapy (Therapist), Tier 2, Natural, Members: 2	60.00	48.00	39.91	2.00		18.3	-	\$ 0.00	18.0%
92526T2Natural3Therapist	Feeding Therapy (Therapist), Tier 2, Natural, Members: 3	60.00	72.00	39.91	3.00		12.2	-	\$ 0.00	18.0%
92526T3Natural1Therapist	Feeding Therapy (Therapist), Tier 3, Natural, Members: 1	60.00	24.00	46.30	1.00		42.4	-	\$ 0.00	18.0%
92526T3Natural2Therapist	Feeding Therapy (Therapist), Tier 3, Natural, Members: 2	60.00	48.00	46.30	2.00		21.2	-	\$ 0.00	18.0%
92526T3Natural3Therapist	Feeding Therapy (Therapist), Tier 3, Natural, Members: 3	60.00	72.00	46.30	3.00		14.1	-	\$ 0.00	18.0%
92526BaseTele1Therapist	Feeding Therapy (Therapist), Base, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T1Tele1Therapist	Feeding Therapy (Therapist), Tier 1, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T2Tele1Therapist	Feeding Therapy (Therapist), Tier 2, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526T3Tele1Therapist	Feeding Therapy (Therapist), Tier 3, Teletherapy, Members: 1	60.00	24.00	-	1.00		-	-	\$ 0.00	18.0%
92526BaseClinic1Assistant	Feeding Therapy (Assistant), Base, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526BaseClinic2Assistant	Feeding Therapy (Assistant), Base, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
92526BaseClinic3Assistant	Feeding Therapy (Assistant), Base, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
92526T1Clinic1Assistant	Feeding Therapy (Assistant), Tier 1, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T1Clinic2Assistant	Feeding Therapy (Assistant), Tier 1, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
92526T1Clinic3Assistant	Feeding Therapy (Assistant), Tier 1, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
92526T2Clinic1Assistant	Feeding Therapy (Assistant), Tier 2, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T2Clinic2Assistant	Feeding Therapy (Assistant), Tier 2, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
92526T2Clinic3Assistant	Feeding Therapy (Assistant), Tier 2, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
92526T3Clinic1Assistant	Feeding Therapy (Assistant), Tier 3, Clinical, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T3Clinic2Assistant	Feeding Therapy (Assistant), Tier 3, Clinical, Members: 2	60.00	48.00	-	2.00	40	-	-	\$ 0.00	18.0%
92526T3Clinic3Assistant	Feeding Therapy (Assistant), Tier 3, Clinical, Members: 3	60.00	72.00	-	3.00	40	-	-	\$ 0.00	18.0%
92526BaseNatural1Assistant	Feeding Therapy (Assistant), Base, Natural, Members: 1	60.00	24.00	25.95	1.00	40	10.8	-	\$ 0.00	18.0%
92526BaseNatural2Assistant	Feeding Therapy (Assistant), Base, Natural, Members: 2	60.00	48.00	25.95	2.00	40	5.4	-	\$ 0.00	18.0%
92526BaseNatural3Assistant	Feeding Therapy (Assistant), Base, Natural, Members: 3	60.00	72.00	25.95	3.00	40	3.6	-	\$ 0.00	18.0%
92526T1Natural1Assistant	Feeding Therapy (Assistant), Tier 1, Natural, Members: 1	60.00	24.00	30.07	1.00	40	20.0	-	\$ 0.00	18.0%
92526T1Natural2Assistant	Feeding Therapy (Assistant), Tier 1, Natural, Members: 2	60.00	48.00	30.07	2.00	40	10.0	-	\$ 0.00	18.0%
92526T1Natural3Assistant	Feeding Therapy (Assistant), Tier 1, Natural, Members: 3	60.00	72.00	30.07	3.00	40	6.7	-	\$ 0.00	18.0%
92526T2Natural1Assistant	Feeding Therapy (Assistant), Tier 2, Natural, Members: 1	60.00	24.00	39.91	1.00	40	36.6	-	\$ 0.00	18.0%
92526T2Natural2Assistant	Feeding Therapy (Assistant), Tier 2, Natural, Members: 2	60.00	48.00	39.91	2.00	40	18.3	-	\$ 0.00	18.0%
92526T2Natural3Assistant	Feeding Therapy (Assistant), Tier 2, Natural, Members: 3	60.00	72.00	39.91	3.00	40	12.2	-	\$ 0.00	18.0%
92526T3Natural1Assistant	Feeding Therapy (Assistant), Tier 3, Natural, Members: 1	60.00	24.00	46.30	1.00	40	42.4	-	\$ 0.00	18.0%
92526T3Natural2Assistant	Feeding Therapy (Assistant), Tier 3, Natural, Members: 2	60.00	48.00	46.30	2.00	40	21.2	-	\$ 0.00	18.0%
92526T3Natural3Assistant	Feeding Therapy (Assistant), Tier 3, Natural, Members: 3	60.00	72.00	46.30	3.00	40	14.1	-	\$ 0.00	18.0%
92526BaseTele1Assistant	Feeding Therapy (Assistant), Base, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T1Tele1Assistant	Feeding Therapy (Assistant), Tier 1, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T2Tele1Assistant	Feeding Therapy (Assistant), Tier 2, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
92526T3Tele1Assistant	Feeding Therapy (Assistant), Tier 3, Teletherapy, Members: 1	60.00	24.00	-	1.00	40	-	-	\$ 0.00	18.0%
HHASate1Skilled	Home Health Aide (Skilled), Statewide, Members: 1	120.00	7.20	15.61	1.00	32	6.5	-	\$ 0.00	18.0%
HHASate2Skilled	Home Health Aide (Skilled), Statewide, Members: 2	120.00	14.40	15.61	2.00	32	3.2	-	\$ 0.00	18.0%
HHASate3Skilled	Home Health Aide (Skilled), Statewide, Members: 3	120.00	21.60	15.61	3.00	32	2.2	-	\$ 0.00	18.0%
HHASate1Unskilled	Home Health Aide (Unskilled), Statewide, Members: 1	120.00	7.20	15.61	1.00	32	6.5	-	\$ 0.00	18.0%
HHASate2Unskilled	Home Health Aide (Unskilled), Statewide, Members: 2	120.00	14.40	15.61	2.00	32	3.2	-	\$ 0.00	18.0%
HHASate3Unskilled	Home Health Aide (Unskilled), Statewide, Members: 3	120.00	21.60	15.61	3.00	32	2.2	-	\$ 0.00	18.0%
HHAFflag1Skilled	Home Health Aide (Skilled), Flagstaff, Members: 1	120.00	7.20	15.61	1.00	32	6.5	-	\$ 0.00	18.0%
HHAFflag2Skilled	Home Health Aide (Skilled), Flagstaff, Members: 2	120.00	14.40	15.61	2.00	32	3.2	-	\$ 0.00	18.0%
HHAFflag3Skilled	Home Health Aide (Skilled), Flagstaff, Members: 3	120.00	21.60	15.61	3.00	32	2.2	-	\$ 0.00	18.0%
HHAFflag1Unskilled	Home Health Aide (Unskilled), Flagstaff, Members: 1	120.00	7.20	15.61	1.00	32	6.5	-	\$ 0.00	18.0%
HHAFflag2Unskilled	Home Health Aide (Unskilled), Flagstaff, Members: 2	120.00	14.40	15.61	2.00	32	3.2	-	\$ 0.00	18.0%
HHAFflag3Unskilled	Home Health Aide (Unskilled), Flagstaff, Members: 3	120.00	21.60	15.61	3.00	32	2.2	-	\$ 0.00	18.0%
G0299Baseu151RN	Nursing Visit (RN), Base, RN, Members: 1	15.00	5.70	29.30	1.00		12.2	-	\$ 0.00	18.0%
G0299Baseu152RN	Nursing Visit (RN), Base, RN, Members: 2	15.00	11.40	29.30	2.00		6.1	-	\$ 0.00	18.0%
G0299Baseu153RN	Nursing Visit (RN), Base, RN, Members: 3	15.00	17.10	29.30	3.00		4.1	-	\$ 0.00	18.0%
G0299Base1RN	Nursing Visit (RN), Base, RN, Members: 1	15.00	5.70	4.63	1.00		1.9	-	\$ 0.00	18.0%

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)**

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
Full Code	Reporting Description	Direct Time	Indirect Time	Transportation Time	Supervisor		Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
					Staffing Ratio	Span of Control	To/From Services	With DDD Members		
G0299Base2RN	Nursing Visit (RN), Base, RN, Members: 2	15.00	11.40	4.63	2.00		1.0	-	\$ 0.00	18.0%
G0299Base3RN	Nursing Visit (RN), Base, RN, Members: 3	15.00	17.10	4.63	3.00		0.6	-	\$ 0.00	18.0%
G029950u151RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 1	15.00	5.70	225.92	1.00		93.8	-	\$ 0.00	18.0%
G029950u152RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 2	15.00	11.40	225.92	2.00		46.9	-	\$ 0.00	18.0%
G029950u153RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 3	15.00	17.10	225.92	3.00		31.3	-	\$ 0.00	18.0%
G0299501RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 1	15.00	5.70	35.72	1.00		14.8	-	\$ 0.00	18.0%
G0299502RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 2	15.00	11.40	35.72	2.00		7.4	-	\$ 0.00	18.0%
G0299503RN	Nursing Visit (RN), 50-100 Miles Travel, RN, Members: 3	15.00	17.10	35.72	3.00		4.9	-	\$ 0.00	18.0%
G0299100u151RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 1	15.00	5.70	301.23	1.00		125.0	-	\$ 0.00	18.0%
G0299100u152RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 2	15.00	11.40	301.23	2.00		62.5	-	\$ 0.00	18.0%
G0299100u153RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 3	15.00	17.10	301.23	3.00		41.7	-	\$ 0.00	18.0%
G02991001RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 1	15.00	5.70	47.62	1.00		19.8	-	\$ 0.00	18.0%
G02991002RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 2	15.00	11.40	47.62	2.00		9.9	-	\$ 0.00	18.0%
G02991003RN	Nursing Visit (RN), 100+ Miles Travel, RN, Members: 3	15.00	17.10	47.62	3.00		6.6	-	\$ 0.00	18.0%
G0300Baseu151LPN	Nursing Visit (LPN), Base, LPN, Members: 1	15.00	5.70	29.30	1.00	16	12.2	-	\$ 0.00	18.0%
G0300Baseu152LPN	Nursing Visit (LPN), Base, LPN, Members: 2	15.00	11.40	29.30	2.00	16	6.1	-	\$ 0.00	18.0%
G0300Baseu153LPN	Nursing Visit (LPN), Base, LPN, Members: 3	15.00	17.10	29.30	3.00	16	4.1	-	\$ 0.00	18.0%
G0300Base1LPN	Nursing Visit (LPN), Base, LPN, Members: 1	15.00	5.70	4.63	1.00	16	1.9	-	\$ 0.00	18.0%
G0300Base2LPN	Nursing Visit (LPN), Base, LPN, Members: 2	15.00	11.40	4.63	2.00	16	1.0	-	\$ 0.00	18.0%
G0300Base3LPN	Nursing Visit (LPN), Base, LPN, Members: 3	15.00	17.10	4.63	3.00	16	0.6	-	\$ 0.00	18.0%
G030050u151LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 1	15.00	5.70	225.92	1.00	16	93.8	-	\$ 0.00	18.0%
G030050u152LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 2	15.00	11.40	225.92	2.00	16	46.9	-	\$ 0.00	18.0%
G030050u153LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 3	15.00	17.10	225.92	3.00	16	31.3	-	\$ 0.00	18.0%
G0300501LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 1	15.00	5.70	35.72	1.00	16	14.8	-	\$ 0.00	18.0%
G0300502LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 2	15.00	11.40	35.72	2.00	16	7.4	-	\$ 0.00	18.0%
G0300503LPN	Nursing Visit (LPN), 50-100 Miles Travel, LPN, Members: 3	15.00	17.10	35.72	3.00	16	4.9	-	\$ 0.00	18.0%
G0300100u151LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 1	15.00	5.70	301.23	1.00	16	125.0	-	\$ 0.00	18.0%
G0300100u152LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 2	15.00	11.40	301.23	2.00	16	62.5	-	\$ 0.00	18.0%
G0300100u153LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 3	15.00	17.10	301.23	3.00	16	41.7	-	\$ 0.00	18.0%
G03001001LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 1	15.00	5.70	47.62	1.00	16	19.8	-	\$ 0.00	18.0%
G03001002LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 2	15.00	11.40	47.62	2.00	16	9.9	-	\$ 0.00	18.0%
G03001003LPN	Nursing Visit (LPN), 100+ Miles Travel, LPN, Members: 3	15.00	17.10	47.62	3.00	16	6.6	-	\$ 0.00	18.0%
S5150-TEBase1LPN	Nursing, Respite (LPN), Base, LPN, Members: 1	15.00	1.95	2.65	1.00	16	1.1	-	\$ 0.00	18.0%
S5150-TEBase2LPN	Nursing, Respite (LPN), Base, LPN, Members: 2	15.00	3.90	2.65	2.00	16	0.5	-	\$ 0.00	18.0%
S5150-TEBase3LPN	Nursing, Respite (LPN), Base, LPN, Members: 3	15.00	5.85	2.65	3.00	16	0.4	-	\$ 0.00	18.0%
S5150-TE501LPN	Nursing, Respite (LPN), 50-100 Miles Travel, LPN, Members: 1	15.00	1.95	20.41	1.00	16	8.5	-	\$ 0.00	18.0%
S5150-TE502LPN	Nursing, Respite (LPN), 50-100 Miles Travel, LPN, Members: 2	15.00	3.90	20.41	2.00	16	4.2	-	\$ 0.00	18.0%
S5150-TE503LPN	Nursing, Respite (LPN), 50-100 Miles Travel, LPN, Members: 3	15.00	5.85	20.41	3.00	16	2.8	-	\$ 0.00	18.0%
S5150-TE1001LPN	Nursing, Respite (LPN), 100+ Miles Travel, LPN, Members: 1	15.00	1.95	27.21	1.00	16	11.3	-	\$ 0.00	18.0%
S5150-TE1002LPN	Nursing, Respite (LPN), 100+ Miles Travel, LPN, Members: 2	15.00	3.90	27.21	2.00	16	5.6	-	\$ 0.00	18.0%
S5150-TE1003LPN	Nursing, Respite (LPN), 100+ Miles Travel, LPN, Members: 3	15.00	5.85	27.21	3.00	16	3.8	-	\$ 0.00	18.0%
S5150-TDBase1RN	Nursing, Respite (RN), Base, RN, Members: 1	15.00	1.95	2.65	1.00	16	1.1	-	\$ 0.00	18.0%
S5150-TDBase2RN	Nursing, Respite (RN), Base, RN, Members: 2	15.00	3.90	2.65	2.00	16	0.5	-	\$ 0.00	18.0%
S5150-TDBase3RN	Nursing, Respite (RN), Base, RN, Members: 3	15.00	5.85	2.65	3.00	16	0.4	-	\$ 0.00	18.0%
S5150-TD501RN	Nursing, Respite (RN), 50-100 Miles Travel, RN, Members: 1	15.00	1.95	20.41	1.00	16	8.5	-	\$ 0.00	18.0%
S5150-TD502RN	Nursing, Respite (RN), 50-100 Miles Travel, RN, Members: 2	15.00	3.90	20.41	2.00	16	4.2	-	\$ 0.00	18.0%
S5150-TD503RN	Nursing, Respite (RN), 50-100 Miles Travel, RN, Members: 3	15.00	5.85	20.41	3.00	16	2.8	-	\$ 0.00	18.0%
S5150-TD1001RN	Nursing, Respite (RN), 100+ Miles Travel, RN, Members: 1	15.00	1.95	27.21	1.00	16	11.3	-	\$ 0.00	18.0%
S5150-TD1002RN	Nursing, Respite (RN), 100+ Miles Travel, RN, Members: 2	15.00	3.90	27.21	2.00	16	5.6	-	\$ 0.00	18.0%
S5150-TD1003RN	Nursing, Respite (RN), 100+ Miles Travel, RN, Members: 3	15.00	5.85	27.21	3.00	16	3.8	-	\$ 0.00	18.0%
S5150Base1LHA	Nursing, Respite (LHA), Base, LHA, Members: 1	15.00	1.50	2.65	1.00	16	1.1	-	\$ 0.00	18.0%
S5150Base2LHA	Nursing, Respite (LHA), Base, LHA, Members: 2	15.00	3.00	2.65	2.00	16	0.5	-	\$ 0.00	18.0%
S5150Base3LHA	Nursing, Respite (LHA), Base, LHA, Members: 3	15.00	4.50	2.65	3.00	16	0.4	-	\$ 0.00	18.0%
S5150501LHA	Nursing, Respite (LHA), 50-100 Miles Travel, LHA, Members: 1	15.00	1.50	20.41	1.00	16	8.5	-	\$ 0.00	18.0%
S5150502LHA	Nursing, Respite (LHA), 50-100 Miles Travel, LHA, Members: 2	15.00	3.00	20.41	2.00	16	4.2	-	\$ 0.00	18.0%
S5150503LHA	Nursing, Respite (LHA), 50-100 Miles Travel, LHA, Members: 3	15.00	4.50	20.41	3.00	16	2.8	-	\$ 0.00	18.0%
S51501001LHA	Nursing, Respite (LHA), 100+ Miles Travel, LHA, Members: 1	15.00	1.50	27.21	1.00	16	11.3	-	\$ 0.00	18.0%
S51501002LHA	Nursing, Respite (LHA), 100+ Miles Travel, LHA, Members: 2	15.00	3.00	27.21	2.00	16	5.6	-	\$ 0.00	18.0%
S51501003LHA	Nursing, Respite (LHA), 100+ Miles Travel, LHA, Members: 3	15.00	4.50	27.21	3.00	16	3.8	-	\$ 0.00	18.0%

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 5A - Summary of Rate Model Inputs (Per Unit Model)

DDD Service		DSP Minutes per Unit			Additional Rate Model Inputs					
Full Code	Reporting Description	Direct Time	Indirect Time	Transportation Time	Supervisor		Estimated Miles per Unit		Food/Snacks Add-On per Member	Administration / Program Support / Overhead
					Staffing Ratio	Span of Control	To/From Services	With DDD Members		
S9123Base1RN	Nursing, Continuous (RN), Base, RN, Members: 1	60.00	7.80	5.72	1.00		2.4	-	\$ 0.00	18.0%
S9123Base2RN	Nursing, Continuous (RN), Base, RN, Members: 2	60.00	15.60	5.72	2.00		1.2	-	\$ 0.00	18.0%
S9123Base3RN	Nursing, Continuous (RN), Base, RN, Members: 3	60.00	23.40	5.72	3.00		0.8	-	\$ 0.00	18.0%
S9123501RN	Nursing, Continuous (RN), 50-100 Miles Travel, RN, Members: 1	60.00	7.80	44.10	1.00		18.3	-	\$ 0.00	18.0%
S9123502RN	Nursing, Continuous (RN), 50-100 Miles Travel, RN, Members: 2	60.00	15.60	44.10	2.00		9.1	-	\$ 0.00	18.0%
S9123503RN	Nursing, Continuous (RN), 50-100 Miles Travel, RN, Members: 3	60.00	23.40	44.10	3.00		6.1	-	\$ 0.00	18.0%
S91231001RN	Nursing, Continuous (RN), 100+ Miles Travel, RN, Members: 1	60.00	7.80	58.80	1.00		24.4	-	\$ 0.00	18.0%
S91231002RN	Nursing, Continuous (RN), 100+ Miles Travel, RN, Members: 2	60.00	15.60	58.80	2.00		12.2	-	\$ 0.00	18.0%
S91231003RN	Nursing, Continuous (RN), 100+ Miles Travel, RN, Members: 3	60.00	23.40	58.80	3.00		8.1	-	\$ 0.00	18.0%
S9124Base1LPN	Nursing, Continuous (LPN), Base, LPN, Members: 1	60.00	7.80	5.72	1.00	16	2.4	-	\$ 0.00	18.0%
S9124Base2LPN	Nursing, Continuous (LPN), Base, LPN, Members: 2	60.00	15.60	5.72	2.00	16	1.2	-	\$ 0.00	18.0%
S9124Base3LPN	Nursing, Continuous (LPN), Base, LPN, Members: 3	60.00	23.40	5.72	3.00	16	0.8	-	\$ 0.00	18.0%
S9124501LPN	Nursing, Continuous (LPN), 50-100 Miles Travel, LPN, Members: 1	60.00	7.80	44.10	1.00	16	18.3	-	\$ 0.00	18.0%
S9124502LPN	Nursing, Continuous (LPN), 50-100 Miles Travel, LPN, Members: 2	60.00	15.60	44.10	2.00	16	9.1	-	\$ 0.00	18.0%
S9124503LPN	Nursing, Continuous (LPN), 50-100 Miles Travel, LPN, Members: 3	60.00	23.40	44.10	3.00	16	6.1	-	\$ 0.00	18.0%
S91241001LPN	Nursing, Continuous (LPN), 100+ Miles Travel, LPN, Members: 1	60.00	7.80	58.80	1.00	16	24.4	-	\$ 0.00	18.0%
S91241002LPN	Nursing, Continuous (LPN), 100+ Miles Travel, LPN, Members: 2	60.00	15.60	58.80	2.00	16	12.2	-	\$ 0.00	18.0%
S91241003LPN	Nursing, Continuous (LPN), 100+ Miles Travel, LPN, Members: 3	60.00	23.40	58.80	3.00	16	8.1	-	\$ 0.00	18.0%
RP1Clinic1	Respiratory Therapy, Clinical, Members: 1	60.00	10.84	-	1.00	40	-	-	\$ 0.00	18.0%
RP1Clinic2	Respiratory Therapy, Clinical, Members: 2	60.00	21.68	-	2.00	40	-	-	\$ 0.00	18.0%
RP1Clinic3	Respiratory Therapy, Clinical, Members: 3	60.00	32.53	-	3.00	40	-	-	\$ 0.00	18.0%
RP1Natural1	Respiratory Therapy, Natural, Members: 1	60.00	10.84	29.30	1.00	40	-	-	\$ 0.00	18.0%
RP1Natural2	Respiratory Therapy, Natural, Members: 2	60.00	21.68	29.30	2.00	40	-	-	\$ 0.00	18.0%
RP1Natural3	Respiratory Therapy, Natural, Members: 3	60.00	32.53	29.30	3.00	40	-	-	\$ 0.00	18.0%
T10131	Sign Language or Oral Interpretive Services	15.00	0.90	7.33	1.00		-	-	\$ 0.00	18.0%

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 5B - Summary of Rate Model Inputs (Transportation Model)**

DDD Service		DSP Minutes per Unit		Additional Rate Model Inputs			
Full Code	Reporting Description	Direct Time	Indirect Time	Staffing Ratio	Supervisor Span of Control	Estimated Miles Per Unit	Administration / Program Support / Overhead
TRAUrbanRS	Transportation (Day Program), Urban, Regularly Scheduled	84.00	2.18	5.50	23	5.4	18.0%
TRARuralRS	Transportation (Day Program), Rural, Regularly Scheduled	102.00	2.65	4.50	23	14.4	18.0%
TRAUrbanSPM	Transportation (Day Program), Urban, Single Person Modified	30.55	0.79	0.50	23	21.6	18.0%
TRARuralSPM	Transportation (Day Program), Rural, Single Person Modified	45.33	1.18	0.50	23	57.6	18.0%
TRASStateEDM	Transportation (Day Program), Statewide, Extensive Distance Modified	540.00	14.04	5.00	23	44.8	18.0%
TREUrbanRS	Transportation (Employment Program), Urban, Regularly Scheduled	84.00	2.18	5.50	20	5.4	18.0%
TREUrbanRS	Transportation (Employment Program), Rural, Regularly Scheduled	102.00	2.65	4.50	20	14.4	18.0%
TREUrbanSPM	Transportation (Employment Program), Urban, Single Person Modified	30.55	0.79	0.50	20	21.6	18.0%
TREUrbanSPM	Transportation (Employment Program), Rural, Single Person Modified	45.33	1.18	0.50	20	57.6	18.0%
TREStateEDM	Transportation (Employment Program), Statewide, Extensive Distance Modified	540.00	14.04	5.00	20	44.8	18.0%
TRAFflagRS	Transportation (Day Program), Flagstaff, Regularly Scheduled	84.00	2.18	5.50	23	6.3	18.0%
TRAFflagSPM	Transportation (Day Program), Flagstaff, Single Person Modified	30.55	0.79	0.50	23	25.4	18.0%
TRAFflagEDM	Transportation (Day Program), Flagstaff, Extensive Distance Modified	540.00	14.04	5.00	23	44.8	18.0%
TREFlagRS	Transportation (Employment Program), Flagstaff, Regularly Scheduled	84.00	2.18	5.50	20	6.3	18.0%
TREFlagSPM	Transportation (Employment Program), Flagstaff, Single Person Modified	30.55	0.79	0.50	20	25.4	18.0%
TREFlagEDM	Transportation (Employment Program), Flagstaff, Extensive Distance Modified	540.00	14.04	5.00	20	44.8	18.0%

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 5C - Summary of Rate Model Inputs (Shift-Based Per Diem Model)

Full Code	Position	Daily Staff Hours	Number of Clients Served	Units Per Week	Administration / Program Support / Overhead
HANStateLevel IBase	Certified Nursing Assistant (CNA)	24	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	24			
HANStateLevel IIBase	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	4			
	Registered Nurse (RN)	24			
HANStateLevel IIIBase	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	32			
HANFlagLevel IBase	Certified Nursing Assistant (CNA)	24	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	24			
HANFlagLevel IIBase	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	4			
	Registered Nurse (RN)	24			
HANFlagLevel IIIBase	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	32			
HANStateLevel IBH	Certified Nursing Assistant (CNA)	24	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	24			
	DSP - Habilitation	8			
HANStateLevel IIBH	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	4			
	Registered Nurse (RN)	24			
	DSP - Habilitation	8			
HANStateLevel IIIBH	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	32			
	DSP - Habilitation	8			
HANFlagLevel IBH	Certified Nursing Assistant (CNA)	24	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	24			
	DSP - Habilitation	8			
HANFlagLevel IIBH	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	4			
	Registered Nurse (RN)	24			
	DSP - Habilitation	8			
HANFlagLevel IIIBH	Certified Nursing Assistant (CNA)	32	4.00	7.00	18.0%
	Licensed Practical Nurse (LPN)	-			
	Registered Nurse (RN)	32			
	DSP - Habilitation	8			

Appendix 6: PTO Adjustment Development by Provider Grouping

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 6 - Paid Time Off and Training Time Adjustment Development

		A	B	C	D	E	F	G	H	I	J	K
Provider Group	Setting	Annual paid hours	Annual productive time	PTO & Holidays - Hours per Year	General Ongoing Training Hours per Year	Professional Continuing Education Requirements	Total	New hire training hours per year	Training hours / inefficient time per new hire	Turnover percentage	Hours of replacement for non-productive time	PTO / Training Adjustment Factor
		A - J				C + D + E		H * I		F + G		A / (A - J) - 1
Direct Care Worker	All Other	2,080	1,887	168	10	6	184	9	30	30.0%	193	10.2%
DCW Supervisor	All Other	2,080	1,889	168	10	6	184	8	30	25.0%	192	10.1%
DSP - Habilitation	Group Home	2,080	1,869	168	25	6	199	12	40	30.0%	211	11.3%
DSP Supervisor - Habilitation	Group Home	2,080	1,874	168	25	6	199	8	30	25.0%	207	11.0%
DSP - Enhanced Behavioral Support	Group Home	2,080	1,860	168	25	15	208	12	40	30.0%	220	11.8%
Behavioral Health Professional	Group Home	2,080	1,862	168	25	15	208	10	40	25.0%	218	11.7%
DSP - Habilitation	All Other	2,080	1,884	168	10	6	184	12	40	30.0%	196	10.4%
DSP Supervisor - Habilitation	All Other	2,080	1,889	168	10	6	184	8	30	25.0%	192	10.1%
Job Coach and Vocational Trainer	All Other	2,080	1,884	168	10	6	184	12	40	30.0%	196	10.4%
Developmental Home Licensing Staff	All Other	2,080	1,882	168	10	15	193	5	25	20.0%	198	10.5%
Board-Certified Music Therapist (MT-BC)	All Other	2,080	1,877	168	10	20	198	5	25	20.0%	203	10.8%
Licensed Health Aide	All Other	2,080	1,889	168	10	6	184	8	25	30.0%	192	10.1%
Board Certified Behavior Analyst	All Other	2,080	1,880	168	10	15	193	8	25	30.0%	201	10.7%
Respiratory Therapist	All Other	2,080	1,886	168	10	10	188	6	25	25.0%	194	10.3%
Physical Therapist Assistant	All Other	2,080	1,891	168	10	5	183	6	25	25.0%	189	10.0%
Physical Therapist	All Other	2,080	1,886	168	10	10	188	6	25	25.0%	194	10.3%
Occupational Therapist Assistant	All Other	2,080	1,890	168	10	6	184	6	25	25.0%	190	10.1%
Occupational Therapist	All Other	2,080	1,886	168	10	10	188	6	25	25.0%	194	10.3%
Speech-Language Pathologist Assistant	All Other	2,080	1,886	168	10	10	188	6	25	25.0%	194	10.3%
Speech-Language Pathologist	All Other	2,080	1,886	168	10	10	188	6	25	25.0%	194	10.3%
Registered Nurse (RN)	Group Home	2,080	1,874	168	25	6	199	8	25	30.0%	207	11.0%
Licensed Practical Nurse (LPN)	Group Home	2,080	1,874	168	25	6	199	8	25	30.0%	207	11.0%
Registered Nurse (RN)	All Other	2,080	1,889	168	10	6	184	8	25	30.0%	192	10.1%
Licensed Practical Nurse (LPN)	All Other	2,080	1,889	168	10	6	184	8	25	30.0%	192	10.1%
Home Health Aide	All Other	2,080	1,889	168	10	6	184	8	25	30.0%	192	10.1%
Interpreters and Translators	All Other	2,080	1,896	168	10	-	178	6	25	25.0%	184	9.7%
Certified Nursing Assistant (CNA)	Group Home	2,080	1,875	168	25	6	199	6	25	25.0%	205	10.9%

Appendix 7: ERE Development by Provider Grouping

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study**

Appendix 7 - Employee Related Expenses - Statewide - 25th Percentile

Provider Group	Statewide vs Flagstaff	Base/Tier	A	B	C	D	E	F	G	H	I	J	K
			Trended Wage	Annual Salary	FICA	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Factor	Annual Salary and ERE
				A * 2,080	Per federal guidelines	Per federal guidelines	Per Arizona guidelines	1.4% based on survey data	Based on survey data	1.0% based on survey data	SUM (C through H)	I / B	B * (1 + J)
Direct Care Worker	Statewide		\$ 15.72	\$ 32,701	\$ 2,502	\$ 420	\$ 192	\$ 458	\$ 3,581	\$ 327	\$ 7,480	22.9%	\$ 40,181
Direct Care Worker	Flagstaff		17.40	36,192	2,769	420	192	507	3,581	362	7,830	21.6%	44,022
DCW Supervisor	Statewide		19.82	41,231	3,154	420	192	577	3,581	412	8,337	20.2%	49,568
DSP - Habilitation	Statewide		17.63	36,680	2,806	420	192	514	3,581	367	7,879	21.5%	44,560
DSP - Habilitation	Flagstaff		18.05	37,540	2,872	420	192	526	3,581	375	7,966	21.2%	45,506
DSP Supervisor - Habilitation	Statewide		21.86	45,461	3,478	420	192	636	3,581	455	8,762	19.3%	54,223
DSP - Enhanced Behavioral Support	Statewide		18.69	38,880	2,974	420	192	544	3,581	389	8,101	20.8%	46,981
Behavioral Health Professional	Statewide		23.07	47,986	3,671	420	192	672	3,581	480	9,016	18.8%	57,002
Job Coach and Vocational Trainer	Statewide		18.84	39,177	2,997	420	192	548	3,581	392	8,130	20.8%	47,308
Job Coach and Vocational Trainer	Flagstaff		19.61	40,793	3,121	420	192	571	3,581	408	8,293	20.3%	49,086
Developmental Home Licensing Staff	Statewide		22.61	47,026	3,597	420	192	658	3,581	470	8,919	19.0%	55,945
Board-Certified Music Therapist (MT-BC)	Statewide		24.10	50,127	3,835	420	192	702	3,581	501	9,231	18.4%	59,357
Licensed Health Aide	Statewide		18.25	37,961	2,904	420	192	531	3,581	380	8,008	21.1%	45,969
Respiratory Therapist	Statewide		33.55	69,793	5,339	420	192	977	3,581	698	11,207	16.1%	81,000
Physical Therapist Assistant	Statewide	Base	29.75	61,881	4,734	420	192	866	3,581	619	10,412	16.8%	72,293
Physical Therapist	Statewide	Base	43.06	89,574	6,852	420	192	1,254	3,581	896	13,195	14.7%	102,769
Occupational Therapist Assistant	Statewide	Base	18.81	39,127	2,993	420	192	548	3,581	391	8,125	20.8%	47,252
Occupational Therapist	Statewide	Base	41.11	85,503	6,541	420	192	1,197	3,581	855	12,786	15.0%	98,289
Speech-Language Pathologist Assistant	Statewide	Base	24.28	50,504	3,864	420	192	707	3,581	505	9,269	18.4%	59,773
Speech-Language Pathologist	Statewide	Base	40.49	84,223	6,443	420	192	1,179	3,581	842	12,657	15.0%	96,880
Physical Therapist Assistant	Statewide	Tier 1	32.73	68,069	5,207	420	192	953	3,581	681	11,034	16.2%	79,103
Physical Therapist	Statewide	Tier 1	47.37	98,531	7,538	420	192	1,379	3,581	985	14,095	14.3%	112,627
Occupational Therapist Assistant	Statewide	Tier 1	20.69	43,040	3,293	420	192	603	3,581	430	8,519	19.8%	51,558
Occupational Therapist	Statewide	Tier 1	45.22	94,054	7,195	420	192	1,317	3,581	941	13,645	14.5%	107,699
Speech-Language Pathologist Assistant	Statewide	Tier 1	26.71	55,554	4,250	420	192	778	3,581	556	9,776	17.6%	65,331
Speech-Language Pathologist	Statewide	Tier 1	44.54	92,645	7,087	420	192	1,297	3,581	926	13,504	14.6%	106,149
Physical Therapist Assistant	Statewide	Tier 2	37.19	77,351	5,917	420	192	1,083	3,581	774	11,967	15.5%	89,318
Physical Therapist	Statewide	Tier 2	53.83	111,967	8,565	420	192	1,568	3,581	1,120	15,446	13.8%	127,413
Occupational Therapist Assistant	Statewide	Tier 2	23.51	48,909	3,742	420	192	685	3,581	489	9,108	18.6%	58,017
Occupational Therapist	Statewide	Tier 2	51.38	106,879	8,176	420	192	1,496	3,581	1,069	14,934	14.0%	121,813
Speech-Language Pathologist Assistant	Statewide	Tier 2	30.35	63,130	4,829	420	192	884	3,581	631	10,538	16.7%	73,667
Speech-Language Pathologist	Statewide	Tier 2	50.61	105,278	8,054	420	192	1,474	3,581	1,053	14,774	14.0%	120,052
Physical Therapist Assistant	Statewide	Tier 3	44.63	92,821	7,101	420	192	1,299	3,581	928	13,522	14.6%	106,343
Physical Therapist	Statewide	Tier 3	64.60	134,361	10,279	420	192	1,881	3,581	1,344	17,696	13.2%	152,057
Occupational Therapist Assistant	Statewide	Tier 3	28.22	58,691	4,490	420	192	822	3,581	587	10,091	17.2%	68,782
Occupational Therapist	Statewide	Tier 3	61.66	128,255	9,811	420	192	1,796	3,581	1,283	17,083	13.3%	145,338
Speech-Language Pathologist Assistant	Statewide	Tier 3	36.42	75,756	5,795	420	192	1,061	3,581	758	11,807	15.6%	87,562
Speech-Language Pathologist	Statewide	Tier 3	60.74	126,334	9,665	420	192	1,769	3,581	1,263	16,890	13.4%	143,224
Registered Nurse (RN)	Statewide		41.00	85,275	6,524	420	192	1,194	3,581	853	12,763	15.0%	98,038
Licensed Practical Nurse (LPN)	Statewide		30.05	62,498	4,781	420	192	875	3,581	625	10,474	16.8%	72,972
Home Health Aide	Statewide		15.03	31,260	2,391	420	192	438	3,581	313	7,335	23.5%	38,595
Home Health Aide	Flagstaff		17.40	36,192	2,769	420	192	507	3,581	362	7,830	21.6%	44,022
Interpreters and Translators	Statewide		17.16	35,697	2,731	420	192	500	3,581	357	7,781	21.8%	43,477
Certified Nursing Assistant (CNA)	Statewide		\$ 18.25	\$ 37,961	\$ 2,904	\$ 420	\$ 192	\$ 531	\$ 3,581	\$ 380	\$ 8,008	21.1%	\$ 45,969

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study**

Appendix 7 - Employee Related Expenses - Statewide - 50th Percentile

Provider Group	Statewide vs Flagstaff	Base/Tier	A	B	C	D	E	F	G	H	I	J	K
			Trended Wage	Annual Salary	FICA	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Factor	Annual Salary and ERE
				A * 2,080	Per federal guidelines	Per federal guidelines	Per Arizona guidelines	1.4% based on survey data	Based on survey data	1.0% based on survey data	SUM (C through H)	I / B	B * (1 + J)
Direct Care Worker	Statewide		\$ 17.00	\$ 35,358	\$ 2,705	\$ 420	\$ 192	\$ 495	\$ 3,581	\$ 354	\$ 7,747	21.9%	\$ 43,105
Direct Care Worker	Flagstaff		18.05	37,546	2,872	420	192	526	3,581	375	7,966	21.2%	45,512
DCW Supervisor	Statewide		24.93	51,853	3,967	420	192	726	3,581	519	9,404	18.1%	61,257
DSP - Habilitation	Statewide		20.44	42,507	3,252	420	192	595	3,581	425	8,465	19.9%	50,972
DSP - Habilitation	Flagstaff		20.54	42,720	3,268	420	192	598	3,581	427	8,486	19.9%	51,207
DSP Supervisor - Habilitation	Statewide		25.98	54,048	4,135	420	192	757	3,581	540	9,625	17.8%	63,673
DSP - Enhanced Behavioral Support	Statewide		21.49	44,702	3,420	420	192	626	3,581	447	8,686	19.4%	53,388
Behavioral Health Professional	Statewide		30.03	62,457	4,778	420	192	874	3,581	625	10,470	16.8%	72,927
Job Coach and Vocational Trainer	Statewide		20.54	42,722	3,268	420	192	598	3,581	427	8,487	19.9%	51,209
Job Coach and Vocational Trainer	Flagstaff		20.74	43,149	3,301	420	192	604	3,581	431	8,529	19.8%	51,678
Developmental Home Licensing Staff	Statewide		28.36	58,983	4,512	420	192	826	3,581	590	10,121	17.2%	69,104
Board-Certified Music Therapist (MT-BC)	Statewide		29.15	60,632	4,638	420	192	849	3,581	606	10,287	17.0%	70,919
Licensed Health Aide	Statewide		19.68	40,934	3,131	420	192	573	3,581	409	8,307	20.3%	49,241
Respiratory Therapist	Statewide		34.51	71,782	5,491	420	192	1,005	3,581	718	11,407	15.9%	83,190
Physical Therapist Assistant	Statewide	Base	32.62	67,849	5,190	420	192	950	3,581	678	11,012	16.2%	78,861
Physical Therapist	Statewide	Base	52.43	109,057	8,343	420	192	1,527	3,581	1,091	15,153	13.9%	124,211
Occupational Therapist Assistant	Statewide	Base	32.72	68,055	5,206	420	192	953	3,581	681	11,033	16.2%	79,088
Occupational Therapist	Statewide	Base	44.53	92,615	7,085	420	192	1,297	3,581	926	13,501	14.6%	106,116
Speech-Language Pathologist Assistant	Statewide	Base	32.67	67,952	5,198	420	192	951	3,581	680	11,022	16.2%	78,974
Speech-Language Pathologist	Statewide	Base	48.97	101,854	7,792	420	192	1,426	3,581	1,019	14,429	14.2%	116,283
Physical Therapist Assistant	Statewide	Tier 1	35.88	74,634	5,710	420	192	1,045	3,581	746	11,694	15.7%	86,328
Physical Therapist	Statewide	Tier 1	57.67	119,963	9,177	420	192	1,679	3,581	1,200	16,249	13.5%	136,212
Occupational Therapist Assistant	Statewide	Tier 1	35.99	74,861	5,727	420	192	1,048	3,581	749	11,717	15.7%	86,577
Occupational Therapist	Statewide	Tier 1	48.98	101,877	7,794	420	192	1,426	3,581	1,019	14,432	14.2%	116,308
Speech-Language Pathologist Assistant	Statewide	Tier 1	35.94	74,747	5,718	420	192	1,046	3,581	747	11,705	15.7%	86,452
Speech-Language Pathologist	Statewide	Tier 1	53.87	112,039	8,571	420	192	1,569	3,581	1,120	15,453	13.8%	127,492
Physical Therapist Assistant	Statewide	Tier 2	40.77	84,812	6,488	420	192	1,187	3,581	848	12,717	15.0%	97,528
Physical Therapist	Statewide	Tier 2	65.54	136,322	10,429	420	192	1,909	3,581	1,363	17,893	13.1%	154,215
Occupational Therapist Assistant	Statewide	Tier 2	40.90	85,069	6,508	420	192	1,191	3,581	851	12,742	15.0%	97,811
Occupational Therapist	Statewide	Tier 2	55.66	115,769	8,856	420	192	1,621	3,581	1,158	15,828	13.7%	131,597
Speech-Language Pathologist Assistant	Statewide	Tier 2	40.84	84,940	6,498	420	192	1,189	3,581	849	12,730	15.0%	97,670
Speech-Language Pathologist	Statewide	Tier 2	61.21	127,317	9,740	420	192	1,782	3,581	1,273	16,988	13.3%	144,306
Physical Therapist Assistant	Statewide	Tier 3	48.93	101,774	7,786	420	192	1,425	3,581	1,018	14,421	14.2%	116,195
Physical Therapist	Statewide	Tier 3	78.65	163,586	12,255	420	192	2,290	3,581	1,636	20,374	12.5%	183,960
Occupational Therapist Assistant	Statewide	Tier 3	49.08	102,083	7,809	420	192	1,429	3,581	1,021	14,452	14.2%	116,535
Occupational Therapist	Statewide	Tier 3	66.79	138,923	10,628	420	192	1,945	3,581	1,389	18,155	13.1%	157,078
Speech-Language Pathologist Assistant	Statewide	Tier 3	49.00	101,928	7,798	420	192	1,427	3,581	1,019	14,437	14.2%	116,365
Speech-Language Pathologist	Statewide	Tier 3	73.45	152,781	11,688	420	192	2,139	3,581	1,528	19,548	12.8%	172,328
Registered Nurse (RN)	Statewide		43.52	90,511	6,924	420	192	1,267	3,581	905	13,289	14.7%	103,801
Licensed Practical Nurse (LPN)	Statewide		32.69	67,986	5,201	420	192	952	3,581	680	11,026	16.2%	79,012
Home Health Aide	Statewide		15.90	33,067	2,530	420	192	463	3,581	331	7,516	22.7%	40,583
Home Health Aide	Flagstaff		17.40	36,192	2,769	420	192	507	3,581	362	7,830	21.6%	44,022
Interpreters and Translators	Statewide		19.91	41,414	3,168	420	192	580	3,581	414	8,355	20.2%	49,769
Certified Nursing Assistant (CNA)	Statewide		\$ 19.68	\$ 40,934	\$ 3,131	\$ 420	\$ 192	\$ 573	\$ 3,581	\$ 409	\$ 8,307	20.3%	\$ 49,241

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study**

Appendix 7 - Employee Related Expenses - Statewide - 62.5 Percentile

Provider Group	Statewide vs Flagstaff Base/Tier	A	B	C	D	E	F	G	H	I	J	K
		Trended Wage	Annual Salary	FICA	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Factor	Annual Salary and ERE
			A * 2,080	Per federal guidelines	Per federal guidelines	Per Arizona guidelines	1.4% based on survey data	Based on survey data	1.0% based on survey data	SUM (C through H)	I / B	B * (1 + J)
Direct Care Worker	Statewide	\$ 17.81	\$ 37,047	\$ 2,834	\$ 420	\$ 192	\$ 519	\$ 3,581	\$ 370	\$ 7,916	21.4%	\$ 44,964
Direct Care Worker	Flagstaff	18.54	38,554	2,949	420	192	540	3,581	386	8,068	20.9%	46,622
DCW Supervisor	Statewide	28.21	58,668	4,488	420	192	821	3,581	587	10,089	17.2%	68,757
DSP - Habilitation	Statewide	22.05	45,864	3,509	420	192	642	3,581	459	8,802	19.2%	54,666
DSP - Habilitation	Flagstaff	22.10	45,971	3,517	420	192	644	3,581	460	8,813	19.2%	54,784
DSP Supervisor - Habilitation	Statewide	28.63	59,548	4,555	420	192	834	3,581	595	10,178	17.1%	69,726
DSP - Enhanced Behavioral Support	Statewide	23.13	48,119	3,681	420	192	674	3,581	481	9,029	18.8%	57,148
Behavioral Health Professional	Statewide	33.93	70,580	5,399	420	192	988	3,581	706	11,286	16.0%	81,866
Job Coach and Vocational Trainer	Statewide	22.68	47,167	3,608	420	192	660	3,581	472	8,933	18.9%	56,101
Job Coach and Vocational Trainer	Flagstaff	22.78	47,381	3,625	420	192	663	3,581	474	8,955	18.9%	56,336
Developmental Home Licensing Staff	Statewide	32.08	66,729	5,105	420	192	934	3,581	667	10,899	16.3%	77,628
Board-Certified Music Therapist (MT-BC)	Statewide	33.11	68,871	5,269	420	192	964	3,581	689	11,115	16.1%	79,986
Licensed Health Aide	Statewide	20.31	42,249	3,232	420	192	591	3,581	422	8,439	20.0%	50,688
Respiratory Therapist	Statewide	37.63	78,277	5,988	420	192	1,096	3,581	783	12,060	15.4%	90,337
Physical Therapist Assistant	Statewide	35.94	74,755	5,719	420	192	1,047	3,581	748	11,706	15.7%	86,461
Physical Therapist	Statewide	54.86	114,100	8,729	420	192	1,597	3,581	1,141	15,660	13.7%	129,760
Occupational Therapist Assistant	Statewide	36.79	76,528	5,854	420	192	1,071	3,581	765	11,884	15.5%	88,412
Occupational Therapist	Statewide	49.99	103,969	7,954	420	192	1,456	3,581	1,040	14,642	14.1%	118,611
Speech-Language Pathologist Assistant	Statewide	36.37	75,641	5,787	420	192	1,059	3,581	756	11,795	15.6%	87,436
Speech-Language Pathologist	Statewide	52.27	108,726	8,318	420	192	1,522	3,581	1,087	15,120	13.9%	123,846
Physical Therapist Assistant	Statewide	39.53	82,231	6,291	420	192	1,151	3,581	822	12,457	15.1%	94,688
Physical Therapist	Statewide	60.34	125,510	9,601	420	192	1,757	3,581	1,255	16,807	13.4%	142,316
Occupational Therapist Assistant	Statewide	40.47	84,180	6,440	420	192	1,179	3,581	842	12,653	15.0%	96,834
Occupational Therapist	Statewide	54.98	114,366	8,749	420	192	1,601	3,581	1,144	15,687	13.7%	130,053
Speech-Language Pathologist Assistant	Statewide	40.00	83,206	6,365	420	192	1,165	3,581	832	12,555	15.1%	95,761
Speech-Language Pathologist	Statewide	57.50	119,598	9,149	420	192	1,674	3,581	1,196	16,213	13.6%	135,811
Physical Therapist Assistant	Statewide	44.93	93,444	7,148	420	192	1,308	3,581	934	13,584	14.5%	107,028
Physical Therapist	Statewide	68.57	142,625	10,911	420	192	1,997	3,581	1,426	18,527	13.0%	161,151
Occupational Therapist Assistant	Statewide	45.99	95,659	7,318	420	192	1,339	3,581	957	13,807	14.4%	109,466
Occupational Therapist	Statewide	62.48	129,961	9,942	420	192	1,819	3,581	1,300	17,254	13.3%	147,216
Speech-Language Pathologist Assistant	Statewide	45.46	94,552	7,233	420	192	1,324	3,581	946	13,696	14.5%	108,247
Speech-Language Pathologist	Statewide	65.34	135,907	10,397	420	192	1,903	3,581	1,359	17,852	13.1%	153,759
Physical Therapist Assistant	Statewide	53.91	112,133	8,578	420	192	1,570	3,581	1,121	15,462	13.8%	127,595
Physical Therapist	Statewide	82.28	171,149	12,255	420	192	2,396	3,581	1,711	20,556	12.0%	191,705
Occupational Therapist Assistant	Statewide	55.19	114,791	8,782	420	192	1,607	3,581	1,148	15,730	13.7%	130,521
Occupational Therapist	Statewide	74.98	155,954	11,930	420	192	2,183	3,581	1,560	19,866	12.7%	175,820
Speech-Language Pathologist Assistant	Statewide	54.55	113,462	8,680	420	192	1,588	3,581	1,135	15,596	13.7%	129,058
Speech-Language Pathologist	Statewide	78.41	163,089	12,255	420	192	2,283	3,581	1,631	20,362	12.5%	183,451
Registered Nurse (RN)	Statewide	47.76	99,338	7,599	420	192	1,391	3,581	993	14,177	14.3%	113,515
Licensed Practical Nurse (LPN)	Statewide	33.69	70,079	5,361	420	192	981	3,581	701	11,236	16.0%	81,315
Home Health Aide	Statewide	16.36	34,039	2,604	420	192	477	3,581	340	7,614	22.4%	41,653
Home Health Aide	Flagstaff	17.40	36,192	2,769	420	192	507	3,581	362	7,830	21.6%	44,022
Interpreters and Translators	Statewide	23.73	49,360	3,776	420	192	691	3,581	494	9,154	18.5%	58,514
Certified Nursing Assistant (CNA)	Statewide	\$ 20.31	\$ 42,249	\$ 3,232	\$ 420	\$ 192	\$ 591	\$ 3,581	\$ 422	\$ 8,439	20.0%	\$ 50,688

**Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study**

Appendix 7 - Employee Related Expenses - Statewide - 75th Percentile

Provider Group	Statewide vs Flagstaff	Base/Tier	A	B	C	D	E	F	G	H	I	J	K
			Trended Wage	Annual Salary	FICA	FUTA	SUI	Workers Comp	Insurance	Retirement	ERE per Employee	ERE Factor	Annual Salary and ERE
				A * 2,080	Per federal guidelines	Per federal guidelines	Per Arizona guidelines	1.4% based on survey data	Based on survey data	1.0% based on survey data	SUM (C through H)	I / B	B * (1 + J)
Direct Care Worker	Statewide		\$ 18.62	\$ 38,736	\$ 2,963	\$ 420	\$ 192	\$ 542	\$ 3,581	\$ 387	\$ 8,086	20.9%	\$ 46,822
Direct Care Worker	Flagstaff		19.02	39,563	3,027	420	192	554	3,581	396	8,169	20.6%	47,732
DCW Supervisor	Statewide		31.48	65,482	5,009	420	192	917	3,581	655	10,774	16.5%	76,256
DSP - Habilitation	Statewide		23.66	49,221	3,765	420	192	689	3,581	492	9,140	18.6%	58,361
DSP - Habilitation	Flagstaff		23.66	49,221	3,765	420	192	689	3,581	492	9,140	18.6%	58,361
DSP Supervisor - Habilitation	Statewide		31.27	65,048	4,976	420	192	911	3,581	650	10,730	16.5%	75,778
DSP - Enhanced Behavioral Support	Statewide		24.78	51,535	3,942	420	192	721	3,581	515	9,372	18.2%	60,908
Behavioral Health Professional	Statewide		37.84	78,702	6,021	420	192	1,102	3,581	787	12,103	15.4%	90,805
Job Coach and Vocational Trainer	Statewide		24.81	51,613	3,948	420	192	723	3,581	516	9,380	18.2%	60,993
Job Coach and Vocational Trainer	Flagstaff		24.81	51,613	3,948	420	192	723	3,581	516	9,380	18.2%	60,993
Developmental Home Licensing Staff	Statewide		35.80	74,474	5,697	420	192	1,043	3,581	745	11,678	15.7%	86,152
Board-Certified Music Therapist (MT-BC)	Statewide		37.07	77,111	5,899	420	192	1,080	3,581	771	11,943	15.5%	89,053
Licensed Health Aide	Statewide		20.94	43,563	3,333	420	192	610	3,581	436	8,571	19.7%	52,135
Respiratory Therapist	Statewide		40.76	84,771	6,485	420	192	1,187	3,581	848	12,713	15.0%	97,484
Physical Therapist Assistant	Statewide	Base	39.26	81,661	6,247	420	192	1,143	3,581	817	12,400	15.2%	94,061
Physical Therapist	Statewide	Base	57.28	119,142	9,114	420	192	1,668	3,581	1,191	16,167	13.6%	135,309
Occupational Therapist Assistant	Statewide	Base	40.87	85,000	6,503	420	192	1,190	3,581	850	12,736	15.0%	97,736
Occupational Therapist	Statewide	Base	55.44	115,323	8,822	420	192	1,615	3,581	1,153	15,783	13.7%	131,106
Speech-Language Pathologist Assistant	Statewide	Base	40.06	83,331	6,375	420	192	1,167	3,581	833	12,568	15.1%	95,899
Speech-Language Pathologist	Statewide	Base	55.58	115,597	8,843	420	192	1,618	3,581	1,156	15,811	13.7%	131,408
Physical Therapist Assistant	Statewide	Tier 1	43.19	89,828	6,872	420	192	1,258	3,581	898	13,221	14.7%	103,048
Physical Therapist	Statewide	Tier 1	63.01	131,056	10,026	420	192	1,835	3,581	1,311	17,364	13.2%	148,420
Occupational Therapist Assistant	Statewide	Tier 1	44.95	93,500	7,153	420	192	1,309	3,581	935	13,590	14.5%	107,090
Occupational Therapist	Statewide	Tier 1	60.99	126,855	9,704	420	192	1,776	3,581	1,269	16,942	13.4%	143,797
Speech-Language Pathologist Assistant	Statewide	Tier 1	44.07	91,664	7,012	420	192	1,283	3,581	917	13,405	14.6%	105,069
Speech-Language Pathologist	Statewide	Tier 1	61.13	127,157	9,728	420	192	1,780	3,581	1,272	16,972	13.3%	144,130
Physical Therapist Assistant	Statewide	Tier 2	49.08	102,077	7,809	420	192	1,429	3,581	1,021	14,452	14.2%	116,529
Physical Therapist	Statewide	Tier 2	71.60	148,928	11,393	420	192	2,085	3,581	1,489	19,160	12.9%	168,088
Occupational Therapist Assistant	Statewide	Tier 2	51.08	106,250	8,128	420	192	1,488	3,581	1,063	14,871	14.0%	121,121
Occupational Therapist	Statewide	Tier 2	69.30	144,154	11,028	420	192	2,018	3,581	1,442	18,681	13.0%	162,834
Speech-Language Pathologist Assistant	Statewide	Tier 2	50.08	104,164	7,969	420	192	1,458	3,581	1,042	14,661	14.1%	118,825
Speech-Language Pathologist	Statewide	Tier 2	69.47	144,497	11,054	420	192	2,023	3,581	1,445	18,715	13.0%	163,212
Physical Therapist Assistant	Statewide	Tier 3	58.89	122,492	9,371	420	192	1,715	3,581	1,225	16,504	13.5%	138,996
Physical Therapist	Statewide	Tier 3	85.92	178,713	12,255	420	192	2,502	3,581	1,787	20,737	11.6%	199,450
Occupational Therapist Assistant	Statewide	Tier 3	61.30	127,500	9,754	420	192	1,785	3,581	1,275	17,007	13.3%	144,507
Occupational Therapist	Statewide	Tier 3	83.17	172,985	12,255	420	192	2,422	3,581	1,730	20,600	11.9%	193,585
Speech-Language Pathologist Assistant	Statewide	Tier 3	60.09	124,996	9,562	420	192	1,750	3,581	1,250	16,755	13.4%	141,751
Speech-Language Pathologist	Statewide	Tier 3	83.36	173,396	12,255	420	192	2,428	3,581	1,734	20,610	11.9%	194,006
Registered Nurse (RN)	Statewide		52.00	108,165	8,275	420	192	1,514	3,581	1,082	15,064	13.9%	123,229
Licensed Practical Nurse (LPN)	Statewide		34.70	72,171	5,521	420	192	1,010	3,581	722	11,446	15.9%	83,618
Home Health Aide	Statewide		16.83	35,011	2,678	420	192	490	3,581	350	7,712	22.0%	42,722
Home Health Aide	Flagstaff		17.40	36,192	2,769	420	192	507	3,581	362	7,830	21.6%	44,022
Interpreters and Translators	Statewide		27.55	57,307	4,384	420	192	802	3,581	573	9,952	17.4%	67,260
Certified Nursing Assistant (CNA)	Statewide		\$ 20.94	\$ 43,563	\$ 3,333	\$ 420	\$ 192	\$ 610	\$ 3,581	\$ 436	\$ 8,571	19.7%	\$ 52,135

Appendix 8: Rate Model Examples

Arizona Department of Economic Security (ADES)
 Division of Developmental Disabilities (DDD)
 2024 HCBS Market Rate Study
 Appendix 8A - Per Unit Rate Model Example

Service Information

Rate Key: ATCState1
 Service Description: Attendant Care
 Reporting Description: Attendant Care, Statewide 1 Member(s)
 Reporting Units: Per 15 Minutes

Ref.	Description	Direct Care Worker	DCW Supervisor	Total	Notes
A	Average minutes of direct time per unit	15.00			Based on service definition
B	Average minutes of indirect time per unit	0.75			Assumes 0.3 hours of indirect time per 6.7 billable direct hours
C	Average minutes of transportation time per unit	2.04			2 trips spread over 23.0 units per day
D	Total minutes per unit	17.79			D = A + B + C
E	Staffing Ratio	1.00			
F	Supervisor span of control		54.0		54 employees assumed to be managed by 1 supervisor
G	Supervisor time per unit		0.33		G = D / E / F
H	PTO/training/conference time adjustment factor	10.2%	10.1%		Based on separate PTO build
I	Adjusted Total minutes per unit	19.61	0.36		I = D / E * (1 + H) I = G * (1 + H)
J	Hourly wage	\$ 17.00	\$ 24.93		Based on separate wage build
K	Total wages expense per unit	\$ 5.56	\$ 0.15	\$ 5.71	K = J * I / 60
L	Employee related expense (ERE) percentage	21.9%	18.1%		Based on separate ERE build
M	Total ERE expense per unit	\$ 1.22	\$ 0.03	\$ 1.24	M = K * L
N	Estimated average MPH			24.90	Urban 20 MPH Rural/Urban 40 MPH Rural 55 MPH
O	Estimated miles driven per unit - to/from service			0.85	O = C * N / 60
P	Estimated miles driven per unit - member transport			0.17	Assumes 4.0 miles per staff member per day and 23.0 units per day
Q	Federal reimbursement rate			\$ 0.670	IRS 2023 Standard mileage rate
R	Transportation fleet costs per unit			\$ 0.68	R = (O + P) * Q / E
S	Administration / program support / overhead			18.0%	Portion of total rate
T	Administration Expenses			\$ 1.68	T = S * (K + M + R) / (1 - S)
U	Food/Snacks Add-On per Member			\$ 0.00	No add-on for this service
V	Per 15 Minutes Rate			\$ 9.31	V = K + M + R + T + U

Ref.	Alignment to Cost Allocation Plan	Total	Notes
W	Direct Service Employee Salaries & Wages	\$ 4.81	
X	Indirect Service Employee Salaries & Wages	\$ 0.24	
Y	Transportation Service Employee Salaries & Wages	\$ 0.65	
Z	Employee Related Expenses	\$ 1.24	
AA	Transportation & Fleet Vehicle Expenses	\$ 0.68	
AB	Administration, Program Support & Overhead	\$ 1.68	
AC	Total Rate	\$ 9.31	

Arizona Department of Economic Security (ADES)

Division of Developmental Disabilities (DDD)

2024 HCBS Market Rate Study

Appendix 8B - Transportation Rate Model Example

Service Information

Service Code: TRAUrbanRS
 Service Description: Transportation (Day Program)
 Reporting Description: Transportation (Day Program), Urban, Regularly Scheduled
 Reporting Units: Per Trip

Ref.	Description	DSP - Habilitation	DSP Supervisor - Habilitation	Total	Notes
A	Average minutes of direct time per unit	84.00			7 hours and 48 minutes of direct time per 8 hours
B	Average minutes of indirect time per unit	2.18			12 indirect minutes per 8 hours
C	Total minutes per unit	86.18			C = A + B
D	Staffing Ratio	5.50			
E	Supervisor span of control		23.00		23 employees assumed to be managed by 1 supervisor
F	Supervisor time per unit		0.68		F = C / D / E
G	PTO/training/conference time adjustment factor	11.3%	11.0%		Based on separate PTO build
H	Adjusted Total minutes per unit	17.44	0.76		H = C / D * (1 + G) H = F * (1 + G)
I	Hourly wage	\$ 20.44	\$ 25.98		Based on separate wage build
J	Total wages expense per unit	\$ 5.94	\$ 0.33	\$ 6.27	J = I * H / 60
K	Employee related expense (ERE) percentage	19.9%	17.8%		Based on separate ERE build
L	Total ERE expense per unit	\$ 1.18	\$ 0.06	\$ 1.24	L = J * K
M	Estimated average MPH			21.20	Urban 20 MPH Rural/Urban 40 MPH Rural 55 MPH
N	Estimated miles driven per unit per member			5.40	N = A * M / 60 / D
O	Federal reimbursement rate			\$ 0.670	
P	Transportation fleet costs per unit			\$ 3.62	P = N * O
Q	Administration / program support / overhead			18.0%	Portion of total rate
R	Administration Expenses			\$ 2.44	R = Q * (J + L + P) / (1 - Q)
S	Per Trip Rate			\$ 13.57	S = J + L + P + R

Ref.	Alignment to Cost Allocation Plan	Total	Notes
T	Direct Service Employee Salaries & Wages	\$ 6.11	
U	Indirect Service Employee Salaries & Wages	\$ 0.16	
V	Transportation Service Employee Salaries & Wages	\$ 0.00	
W	Employee Related Expenses	\$ 1.24	
X	Transportation & Fleet Vehicle Expenses	\$ 3.62	
Y	Administration, Program Support & Overhead	\$ 2.44	
Z	Total Rate	\$ 13.57	

Arizona Department of Economic Security (ADES)
Division of Developmental Disabilities (DDD)
2024 HCBS Market Rate Study
Appendix 8C - Per Diem Rate Model Example

Service Information	
Service Code:	HANStateLevel IBase
Service Description:	Habilitation, Nursing Supported Group Home
Reporting Description:	Habilitation, Nursing Supported Group Home, Statewide, Level I
Reporting Units:	Per Diem

Ref.	Description	Certified Nursing Assistant (CNA)	Licensed Practical Nurse (LPN)	Registered Nurse (RN)	Total	Notes
A	First shift workers	1.0	-	1.0		
B	Second shift workers	1.0	-	1.0		
C	Third shift workers	1.0	-	1.0		
D	Weekend first shift workers	1.0	-	1.0		
E	Weekend second shift workers	1.0	-	1.0		
F	Weekend third shift workers	1.0	-	1.0		
G	Total weekly hours	168.0	-	168.0		$G = \{[(A + B + C) * 5] + [(D + E + F) * 2]\} * 8$
H	Number of individuals served				4.0	The assumed number of clients in the home
I	PTO/training/conference time adjustment factor	10.9%	11.0%	11.0%		Based on separate PTO build
J	Adjusted total hours of time per week	186.4	-	186.5		$J = G * (1 + I)$
K	Hourly wage	\$ 19.68	\$ 32.69	\$ 43.52		Based on separate wage build
L	Total wages expense per week	\$ 3,668	-	\$ 8,116		$L = J * K$
M	Holidays worked	8.00	-	-		8 holidays per year
N	Percent of non-holiday hours paid at time and a half	0.0%	0.0%	0.0%		Based on assumptions
O	Percent of total hours paid at time and a half	2.2%	0.0%	0.0%		$O = (365.25 * N + M) / 365.25$
P	Total direct care wage adjusted for overtime and holidays per week	\$ 3,708.31	\$ 0.00	\$ 8,116.31	\$ 11,824.62	$P = L * (1 - O) + L * O * 1.5$
Q	Employee related expense (ERE) percentage	20.3%	16.2%	14.7%		Based on separate ERE build
R	Total ERE expense per week	\$ 752.55	\$ 0.00	\$ 1,191.69	\$ 1,944.24	$R = P * Q$
S	Mileage reimbursement or vehicle costs per week				\$ 238.37	Based on fleet vehicle estimates
T	Subtotal before administration / overhead / program support				\$ 14,007.23	$T = (P + R + S)$
U	Administration / program support / overhead percentage				18.0%	
V	Administration / overhead / program support cost per week				\$3,074.76	$V = (T * U) / (1 - U)$
W	Total cost per week				\$17,081.99	$W = T + V$
X	Caseload efficiency				100.0%	No caseload efficiency factor
Y	Units per week				7.00	
X	Per Diem Rate				\$610.07	$Y = ((W / X) / H) / Y$

Ref.	Alignment to Cost Allocation Plan	Total	Notes
AB	Direct service employee salaries & wages	\$ 422.31	
AC	Indirect Service Employee Salaries & Wages	\$ 0.00	
AD	Transportation Service Employee Salaries & Wages	\$ 0.00	
AE	Employee related expenses	\$ 69.44	
AF	Transportation & fleet vehicle expenses	\$ 8.51	
AG	Administration, program support & overhead	\$ 109.81	
AH	Total Rate	\$610.07	

Arizona Department of Economic Security (ADES)					
Division of Developmental Disabilities (DDD)					
2024 HCBS Market Rate Study					
Appendix 8D - Developmental Home Rate Model (Statewide)					
Service Information					
Service Code:	HBA (Adult) & HBC (Child)				
Service Description:	Habilitation, Vendor Supported Developmental Home - Statewide				
Reporting Units:	Per Diem				
Ref.	Description	HBA	HBC	HBC with Overnight Support	Notes
A	Number of Years Under Supervision, on Average	3.50	1.50	1.50	Consistent with SFY 2020 Rebase study
B	Number of Days Under Supervision, per Year	365	365	365	
Training					
C	Training Staff Hourly Wage	\$ 28.36	\$ 28.36	\$ 28.36	Based on Developmental Home Licensing Staff provider grouping
D	Training Staff ERE	17.2%	17.2%	17.2%	Based on separate ERE build
E	Ongoing Training Hours per Year	15	15	15	Based on survey data
F	Indirect Time Load	17.0%	17.0%	17.0%	Based on survey data
G	Annual Cost of Training Staff	\$ 600.42	\$ 600.42	\$ 600.42	G = E * C * (1 + D) / (1 - F)
Supervision and Monitoring Staff					
H	Monitoring Staff Hourly Wage	\$ 28.36	\$ 28.36	\$ 28.36	Based on Developmental Home Licensing Staff provider grouping
I	Monitoring Staff ERE	17.2%	17.2%	17.2%	Based on separate ERE build
J	Annual Compensation	\$ 69,104	\$ 69,104	\$ 69,104	J = H * (1 + I) * 2,080
K	Number of Homes Supervised	16	16	16	Based on survey data
L	Pre-Placement Indirect Time Load	25.0%	25.0%	25.0%	Based on survey data
M	All Other Indirect Time Load	17.0%	17.0%	17.0%	Based on survey data
N	Annual Cost of Supervision and Monitoring Staff	\$ 8,724.32	\$ 8,724.32	\$ 8,724.32	N = { (J / K) * (1 + I) } / (1 - L - M)
Mileage					
O	Average Miles per Visit	47	47	47	Based on survey data
P	Average Number of Visits per Year	16	16	16	Based on survey data
Q	Reimbursement per Mile	\$ 0.670	\$ 0.670	\$ 0.670	IRS 2024 Mileage Rate
R	Annual Mileage Cost	\$ 503.84	\$ 503.84	\$ 503.84	R = O * P * Q
Program Support and Administrative Overhead					
S	Administration / program support / overhead	25.0%	25.0%	25.0%	
T	Market Rate - Agency Payment	\$ 35.90	\$ 35.90	\$ 35.90	T = { (G + N + R) / (1 - S) } / B + AH
Habilitation - Developmental Home Provider Payment					
U	Habilitation Staff Hourly Wage	\$ 20.44	\$ 20.44	\$ 20.44	Based on DSP - Habilitation provider grouping
V	Habilitation Staff ERE	19.9%	19.9%	19.9%	Based on separate ERE build
W	Habilitation Hours per Day	6	6	6	Based on survey data
X	Daily Miles Transport with Member	5.0	5.0	5.0	Based on survey data
Y	Reimbursement per Mile	\$ 0.670	\$ 0.670	\$ 0.670	IRS 2024 Mileage Rate
Z	Market Rate - Developmental Home Provider	\$ 150.36	\$ 150.36	\$ 150.36	Z = U * (1 + V) * W + X * Y
Respite Care					
AA	Respite Staff Hourly Wage	\$ 17.00	\$ 17.00	\$ 17.00	Based on Direct Care Worker provider grouping
AB	Respite Staff ERE	21.9%	21.9%	21.9%	Based on separate ERE build
AC	Respite Hours per Year	336	336	336	Consistent with SFY 2020 Rebase study, new data was not available to update this assumption
AD	Daily Cost of Respite Staff	\$ 19.08	\$ 19.08	\$ 19.08	AD = AA * (1 + AB) * AC / B
Overnight Respite					
AE	Respite Staff Hourly Wage	\$ 17.00	\$ 17.00	\$ 17.00	Based on Direct Care Worker provider grouping
AF	Respite Staff ERE	21.9%	21.9%	21.9%	Based on separate ERE build
AG	Overnight Respite Hours per Day	-	-	8	Per discussion with DDD regarding proposed service definition
AH	Daily Cost of Overnight Respite Staff	\$ 0.00	\$ 0.00	\$ 165.79	AH = AE * (1 + AF) * AG
AI	Market Rate - Developmental Home Provider Payment	\$ 169.43	\$ 169.43	\$ 335.22	AI = Z + AD + AH
AJ	Market Rate - Combined Rate	\$ 205.34	\$ 205.34	\$ 371.12	AJ = T + AI

Arizona Department of Economic Security (ADES)					
Division of Developmental Disabilities (DDD)					
2024 HCBS Market Rate Study					
Appendix 8D - Developmental Home Rate Model (Flagstaff)					
Service Information					
Service Code:	HBA (Adult) & HBC (Child)				
Service Description:	Habilitation, Vendor Supported Developmental Home - Flagstaff				
Reporting Units:	Per Diem				
Ref.	Description	HBA	HBC	HBC with Overnight Support	Notes
A	Number of Years Under Supervision, on Average	3.50	1.50	1.50	Consistent with SFY 2020 Rebase study
B	Number of Days Under Supervision, per Year	365	365	365	
Training					
C	Training Staff Hourly Wage	\$ 28.36	\$ 28.36	\$ 28.36	Based on Developmental Home Licensing Staff provider grouping
D	Training Staff ERE	17.2%	17.2%	17.2%	Based on separate ERE build
E	Ongoing Training Hours per Year	15	15	15	Based on survey data
F	Indirect Time Load	17.0%	17.0%	17.0%	Based on survey data
G	Annual Cost of Training Staff	\$ 600.42	\$ 600.42	\$ 600.42	$G = E * C * (1 + D) / (1 - F)$
Supervision and Monitoring Staff					
H	Monitoring Staff Hourly Wage	\$ 28.36	\$ 28.36	\$ 28.36	Based on Developmental Home Licensing Staff provider grouping
I	Monitoring Staff ERE	17.2%	17.2%	17.2%	Based on separate ERE build
J	Annual Compensation	\$ 69,104	\$ 69,104	\$ 69,104	$J = H * (1 + I) * 2,080$
K	Number of Homes Supervised	16	16	16	Based on survey data
L	Pre-Placement Indirect Time Load	25.0%	25.0%	25.0%	Based on survey data
M	All Other Indirect Time Load	17.0%	17.0%	17.0%	Based on survey data
N	Annual Cost of Supervision and Monitoring Staff	\$ 8,724.32	\$ 8,724.32	\$ 8,724.32	$N = \{ (J / K) * (1 + I) \} / (1 - L - M)$
Mileage					
O	Average Miles per Visit	47	47	47	Based on survey data
P	Average Number of Visits per Year	16	16	16	Based on survey data
Q	Reimbursement per Mile	\$ 0.670	\$ 0.670	\$ 0.670	IRS 2024 Mileage Rate
R	Annual Mileage Cost	\$ 503.84	\$ 503.84	\$ 503.84	$R = O * P * Q$
Program Support and Administrative Overhead					
S	Administration / program support / overhead	25.0%	25.0%	25.0%	
T	Market Rate - Agency Payment	\$35.98	\$35.98	\$ 35.90	$T = \{ (G + N + R) / (1 - S) \} / B + AH$
Habilitation - Developmental Home Provider Payment					
U	Habilitation Staff Hourly Wage	\$ 20.54	\$ 20.54	\$ 20.54	Based on DSP - Habilitation provider grouping
V	Habilitation Staff ERE	19.9%	19.9%	19.9%	Based on separate ERE build
W	Habilitation Hours per Day	6	6	6	Based on survey data
X	Daily Miles Transport with Member	5.0	5.0	5.0	Based on survey data
Y	Reimbursement per Mile	\$ 0.670	\$ 0.670	\$ 0.670	IRS 2024 Mileage Rate
Z	Market Rate - Developmental Home Provider	\$ 151.09	\$ 151.09	\$ 151.09	$Z = U * (1 + V) * W + X * Y$
Respite Care					
AA	Respite Staff Hourly Wage	\$ 18.05	\$ 18.05	\$ 18.05	Based on Direct Care Worker provider grouping
AB	Respite Staff ERE	21.2%	21.2%	21.2%	Based on separate ERE build
AC	Respite Hours per Year	336	336	336	Consistent with SFY 2020 Rebase study, new data was not available to update this assumption
AD	Daily Cost of Respite Staff	\$ 20.14	\$ 20.14	\$ 20.14	$AD = AA * (1 + AB) * AC / B$
Overnight Respite					
AE	Respite Staff Hourly Wage	\$ 18.05	\$ 18.05	\$ 18.05	Based on Direct Care Worker provider grouping
AF	Respite Staff ERE	21.2%	21.2%	21.2%	Based on separate ERE build
AG	Overnight Respite Hours per Day	-	-	8	Per discussion with DDD regarding proposed service definition
AH	Daily Cost of Overnight Respite Staff	\$ 0.00	\$ 0.00	\$ 175.05	$AH = AE * (1 + AF) * AG$
AI	Market Rate - Developmental Home Provider Payment	\$ 171.24	\$ 171.24	\$ 346.28	$AI = Z + AD + AH$
AJ	Market Rate - Combined Rate	\$ 207.21	\$ 207.21	\$ 382.19	$AJ = T + AI$

Arizona Department of Economic Security (ADES)			
Division of Developmental Disabilities (DDD)			
2024 HCBS Market Rate Study			
Appendix 8D - Developmental Home Rate Model (Room & Board)			
Service Information			
Service Code:	RBD		
Service Description:	Room & Board, Vendor Supported Developmental Home		
Reporting Units:	Per Diem		
Ref.	Description	Value	Notes
A	Days per Month	30.4	
B	Monthly Maintenance Expense	\$ 95.21	Based on survey data
C	Monthly Household Consumables	103.95	Consistent with group home cost assumption
D	Monthly Food Costs	345.14	Based on USDA Moderate food plan trended to October 2024.
E	Market Rate	\$ 17.89	$E = (B + C + D) / A$

Arizona Department of Economic Security (ADES)							
Division of Developmental Disabilities (DDD)							
2024 HCBS Market Rate Study							
Appendix 8E - Group Home Room & Board Rate Model							
Service Information							
Service Code:	RRB						
Service Description:	Room & Board, All Group Homes						
County Grouping:	Apache, Coconino, Navajo & Yavapai						
Reporting Units:	Per Diem						
Description	1 Bedroom	2 Bedrooms	3 Bedrooms	4 Bedrooms	5 Bedrooms	6 Bedrooms	Notes
Non-Variable (by Occupants) Cost Components - Monthly Costs							
Rent	\$ 1,374.56	\$ 1,687.18	\$ 2,171.54	\$ 2,466.05	\$ 2,835.95	\$ 3,205.86	Based on FFY 2024 HUD Fair Market Rent, trended to FFY 2025
Utilities							Included in Fair Market Rent costs
Internet	50.00	50.00	50.00	50.00	50.00	50.00	Based on research for the cost of internet in Phoenix
Maintenance	95.21	190.43	285.64	380.85	476.06	571.28	Based on survey data
Monthly Household Consumables Costs - Cost Varies by Occupants							
1 Occupant	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	Based on survey data
2 Occupants		207.90	207.90	207.90	207.90	207.90	
3 Occupants			311.84	311.84	311.84	311.84	
4 Occupants				415.79	415.79	415.79	
5 Occupants					519.74	519.74	
6 Occupants						623.69	
Monthly Food Costs - Cost Varies by Occupants							
1 Occupant	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	Food costs based on USDA Moderate food plan trended to October 2024.
2 Occupants		690.29	690.29	690.29	690.29	690.29	
3 Occupants			1,035.43	1,035.43	1,035.43	1,035.43	
4 Occupants				1,380.57	1,380.57	1,380.57	
5 Occupants					1,725.72	1,725.72	
6 Occupants						2,070.86	
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4	
Market Rates per Occupant per Day							
1 Occupant	\$ 64.73	\$ 78.14	\$ 97.19	\$ 110.01	\$ 125.30	\$ 140.59	
2 Occupants		\$ 46.45	\$ 55.98	\$ 62.38	\$ 70.03	\$ 77.68	
3 Occupants			\$ 42.24	\$ 46.51	\$ 51.61	\$ 56.71	
4 Occupants				\$ 38.57	\$ 42.40	\$ 46.22	
5 Occupants					\$ 36.87	\$ 39.93	
6 Occupants						\$ 35.74	

Arizona Department of Economic Security (ADES)

Division of Developmental Disabilities (DDD)

2024 HCBS Market Rate Study

Appendix 8E - Group Home Room & Board Rate Model

Service Information

Service Code: RRB
 Service Description: Room & Board, All Group Homes
 County Grouping: Maricopa
 Reporting Units: Per Diem

Description	1 Bedroom	2 Bedrooms	3 Bedrooms	4 Bedrooms	5 Bedrooms	6 Bedrooms	Notes
Non-Variable (by Occupants) Cost Components - Monthly Costs							
Rent	\$ 1,742.88	\$ 2,024.79	\$ 2,706.07	\$ 3,075.15	\$ 3,536.42	\$ 3,997.69	Based on FFY 2024 HUD Fair Market Rent, trended to FFY 2025
Utilities							Included in Fair Market Rent costs
Internet	50.00	50.00	50.00	50.00	50.00	50.00	Based on research for the cost of internet in Phoenix
Maintenance	95.21	190.43	285.64	380.85	476.06	571.28	Based on survey data
Monthly Household Consumables Costs - Cost Varies by Occupants							
1 Occupant	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	Based on survey data
2 Occupants		207.90	207.90	207.90	207.90	207.90	
3 Occupants			311.84	311.84	311.84	311.84	
4 Occupants				415.79	415.79	415.79	
5 Occupants					519.74	519.74	
6 Occupants						623.69	
Monthly Food Costs - Cost Varies by Occupants							
1 Occupant	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	Food costs based on USDA Moderate food plan trended to October 2024.
2 Occupants		690.29	690.29	690.29	690.29	690.29	
3 Occupants			1,035.43	1,035.43	1,035.43	1,035.43	
4 Occupants				1,380.57	1,380.57	1,380.57	
5 Occupants					1,725.72	1,725.72	
6 Occupants						2,070.86	
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4	
Market Rates per Occupant per Day							
1 Occupant	\$ 76.84	\$ 89.24	\$ 114.77	\$ 130.03	\$ 148.33	\$ 166.62	
2 Occupants		\$ 52.00	\$ 64.77	\$ 72.40	\$ 81.55	\$ 90.69	
3 Occupants			\$ 48.10	\$ 53.19	\$ 59.29	\$ 65.38	
4 Occupants				\$ 43.58	\$ 48.15	\$ 52.73	
5 Occupants					\$ 41.48	\$ 45.14	
6 Occupants						\$ 40.07	

Arizona Department of Economic Security (ADES)

Division of Developmental Disabilities (DDD)

2024 HCBS Market Rate Study

Appendix 8E - Group Home Room & Board Rate Model

Service Information

Service Code: RRB
 Service Description: Room & Board, All Group Homes
 County Grouping: Pima
 Reporting Units: Per Diem

Description	1 Bedroom	2 Bedrooms	3 Bedrooms	4 Bedrooms	5 Bedrooms	6 Bedrooms	Notes
Non-Variable (by Occupants) Cost Components - Monthly Costs							
Rent	\$ 1,160.50	\$ 1,521.34	\$ 2,125.42	\$ 2,489.23	\$ 2,862.61	\$ 3,235.99	Based on FFY 2024 HUD Fair Market Rent, trended to FFY 2025
Utilities							Included in Fair Market Rent costs
Internet	50.00	50.00	50.00	50.00	50.00	50.00	Based on research for the cost of internet in Phoenix
Maintenance	95.21	190.43	285.64	380.85	476.06	571.28	Based on survey data
Monthly Household Consumables Costs - Cost Varies by Occupants							
1 Occupant	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	Based on survey data
2 Occupants		207.90	207.90	207.90	207.90	207.90	
3 Occupants			311.84	311.84	311.84	311.84	
4 Occupants				415.79	415.79	415.79	
5 Occupants					519.74	519.74	
6 Occupants						623.69	
Monthly Food Costs - Cost Varies by Occupants							
1 Occupant	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	Food costs based on USDA Moderate food plan trended to October 2024.
2 Occupants		690.29	690.29	690.29	690.29	690.29	
3 Occupants			1,035.43	1,035.43	1,035.43	1,035.43	
4 Occupants				1,380.57	1,380.57	1,380.57	
5 Occupants					1,725.72	1,725.72	
6 Occupants						2,070.86	
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4	
Market Rates per Occupant per Day							
1 Occupant	\$ 57.69	\$ 72.69	\$ 95.68	\$ 110.77	\$ 126.17	\$ 141.58	
2 Occupants		\$ 43.73	\$ 55.22	\$ 62.77	\$ 70.47	\$ 78.17	
3 Occupants			\$ 41.74	\$ 46.77	\$ 51.90	\$ 57.04	
4 Occupants				\$ 38.77	\$ 42.62	\$ 46.47	
5 Occupants					\$ 37.05	\$ 40.13	
6 Occupants						\$ 35.90	

Arizona Department of Economic Security (ADES)

Division of Developmental Disabilities (DDD)

2024 HCBS Market Rate Study

Appendix 8E - Group Home Room & Board Rate Model

Service Information

Service Code: RRB
 Service Description: Room & Board, All Group Homes
 County Grouping: Cochise, Gila, Graham, Greenlee, La Paz, Mojave, Pinal, Santa Cruz, Yuma
 Reporting Units: Per Diem

Description	1 Bedroom	2 Bedrooms	3 Bedrooms	4 Bedrooms	5 Bedrooms	6 Bedrooms	Notes
Non-Variable (by Occupants) Cost Components - Monthly Costs							
Rent	\$ 1,263.35	\$ 1,544.43	\$ 2,107.59	\$ 2,439.00	\$ 2,804.85	\$ 3,170.70	Based on FFY 2024 HUD Fair Market Rent, trended to FFY 2025
Utilities							Included in Fair Market Rent costs
Internet	50.00	50.00	50.00	50.00	50.00	50.00	Based on research for the cost of internet in Phoenix
Maintenance	95.21	190.43	285.64	380.85	476.06	571.28	Based on survey data
Monthly Household Consumables Costs - Cost Varies by Occupants							
1 Occupant	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	\$ 103.95	Based on survey data
2 Occupants		207.90	207.90	207.90	207.90	207.90	
3 Occupants			311.84	311.84	311.84	311.84	
4 Occupants				415.79	415.79	415.79	
5 Occupants					519.74	519.74	
6 Occupants						623.69	
Monthly Food Costs - Cost Varies by Occupants							
1 Occupant	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	\$ 345.14	Food costs based on USDA Moderate food plan trended to October 2024.
2 Occupants		690.29	690.29	690.29	690.29	690.29	
3 Occupants			1,035.43	1,035.43	1,035.43	1,035.43	
4 Occupants				1,380.57	1,380.57	1,380.57	
5 Occupants					1,725.72	1,725.72	
6 Occupants						2,070.86	
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4	
Market Rates per Occupant per Day							
1 Occupant	\$ 61.07	\$ 73.44	\$ 95.09	\$ 109.12	\$ 124.27	\$ 139.43	
2 Occupants		\$ 44.10	\$ 54.93	\$ 61.94	\$ 69.52	\$ 77.10	
3 Occupants			\$ 41.54	\$ 46.22	\$ 51.27	\$ 56.32	
4 Occupants				\$ 38.35	\$ 42.14	\$ 45.93	
5 Occupants					\$ 36.67	\$ 39.70	
6 Occupants						\$ 35.54	



Milliman is among the world's largest providers of actuarial, risk management, and technology solutions. Our consulting and advanced analytics capabilities encompass healthcare, property & casualty insurance, life insurance and financial services, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.

milliman.com

CONTACT

Ben Mori
ben.mori@milliman.com

Gwyn Volk
gwyn.volk@milliman.com

Clay Holman
clay.homan@milliman.com