

# Rebase Book

Proposed Rates for  
Public Comment

June 1, 2015

Early Intervention Program  
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# Methodology and Assumptions

DES/AzEIP Proposed Rate Models

June 1, 2015

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## Introduction

The Arizona Department of Economic Security, Arizona Early Intervention Program (AzEIP) has engaged in a Rate Rebase process for services to children birth to three and their families. The Rate Rebase includes an examination (and if appropriate, recommended revisions) of the AzEIP Team-Based service definitions, a review of the elements of the independent rate models used to derive rates, and the likely cost to providers to deliver those services. This review is in support of the AzEIP mission of:

*“Early intervention builds upon and provides supports and resources to assist family members and caregivers to enhance children’s learning and development through everyday learning opportunities.”*

Currently, AzEIP and the Division of Developmental Disabilities (Division or DDD) provide the Team-Based services through a single delivery network. The consolidated network has established the following goals:

- Provide for a single, consistent service delivery model and reimbursement structure that supports team-based practices
- Establish a uniform and competitive rate schedule to compensate core team service providers
- Improve recruitment and retention of therapists by increasing therapy rates and establishing a rate structure that promotes provider capacity in rural and other hard to serve areas of the State

The AzEIP originally developed and adopted a consistent rate setting methodology across all disciplines to be included in the Team-Based approach to serving eligible children. This methodology utilized the independent model methodology that the Division has had in place for some years and is similar to the approach that is used by both the AHCCCS Administration (for home and community based services) and the Division of Behavioral Health Services of the Arizona Department of Health Services.

Based on the Team-Based concept, the following services were identified as needing rate models developed for the unique needs of the Arizona Early Intervention Program:

- Occupational Therapy
- Physical Therapy
- Speech Therapy
- Developmental Special Instruction
- Social Worker
- Psychology
- Service Coordination

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## Rebase Process

This document outlines overall Rebase process and the updated methodology and assumptions used in the development of the proposed rate models for the Rate Rebase. In general terms the independent model approach to rate setting considers:

- The market salaries of each discipline based on national and state data
- The employee related expenses (ERE) associated with employment (e.g. taxes, health care benefits, vacation and sick leave, etc.)
- Employee duties and tasks that reduce the employee's billable or productive time (e.g. training, travel, etc)
- Other costs of providing services (e.g. administration, facility costs, etc.)

The AzEIP adopted the following principles to guide the process:

- Continue to support the independent model approach to rate setting. The AzEIP believes this approach provides transparency and allows data to be verified by independent parties.
- The proposed rebase rates should incorporate evidence based features that contribute to increasing the quality of provider services.
- The rebasing process should be a collaborative process that involves vendors and the AzEIP staff. The project team involved the vendors through:
  - Perform a survey of providers and allow the data from the survey to guide (though not necessarily determine) the decisions for the independent models.
  - Host focus group meetings for vendors to review the process and provide feedback at various stages of the project.
- The goal of the rebase project is to yield a valid and sustainable rate structure. As such, the project team should:
  - “Play it down the middle of the fairway”; that is, let the data and common sense dictate the outcome of the rebasing activity without regard to the direction or degree to which existing rates might change.
  - Determine rates independent of the budgetary impact.
  - Compare, to the extent possible, the information collected through the survey with independent data sources. Such sources can then be used within the models and referenced in the future for updating the models.

The balance of this document will discuss the details of the Data Sources, General Assumptions and Rate Schedule Features followed by a detailed discussion of the Independent Models developed for all Team-Based services. Appendices are included that display the details for some of the Independent Model factors: Appendix 1 – Wages; Appendix 2 – Employee Related Expenses; Appendix 3 – Productivity, the Tier assignments by Zip Code (Appendix 4).

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## Summary Results

This section summarizes the results of the rebasing efforts. The results of the process are presented in terms of the proposed overall increase of the rates as compared to the SFY 2015 rates paid by the AzEIP. The section also presents an alternative methodology for the proposed rate schedule.

## Rates & Impact

Generally, the rates for the AzEIP Team-Based services have increased under the proposed structure. The individual services have varying levels of increases ranging from 8.7% to 41.5% depending upon the discipline and setting. The table below displays the proposed rate changes as measured against the current rates, only Base Rates are displayed.

*Table 1  
Proposed Rebase Rates & Percentage Change*

<b>Team-Based Early Intervention Services</b>	<b>Setting</b>	<b>Current Rate (2/1/15)</b>	<b>Proposed Rebase</b>	<b>Percent Change</b>
Therapy Services	Clinical	\$61.58	\$76.23	23.8%
	Natural	\$84.12	\$105.14	25.0%
Developmental Special Instruction (Bachelor's)	Clinical	\$38.87	\$43.31	11.4%
	Natural	\$54.98	\$62.07	12.9%
Developmental Special Instruction (Master's)	Clinical	\$54.32	\$59.07	8.7%
	Natural	\$74.81	\$82.66	10.5%
Social Work (Bachelor's)	Clinical	\$27.13	\$31.51	16.1%
	Natural	\$39.92	\$46.65	16.9%
Social Work (Master's)	Clinical	\$38.98	\$42.71	9.6%
	Natural	\$55.12	\$61.28	11.2%
Psychological Services	Clinical	\$48.85	\$69.12	41.5%
	Natural	\$67.78	\$95.79	41.3%
Service Coordination	All	\$40.18	\$44.20	10.0%

Additionally, for these rates, estimates have been determined to understand the potential impact of implementing the proposed rate structure. These estimates are based upon a limited data set and are not to be taken as precise, the estimates are intended to provide a sense of 'magnitude' of the proposed rate structure only. The overall estimated impact to the program is approximately \$2.1 million or an overall 17.3% increase in funding required for the program. The following tables displays the fiscal estimates and the estimated impact to the overall program for SFY 2016.

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Table 2  
AzEIP Overall Spending Estimates

Discipline	Estimated SFY15			Estimated SFY16		
	Clinical	Natural	Total	Clinical	Natural	Total
Speech-Language Pathologist	\$724,252	\$2,806,857	\$3,531,109	\$896,624	\$3,508,571	\$4,405,195
Physical Therapist	\$344,354	\$870,924	\$1,215,278	\$426,310	\$1,088,655	\$1,514,965
Occupational Therapist	\$242,189	\$855,225	\$1,097,415	\$299,830	\$1,069,032	\$1,368,862
Developmental Special Instruction	\$1,007,422	\$2,859,517	\$3,866,938	\$1,108,667	\$3,194,080	\$4,302,748
Service Coordinator	\$1,415,711	\$1,289,938	\$2,705,649	\$1,557,282	\$1,418,932	\$2,976,214
Psychologist	\$2,360	\$4,817	\$7,177	\$3,339	\$6,806	\$10,146
Social Worker	\$365	\$11,202	\$11,567	\$413	\$12,775	\$13,188
<b>Total</b>	<b>\$3,736,653</b>	<b>\$8,698,479</b>	<b>\$12,435,132</b>	<b>\$4,292,466</b>	<b>\$10,298,851</b>	<b>\$14,591,317</b>

Table 3  
AzEIP Overall Program Impact

Discipline	Estimated Change		
	SFY15 Est.	SFY16 Est.	% Change
Speech-Language Pathologist	\$3,531,109	\$4,405,195	24.8%
Physical Therapist	\$1,215,278	\$1,514,965	24.7%
Occupational Therapist	\$1,097,415	\$1,368,862	24.7%
Developmental Special Instruction	\$3,866,938	\$4,302,748	11.3%
Service Coordinator	\$2,705,649	\$2,976,214	10.0%
Psychologist	\$7,177	\$10,146	41.4%
Social Worker	\$11,567	\$13,188	14.0%
<b>Total</b>	<b>\$12,435,132</b>	<b>\$14,591,317</b>	<b>17.3%</b>

Based upon the estimated funding required and the fact that the funding for AzEIP is not anticipated to change for SFY 2016, the concept of the *Benchmark Rate* and *Adopted Rate* have been proposed for inclusion into the rate structure.

### Benchmark & Adopted Rates

To allow the AzEIP program to ‘scale’ the actual rates paid to match the available funding the concept of the Benchmark Rate and Adopted Rate have been proposed for integration into the AzEIP rate schedule. The concepts are defined as follows:

- **Benchmark Rate:**  
The rate determined by the Independent Rate Model that reflects the unit rate for the service that the AzEIP believes *should be paid* for the service. That is, if funds are available, these rates represent the ‘market rate’ for the service.
- **Adopted Rate:**  
The rate determined by the AzEIP that *are paid* for the service. That is, based upon available funding a factor is applied to the Benchmark Rate to adjust the rate to a level that the AzEIP is able for fund for the fiscal period.

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## General Assumptions

### Data Sources

The following general sources were used in constructing the SFY 2016<sup>1</sup> rate models:

- ❑ Wage data from the Bureau of Labor Statistics (BLS) was used to determine the hourly wages for specific occupational categories. Wages used in the models reflect the publication date of May 2014 and were subsequently adjusted for inflation. All wage data has been inflated to December 2015, the mid-point of SFY 2016.
- ❑ An inflation factor of 2.85% was derived from historical BLS wage data, trended for the period beginning May 2011 through May 2014, and using the job categories utilized within the Rate Rebase.
- ❑ Data from the United States Internal Revenue Service was used for the mileage reimbursement rate of 57.5 cents per mile.

The following general assumptions were used throughout the original SFY 2016 rate models:

- ❑ Employee-related expenses (ERE) is assumed at 28% of the respective wages for all full-time staff. Benefits include legally required benefits, vacation time, sick leave, holidays and health insurance. (See *Employee-Related Expenses Assumptions* discussion below).
- ❑ Total Hours assumed at 8 hours per day and 2,080 hours per year (unless otherwise indicated).
- ❑ Cost per square foot of rental/leased office space is assumed to be \$20.00 per square foot.
- ❑ Capital equipment costs are amortized over a three (3) year period.
- ❑ Program Support cost is assumed to be 4% of the resultant reimbursement rate.
- ❑ Administrative Overhead is assumed to be 10% of the resultant reimbursement rate.
- ❑ If included, Third-Party Liability costs is assumed to be 1% of the resultant reimbursement rate.

### Wage Assumptions

Wages were selected based on occupational descriptions provided by BLS. Depending on the required activities provided in the service descriptions, certain services reflect a blended rate of wage averages of more than one occupation. Appendix 1 at the end of this Methodology provides in-depth detail on the composition, inflation and Standard Occupational Codes (SOC) that were used to develop the hourly wage assumptions used in the SFY 2016 rate models.

### Employee-Related Expenses Assumptions

A 28% ERE rate was used for AzEIP vendors. The percentage was derived from the information presented in Table 1 on the following page. Additional detail is provided in Appendix 2 at the end of this Methodology.

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<sup>1</sup> State Fiscal Year 2016 or the period beginning July 1, 2015 through June 30, 2016

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Table 4  
AzEIP Vendors ERE Calculation

		Therapy (OT, PT & SLP)		Developmental Special Instruction (Bachelor's)		Psychology	
Hourly Rate		<b>\$39.43</b>		<b>\$22.24</b>		<b>\$36.09</b>	
Annual Wage		\$82,014		\$46,259		\$75,067	
FUTA / SUTA	<b>2.00%</b>	\$140	0.17%	\$140	0.30%	\$140	0.19%
FICA	<b>7.65%</b>	\$6,274	7.65%	\$3,539	7.65%	\$5,743	7.65%
Workers' Compensation	<b>2.00%</b>	\$1,640	2.00%	\$925	2.00%	\$1,501	2.00%
Legally required benefits	11.65%	\$8,054	9.82%	\$4,604	9.95%	\$7,384	9.84%
Paid Time Off	<b>25 days/yr</b>	\$7,886	9.62%	\$4,448	9.62%	\$7,218	9.62%
Other Benefits							
Health Insurance	<b>\$425.00</b>	\$5,100	6.22%	\$5,100	11.02%	\$5,100	6.79%
Other Benefits	<b>\$25.00</b>	\$300	0.37%	\$300	0.65%	\$300	0.40%
Retirement Plan	<b>2.00%</b>	\$1,640	2.00%	\$925	2.00%	\$1,501	2.00%
<b>Total ERE per employee</b>		<b>\$22,981</b>	<b>28.02%</b>	<b>\$15,377</b>	<b>33.24%</b>	<b>\$21,503</b>	<b>28.65%</b>

These assumptions do not include any adjustments for part-time employment, employee turnover and/or wait times for eligibility for Optional (Other) Benefits. If, any of these factor are included within the assumptions the ERE percentage would be reduced.

### Productivity Assumptions

Each Independent Rate Model includes assumptions for Core-Team member productivity. Productivity is the ‘mathematical’ representation of the “typical” time associated with duties required of Core-Team members for which AzEIP vendors cannot bill. Generally, the assumptions utilized within the proposed rate models are identical for all disciplines, excepting Service Coordination. This decision was arrived at by the AzEIP based upon the desire for the Core-Team members to share equally in duties for the population served.

A new factor added to the Independent Rate Models during this process is the factor accounting for “*Coordination*”. This factor generally represents the time that Core-Team members spend on efforts required for AzEIP, i.e., arrange team meetings, discuss agency eligibility, etc. Additional detail for the development of the productivity factors is provided in Appendix 3 at the end of this document.

### Rate Schedule Features

This section of the document presents information related to other general features of the rates supported by the AzEIP. Included is a discussion of the setting in which the service is delivered, the underserved adjustment factor, and the multiple client adjustment.

#### Setting

For each service, a “base model” was created based on a clinical setting, then adjusted to allow for natural setting related expenses including travel.

A “clinical setting” includes the office or central location of the provider and generally requires the child/family to travel to the provider specifically to receive the service.

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A “natural setting” is a setting that is natural or normal to the child’s age peers who have no disabilities; this includes the home and community settings such as parks, restaurants, day care, etc, in which children without disabilities participate. The natural environment for each family is defined by the existing and desired routine and activities of each family rather than by creating new activities or routines that the family would not have participated in without early intervention.

The rate schedules for Early Intervention contain rates for both the clinical and natural settings for all Team-Based services. AzEIP Vendors will bill the appropriate rate based on the setting in which the service was delivered.

### Underserved Area - Tiers

In order to establish and maintain provider capacity in rural and hard-to-serve areas of the State, the AzEIP rate schedules include a tier system. This system incrementally increases the base rate for services to reflect the perceived difficulty in serving the area.

The resulting structure for the zip codes and the assigned tier category are:

- Base Rate – No adjustment to the Independent Rate Model rate
- Tier 1 Rates – +10% adjustment to the Independent Rate Model rate
- Tier 2 Rates – +25% adjustment to the Independent Rate Model rate
- Tier 3 Rates – +50% adjustment to the Independent Rate Model rate

Appendix 4 display the State’s zip codes and the designation as to Base Rate or one of the Tiers. The rate structure proposed in this document contains tier adjusted rates for all of the Team-Based services.

### Multiple Consumers

The rate schedule contains unique rates for each service for situations where the same service is provided simultaneously to multiple consumers. The formula for the multi-consumer rate adjustment is as follows:

- $(\text{Regular Rate} * ((1 + (25\% * \text{number of additional consumers}))) / \text{Total number of consumers}.$

When applied to these models, *Multiple Consumer* adjustments result in 37.5% and 50% overall downward adjustments to the rate. In no event will more than three consumers receive the same service with a single direct service staff person at the same time. At no time shall evaluation services be provided for more than one consumer at a time.

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### Independent Rate Model Assumptions

#### Therapy, Occupational, Physical & Speech

The Base Model for therapy services is for services performed in a *clinical* setting. One rate model was developed for three therapy services:

- Occupation Therapy
- Physical Therapy
- Speech Therapy

The assumptions and values included in the independent model are outlined in the table below:

#### *Therapy Services, Clinical Setting – Occupational, Physical and Speech*

<b>Assumption/Result</b>	<b>Value</b>	<b>Comments</b>
Unit of Service	60 minutes	
Hourly wage	\$39.43	This assumption is consistent with Arizona statewide median hourly wage for Physical Therapist (SOC Code 29-1123) of \$38.34, taken from the BLS as of May 2014 and inflated to December 2015 (2.85%).  The wage for physical therapist is the highest of possible wages for occupational, physical and speech therapists, as provided by the BLS.
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
Third party liability	1%	Allowance for third party billing expense
SFY 16 Benchmark Rate	\$76.23	

#### Therapy Services, Natural Setting

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89

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hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour.

The resulting model has an hourly rate of \$105.14, a \$28.91 or 37.9% increase over the Base Model.

### Developmental Special Instruction

Two models have been developed for developmental special instruction. The Base Models differ in the educational requirements for the core team member performing the duties. The first model requires the core team member to have attained a Bachelor's degree, while the second model presented requires the core team member to have attained a Master's degree.

The Base Models for developmental special instruction services is for services performed in a *clinical* setting. The assumptions and values included in the independent models are outlined in the following tables:

#### *Developmental Special Instruction, Bachelor's*

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$22.24	<i>Blended Rate using 25<sup>th</sup> Percentile:</i> - 50% Preschool Teacher (SOC Code 25-2011) of \$9.20 - 50% Special Education Teacher, Preschool (SOC Code 25-2051) of \$34.05 All wages were taken from BLS as of May 2014 and inflated to December 2015 (2.85%)
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$43.31	

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### Developmental Special Instruction, Bachelor's, Natural Setting

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89 hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour

The resulting model has an hourly rate of \$62.06, an \$18.75 or 30.2% increase over the Base Model.

### ***Developmental Special Instruction, Master's***

<b>Assumption/Result</b>	<b>Value</b>	<b>Comments</b>
Unit of Service	60 minutes	
Hourly wage	\$30.70	<i>Blended Rate using median:</i> - 35% Preschool Teacher (SOC Code 25-2011) of \$9.20 - 65% Special Education Teacher, Preschool (SOC Code 25-2051) of \$34.05 All wages were taken from BLS as of May 2014 and inflated to December 2015 (2.85%)
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$59.07	

### Developmental Special Instruction, Master's, Natural Setting

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89 hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour

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The resulting model has an hourly rate of \$82.66, a \$23.59 or 39.9% increase over the Base Model.

### Social Worker

Two models have been developed for social work services. The Base Models differ in the educational requirements for the core team member performing the duties. The first model requires the core team member to have attained a Bachelor's degree, while the second model presented requires the core team member to have attained a Master's degree.

The Base Models for social work services is for services performed in a *clinical* setting. The assumptions and values included in the independent models are outlined in the following tables:

#### *Social Worker, Bachelor's*

<b>Assumption/Result</b>	<b>Value</b>	<b>Comments</b>
Unit of Service	60 minutes	
Hourly wage	\$15.91	This assumption is consistent with Arizona statewide 25 <sup>th</sup> percentile hourly wage for Child, Family and School Social Worker (SOC Code 21-1021) of \$15.47, taken from the BLS as of May 2014 and inflated to December 2015 (2.85%).
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$31.51	

#### Social Worker, Bachelor's, Natural Setting

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89 hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour

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The resulting model has an hourly rate of \$46.65, a \$15.14 or 48.0% increase over the Base Model.

### ***Social Worker, Master's***

<b><u>Assumption/Result</u></b>	<b><u>Value</u></b>	<b><u>Comments</u></b>
Unit of Service	60 minutes	
Hourly wage	\$21.92	This assumption is consistent with Arizona statewide 75 <sup>th</sup> percentile hourly wage for Child, Family and School Social Worker (SOC Code 21-1021) of \$21.31, taken from the BLS as of May 2014 and inflated to December 2015 (2.85%).
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$42.71	

### **Social Worker, Master's, Natural Setting**

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89 hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour

The resulting model has an hourly rate of \$61.28, an \$18.57 or 43.5% increase over the Base Model.

### **Psychology Services**

The Base Model for psychology services is for services performed in a *clinical* setting. The assumptions and values included in the independent models are outlined in the following table:

## Methodology and Assumptions

DES/AzEIP Proposed Rate Models

June 1, 2015

### ***Psychology, Clinical Setting***

<b>Assumption/Result</b>	<b>Value</b>	<b>Comments</b>
Unit of Service	60 minutes	
Hourly wage	\$36.09	This assumption is consistent with Arizona statewide 75 <sup>th</sup> percentile hourly wage for Clinical, Counseling, and School Psychologists (SOC Code 19-3031) of \$35.09, taken from the BLS as of May 2014 and inflated to December 2015 (2.85%).
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel in clinical model
Recordkeeping	0.65 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.21 hours per shift	Standard training of approx. 56 hours per year
AzEIP Team Training	0.20 hours per shift	AzEIP Team training of approx. 52 hours per year
Coordination	0.40 hours per shift	2 hours per week for coordination
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	0 miles	No travel in clinical model
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$69.12	

### **Psychology Services, Natural Setting**

The Base Model was adjusted for the natural settings to add 1.50 hours of travel time and 40 miles of travel per shift. As a result, total billable hours (Average on-site time) decreases to 4.89 hours per shift. Using the standard IRS mileage rate, the addition of the mileage contributes an additional cost factor of \$4.70 per billable hour.

The resulting model has an hourly rate of \$95.79, a \$26.67 or 38.6% increase over the Base Model.

### **Service Coordination**

The Base Model for service coordination is applicable only to the *clinical* setting. The assumptions and values included in the independent models are outlined in the following table:

## Methodology and Assumptions

DES/AzEIP Proposed Rate Models

June 1, 2015

### *Service Coordination, Clinical Setting*

<b>Assumption/Result</b>	<b>Value</b>	<b>Comments</b>
Unit of Service	60 minutes	
Hourly wage	\$19.77	<i>Blended Rate using median:</i> - 50% Mental Health Counselors (SOC Code 21-1014) of \$20.73 - 50% Child, Family, and School Social Workers (SOC Code 21-1021) of \$17.71 All wages were taken from BLS as of May 2014 and inflated to December 2015 (2.85%)
ERE	28.0% of wages	Standard ERE for all Team-Based services
Total Hours per shift	8.00	
Travel Time	0.00	No travel, Service Coordination eligible to bill for travel time
Recordkeeping	0.90 hours per shift	3.25 hour per week
Missed Appointments	0.05 hours per shift	Cancellations and 'no shows'
Continuous Education	0.20 hours per shift	Standard training of approx. 52 hours per year
CORE Team Training	0.15 hours per shift	CORE Team training of approx. 40 hours per year
AzEIP Team Training	0.15 hours per shift	AzEIP Team training of approx. 40 hours per year
Coordination	0.00 hours per shift	Activities included as routine "billable" responsibilities
Employer Time	0.15 hours per shift	0.75 hours per week
Average on-site time	6.40 hours per day	Billable Hours – total hours less productivity adjustments
Mileage	40 miles	Mileage included for interaction with Core Team and members/families
Supervision	\$1.19	Cost per billable hour 0.25 hours of Supervisor, total compensation \$30.37
Rent	\$1.20	Cost per billable hour at 100 sqft, \$20.00 per sqft, 1,661 hours per year
Capital Cost	\$0.40	Cost per hour using \$2,000 for equipment & maintenance spread over 3 years at 1,661 hours per year.
Program support	4%	Standard program support factor
Administrative overhead	10%	Standard administrative factor
SFY 16 Benchmark Rate	\$44.20	

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Therapy Services (Speech, Physical and Occupational)		Therapy Services (Speech, Physical and Occupational)	
HCPCS		92507 97110 97530		92507 97110 97530
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$32.83	\$39.43	\$32.83	\$39.43
Annual wage	\$68,286	\$82,014	\$68,286	\$82,014
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$42.68</b>	<b>\$50.47</b>	<b>\$42.68</b>	<b>\$50.47</b>
<b>Annual compensation</b>	<b>\$88,772</b>	<b>\$104,978</b>	<b>\$88,772</b>	<b>\$104,978</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$50.21</b>	<b>\$63.19</b>	<b>\$64.42</b>	<b>\$82.57</b>
<b>Annual Compensation after Adjustment</b>	<b>\$88,772</b>	<b>\$104,978</b>	<b>\$88,772</b>	<b>\$104,978</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$64.79		\$89.37
<b>Hourly Program Support Cost</b>		<b>\$3.05</b>		<b>\$4.21</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Third Party Liability Percent	2.0%	1.0%	2.0%	1.0%
-Non-Travel/Total Cost	\$52.78	\$64.79	\$67.72	\$89.37
<b>Hourly Administrative Cost</b>	<b>\$6.33</b>	<b>\$8.38</b>	<b>\$8.13</b>	<b>\$11.57</b>

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Therapy Services (Speech, Physical and Occupational)		Therapy Services (Speech, Physical and Occupational)	
<b>TOTAL</b>	<b>\$59.21</b>		<b>\$80.88</b>	
Tier 1 - 10% Rate Increase	\$65.13		\$88.97	
Tier 2 - 25% Rate Increase	\$74.01		\$101.10	
Tier 3 - 50% Rate Increase	\$88.82		\$121.32	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$61.58</b>	<b>\$76.23</b>	<b>\$84.12</b>	<b>\$105.14</b>
Tier 1	\$67.74	\$83.85	\$92.53	\$115.66
Tier 2	\$76.98	\$95.28	\$105.15	\$131.43
Tier 3	\$92.37	\$114.34	\$126.18	\$157.71

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Developmental Special Instruction (Bachelor's)		Developmental Special Instruction (Bachelor's)	
HCPCS		S9445		S9445
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$20.48	\$22.24	\$20.48	\$22.24
Annual wage	\$42,598	\$46,259	\$42,598	\$46,259
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$26.62</b>	<b>\$28.47</b>	<b>\$26.62</b>	<b>\$28.47</b>
<b>Annual compensation</b>	<b>\$55,378</b>	<b>\$59,212</b>	<b>\$55,378</b>	<b>\$59,212</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$31.32</b>	<b>\$35.64</b>	<b>\$40.19</b>	<b>\$46.57</b>
<b>Annual Compensation after Adjustment</b>	<b>\$55,378</b>	<b>\$59,212</b>	<b>\$55,378</b>	<b>\$59,212</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$37.24		\$53.37
<b>Hourly Program Support Cost</b>		<b>\$1.73</b>		<b>\$2.48</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Non-Travel/Total Cost	\$33.89	\$37.24	\$43.48	\$53.37
<b>Hourly Administrative Cost</b>	<b>\$3.39</b>	<b>\$4.33</b>	<b>\$4.35</b>	<b>\$6.21</b>

**Appendix 1**  
Independent Rate Model

	<b>Current Model</b>	<b>SFY15 ReBase</b>	<b>Current Model</b>	<b>SFY15 ReBase</b>
<b>Service</b>	<b>Developmental Special Instruction (Bachelor's)</b>		<b>Developmental Special Instruction (Bachelor's)</b>	
<b>TOTAL</b>	<b>\$37.38</b>		<b>\$52.87</b>	
Tier 1 - 10% Rate Increase	\$41.12		\$58.16	
Tier 2 - 25% Rate Increase	\$46.72		\$66.09	
Tier 3 - 50% Rate Increase	\$56.07		\$79.30	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$38.87</b>	<b>\$43.31</b>	<b>\$54.98</b>	<b>\$62.06</b>
Tier 1	\$42.76	\$47.64	\$60.48	\$68.27
Tier 2	\$48.59	\$54.13	\$68.73	\$77.58
Tier 3	\$58.31	\$64.96	\$82.47	\$93.09

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Developmental Special Instruction (Master's)		Developmental Special Instruction (Master's)	
HCPCS		S9445		S9445
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$29.31	\$30.70	\$29.31	\$30.70
Annual wage	\$60,965	\$63,856	\$60,965	\$63,856
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$38.10</b>	<b>\$39.30</b>	<b>\$38.10</b>	<b>\$39.30</b>
<b>Annual compensation</b>	<b>\$79,254</b>	<b>\$81,736</b>	<b>\$79,254</b>	<b>\$81,736</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$44.83</b>	<b>\$49.20</b>	<b>\$57.51</b>	<b>\$64.29</b>
<b>Annual Compensation after Adjustment</b>	<b>\$79,254</b>	<b>\$81,736</b>	<b>\$79,254</b>	<b>\$81,736</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$50.80		\$71.09
<b>Hourly Program Support Cost</b>		<b>\$2.36</b>		<b>\$3.31</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Non-Travel/Total Cost	\$47.40	\$50.80	\$60.81	\$71.09
<b>Hourly Administrative Cost</b>	<b>\$4.74</b>	<b>\$5.91</b>	<b>\$6.08</b>	<b>\$8.27</b>

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Developmental Special Instruction (Master's)		Developmental Special Instruction (Master's)	
<b>TOTAL</b>	<b>\$52.23</b>		<b>\$71.93</b>	
Tier 1 - 10% Rate Increase	\$57.46		\$79.12	
Tier 2 - 25% Rate Increase	\$65.29		\$89.91	
Tier 3 - 50% Rate Increase	\$78.35		\$107.89	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$54.32</b>	<b>\$59.07</b>	<b>\$74.81</b>	<b>\$82.66</b>
Tier 1	\$59.75	\$64.98	\$82.29	\$90.93
Tier 2	\$67.90	\$73.84	\$93.51	\$103.33
Tier 3	\$81.48	\$88.61	\$112.22	\$123.99

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Social Worker (Bachelor's)		Social Worker (Bachelor's)	
HCPCS		T1027		T1027
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$13.77	\$15.91	\$13.77	\$15.91
Annual wage	\$28,642	\$33,093	\$28,642	\$33,093
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$17.90</b>	<b>\$20.36</b>	<b>\$17.90</b>	<b>\$20.36</b>
<b>Annual compensation</b>	<b>\$37,234</b>	<b>\$42,359</b>	<b>\$37,234</b>	<b>\$42,359</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$21.06</b>	<b>\$25.50</b>	<b>\$27.02</b>	<b>\$33.32</b>
<b>Annual Compensation after Adjustment</b>	<b>\$37,234</b>	<b>\$42,359</b>	<b>\$37,234</b>	<b>\$42,359</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$27.10		\$40.12
<b>Hourly Program Support Cost</b>		<b>\$1.26</b>		<b>\$1.87</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Non-Travel/Total Cost	\$23.63	\$27.10	\$30.32	\$40.12
<b>Hourly Administrative Cost</b>	<b>\$2.36</b>	<b>\$3.15</b>	<b>\$3.03</b>	<b>\$4.66</b>

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Social Worker (Bachelor's)		Social Worker (Bachelor's)	
<b>TOTAL</b>	<b>\$26.09</b>		<b>\$38.39</b>	
Tier 1 - 10% Rate Increase	\$28.70		\$42.22	
Tier 2 - 25% Rate Increase	\$32.61		\$47.98	
Tier 3 - 50% Rate Increase	\$39.13		\$57.58	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$27.13</b>	<b>\$31.51</b>	<b>\$39.92</b>	<b>\$46.65</b>
Tier 1	\$29.84	\$34.66	\$43.91	\$51.31
Tier 2	\$33.91	\$39.39	\$49.90	\$58.31
Tier 3	\$40.70	\$47.27	\$59.88	\$69.97

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Social Workder (Master's)		Social Workder (Master's)	
HCPCS		T1027		T1027
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$20.54	\$21.92	\$20.54	\$21.92
Annual wage	\$42,723	\$45,594	\$42,723	\$45,594
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$26.70</b>	<b>\$28.06</b>	<b>\$26.70</b>	<b>\$28.06</b>
<b>Annual compensation</b>	<b>\$55,540</b>	<b>\$58,360</b>	<b>\$55,540</b>	<b>\$58,360</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$31.41</b>	<b>\$35.13</b>	<b>\$40.30</b>	<b>\$45.90</b>
<b>Annual Compensation after Adjustment</b>	<b>\$55,540</b>	<b>\$58,360</b>	<b>\$55,540</b>	<b>\$58,360</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$36.73		\$52.70
<b>Hourly Program Support Cost</b>		<b>\$1.71</b>		<b>\$2.45</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Non-Travel/Total Cost	\$33.98	\$36.73	\$43.60	\$52.70
<b>Hourly Administrative Cost</b>	<b>\$3.40</b>	<b>\$4.27</b>	<b>\$4.36</b>	<b>\$6.13</b>

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Social Workder (Master's)		Social Workder (Master's)	
<b>TOTAL</b>	<b>\$37.48</b>		<b>\$53.00</b>	
Tier 1 - 10% Rate Increase	\$41.23		\$58.30	
Tier 2 - 25% Rate Increase	\$46.85		\$66.25	
Tier 3 - 50% Rate Increase	\$56.22		\$79.50	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$38.98</b>	<b>\$42.71</b>	<b>\$55.12</b>	<b>\$61.28</b>
Tier 1	\$42.88	\$46.98	\$60.63	\$67.41
Tier 2	\$48.73	\$53.39	\$68.90	\$76.60
Tier 3	\$58.47	\$64.07	\$82.68	\$91.92

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Psychological Services		Psychological Services	
HCPCS		99999		99999
Unit of Service		1 Hour		1 Hour
Age		0-2		0-2
Setting		Clinic		Natural
Hourly wage	\$26.18	\$36.09	\$26.18	\$36.09
Annual wage	\$54,454	\$75,067	\$54,454	\$75,067
ERE as a % of wage	30.0%	28.0%	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$34.03</b>	<b>\$46.20</b>	<b>\$34.03</b>	<b>\$46.20</b>
<b>Annual compensation</b>	<b>\$70,791</b>	<b>\$96,086</b>	<b>\$70,791</b>	<b>\$96,086</b>
Productivity Assumptions				
-Total Hours	8.00	8.00	8.00	8.00
-Travel Time	0.00	0.00	1.50	1.50
-Recordkeeping		0.65		0.65
-Missed Appointments	0.50	0.05	0.50	0.05
-Continuous Education	0.20	0.21	0.20	0.21
-AzEIP Team Training	0.20	0.20	0.20	0.20
-Cordination	0.00	0.40	0.00	0.40
-Employer Time		0.10		0.10
-Other Activity	0.30	0.00	0.30	0.00
-Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89
-Productivity Adjustment	1.18	1.25	1.51	1.64
<b>Hourly Compensation after Adjustment</b>	<b>\$40.04</b>	<b>\$57.83</b>	<b>\$51.37</b>	<b>\$75.57</b>
<b>Annual Compensation after Adjustment</b>	<b>\$70,791</b>	<b>\$96,086</b>	<b>\$70,791</b>	<b>\$96,086</b>
Mileage				
-Number of Miles	1.50	0.00	60.00	40.00
-Amount per Mile	\$0.445	\$0.575	\$0.445	\$0.575
-Total Mileage Amount	\$0.67	\$0.00	\$26.70	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$0.10</b>	<b>\$0.00</b>	<b>\$5.04</b>	<b>\$4.70</b>
Rent				
-Square Footage	250	100	250	100
-Cost per Square Foot	\$15.50	\$20.00	\$15.50	\$20.00
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Rent Amount</b>	<b>\$2.19</b>	<b>\$1.20</b>	<b>\$2.81</b>	<b>\$1.57</b>
Capital				
-Cost of Equipment and Maintenance	\$2,000	\$2,000	\$2,000	\$2,000
-Year of Amortization	3	3	3	3
-Annual Cost	\$666.67	\$666.67	\$666.67	\$666.67
-Hours of Allocation per Year	1,768	1,661	1,378	1,271
<b>Hourly Cost of Capital</b>	<b>\$0.38</b>	<b>\$0.40</b>	<b>\$0.48</b>	<b>\$0.52</b>
Program Support Costs				
-Program Support Percent		4.0%		4.0%
-Non-Travel/Total Cost		\$59.44		\$82.38
<b>Hourly Program Support Cost</b>		<b>\$2.76</b>		<b>\$3.83</b>
Administrative Overhead				
-Administrative Percent	10.0%	10.0%	10.0%	10.0%
-Non-Travel/Total Cost	\$42.61	\$59.44	\$54.67	\$82.38
<b>Hourly Administrative Cost</b>	<b>\$4.26</b>	<b>\$6.91</b>	<b>\$5.47</b>	<b>\$9.58</b>

**Appendix 1**  
Independent Rate Model

Service	Current Model	SFY15 ReBase	Current Model	SFY15 ReBase
	Psychological Services		Psychological Services	
<b>TOTAL</b>	<b>\$46.97</b>		<b>\$65.17</b>	
Tier 1 - 10% Rate Increase	\$51.66		\$71.69	
Tier 2 - 25% Rate Increase	\$58.71		\$81.47	
Tier 3 - 50% Rate Increase	\$70.45		\$97.76	
<b>SFY15 (2/1/15 - 6/30/15)</b>				
Rate Adjustment	4.0%		4.0%	
<b>Total Rate</b>	<b>\$48.85</b>	<b>\$69.12</b>	<b>\$67.78</b>	<b>\$95.79</b>
Tier 1	\$53.74	\$76.03	\$74.56	\$105.36
Tier 2	\$61.06	\$86.39	\$84.73	\$119.73
Tier 3	\$73.28	\$103.67	\$101.67	\$143.68

**Appendix 1**  
Independent Rate Model

	<b>Current Model</b>	<b>SFY15 ReBase</b>
<b>Service</b>	<b>Service Coordination</b>	
HCPCS		T1016
Unit of Service		1 Hour
Age		0-2
Setting		Clinic
Hourly wage	\$17.41	\$19.77
Annual wage	\$36,213	\$41,122
ERE as a % of wage	30.0%	28.0%
<b>Hourly compensation (wage and ERE)</b>	<b>\$22.63</b>	<b>\$25.31</b>
<b>Annual compensation</b>	<b>\$47,077</b>	<b>\$52,636</b>
<b>Productivity Assumptions</b>		
-Total Hours	8.00	8.00
-Travel Time	0.00	0.00
-Recordkeeping		0.90
-Missed Appointments	0.00	0.05
-Continuous Education	0.20	0.20
-CORE Training	0.16	0.15
-AzEIP Team Training	0.20	0.15
-Cordination	0.00	0.00
-Employer Time		0.15
-Conference with Supervisor	0.16	0.00
-Other Activity	0.28	0.00
-Average on site time; "Billable Hours"	7.00	6.40
-Productivity Adjustment	1.14	1.25
<b>Hourly Compensation after Adjustment</b>	<b>\$25.86</b>	<b>\$31.63</b>
<b>Annual Compensation after Adjustment</b>	<b>\$47,077</b>	<b>\$52,636</b>
<b>Supervision</b>		
-Hourly Compensation	\$21.72	\$30.37
-Annual Compensation	\$45,178	\$63,170
-Average Daily Portion of an Hour	0.50	0.25
<b>Average Supervisory Costs per Hour</b>	<b>\$1.36</b>	<b>\$1.19</b>
<b>Mileage</b>		
-Number of Miles	100.00	40.00
-Amount per Mile	\$0.445	\$0.575
-Total Mileage Amount	\$44.50	\$23.00
<b>Hourly Mileage Amount</b>	<b>\$6.36</b>	<b>\$3.59</b>
<b>Rent</b>		
-Square Footage	250	100
-Cost per Square Foot	\$15.50	\$20.00
-Hours of Allocation per Year	1,820	1,664
<b>Hourly Rent Amount</b>	<b>\$2.13</b>	<b>\$1.20</b>
<b>Capital</b>		
-Cost of Equipment and Maintenance	\$0	\$2,000
-Year of Amortization	0	3
-Annual Cost	\$0.00	\$666.67
-Hours of Allocation per Year	1,820	1,664
<b>Hourly Cost of Capital</b>	<b>\$0.00</b>	<b>\$0.40</b>
<b>Program Support Costs</b>		
-Program Support Percent		4.0%
-Non-Travel/Total Cost		\$38.01
<b>Hourly Program Support Cost</b>		<b>\$1.77</b>

**Appendix 1**  
Independent Rate Model

	<b>Current Model</b>	<b>SFY15 ReBase</b>
<b>Service</b>	<b>Service Coordination</b>	
Administrative Overhead		
-Administrative Percent	10.0%	10.0%
-Non-Travel/Total Cost	\$29.35	\$38.01
<b>Hourly Administrative Cost</b>	<b>\$2.93</b>	<b>\$4.42</b>
<b>TOTAL</b>	<b>\$38.64</b>	
<b>Tier 1 - 10% Rate Increase</b>	<b>\$42.50</b>	
<b>Tier 2 - 25% Rate Increase</b>	<b>\$48.30</b>	
<b>Tier 3 - 50% Rate Increase</b>	<b>\$57.96</b>	
<b>SFY15 (2/1/15 - 6/30/15)</b>		
Rate Adjustment	4.0%	
<b>Total Rate</b>	<b>\$40.18</b>	<b>\$44.20</b>
Tier 1	\$44.20	\$48.62
Tier 2	\$50.23	\$55.25
Tier 3	\$60.27	\$66.30

# Appendix 2

Arizona Early Intervention Program

SFY15 Rate Rebase

Derivation of Wage Levels

June 1, 2015

**Appendix 2**  
Direct Staff Wages Summary  
BLS May 2014 Median Data

	Therapy	DSI (BA)	DSI (MA)	SW (BA)	SW (MA)	Psy	SC
Current Model (Unadjusted)	\$32.83	\$20.48	\$29.31	\$13.77	\$20.54	\$26.18	\$17.41
BLS Wage Level	Median	25th Percentile	Median	25th Percentile	75th Percentile	75th Percentile	Median
BLS Wages - Uninflated 2015 Rebase	\$38.34	\$21.62	\$29.85	\$15.47	\$21.31	\$35.09	\$19.22
BLS Wages - Inflated 2015 Rebase	\$39.43	\$22.24	\$30.70	\$15.91	\$21.92	\$36.09	\$19.77
Survey Response <sup>1</sup>	\$37.95	\$20.02	\$26.97	\$25.74	\$29.25	\$39.60	\$18.25
Percentage Increase							
2015 Uninflated : Current	16.8%	5.6%	1.8%	12.3%	3.7%	34.0%	10.4%
2015 Inflated : Current	20.1%	8.6%	4.7%	15.5%	6.7%	37.9%	13.5%
2015 Uninflated : Survey	1.0%	8.0%	10.7%	-39.9%	-27.1%	-11.4%	5.3%
2015 Inflated : Survey	3.9%	11.1%	13.8%	-38.2%	-25.1%	-8.9%	8.3%

<sup>1</sup> Survey responses represent weithed average, except DSI(MA) and SW(MA) represent maximum value reported

**Appendix 2**  
 Calculated Wages, Inflated  
 BLS May 2014 Data - Median for All but (DSI & SW)

<i>Services</i>	
Therapy	Unified OT/PT/SLP
DSI (BA)	Developmental Special Instruction, Bachelor's
DSI (MA)	Developmental Special Instruction, Master's
SW (BA)	Social Work, Bachelor's

<i>Services</i>	
SW (MA)	Social Work, Master's
Psy	Psychology
SC	Service Coordination

**BLS DATA**

SOC Code	Description	BLS Wage						Therapy		DSI (BA) <sup>1</sup>		DSI (MA) <sup>2</sup>		SW (BA) <sup>3</sup>		
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase			
19-3031	Clinical, Counseling, and School Psychologists	\$30.52	\$29.30	\$17.99	\$23.14	\$36.09	\$43.39									
29-1122	Occupational Therapists	\$39.36	\$39.18	\$21.41	\$30.78	\$47.22	\$58.06									
29-1123	Physical Therapists	\$41.98	\$39.43	\$23.93	\$32.70	\$47.92	\$60.58	\$39.43	\$39.43							
21-1014	Mental Health Counselors	\$22.25	\$21.32	\$13.11	\$17.13	\$26.19	\$31.36									
21-1021	Child, Family, and School Social Workers	\$19.00	\$18.21	\$13.24	\$15.91	\$21.92	\$26.06								\$15.91	\$15.91
29-1127	Speech-Language Pathologists	\$33.85	\$33.02	\$19.96	\$26.01	\$40.70	\$47.63									
25-2011	Preschool Teachers, Except Special Education	\$12.68	\$11.16	\$8.68	\$9.46	\$14.58	\$19.36				\$4.73		\$3.91			
25-2051	Special Education Teachers, Preschool	\$42.67	\$41.22	\$29.99	\$35.02	\$50.23	\$57.66				\$17.51		\$26.79			
25-2052	Special Education Teachers, Kindergarten and Elementary School	\$41.74	\$39.92	\$29.91	\$33.74	\$48.07	\$56.07			\$33.74		\$48.07				
						<b>Total Wage</b>		<b>\$39.43</b>	<b>\$39.43</b>	<b>\$33.74</b>	<b>\$22.24</b>	<b>\$48.07</b>	<b>\$30.70</b>	<b>\$15.91</b>	<b>\$15.91</b>	

**BLS DATA**

SOC Code	Description	BLS Wage						SW (MA) <sup>4</sup>		Psy		SC	
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase
19-3031	Clinical, Counseling, and School Psychologists	\$30.52	\$29.30	\$17.99	\$23.14	\$36.09	\$43.39			\$29.30	\$36.09		
29-1122	Occupational Therapists	\$39.36	\$39.18	\$21.41	\$30.78	\$47.22	\$58.06						
29-1123	Physical Therapists	\$41.98	\$39.43	\$23.93	\$32.70	\$47.92	\$60.58						
21-1014	Mental Health Counselors	\$22.25	\$21.32	\$13.11	\$17.13	\$26.19	\$31.36					\$10.66	\$10.66
21-1021	Child, Family, and School Social Workers	\$19.00	\$18.21	\$13.24	\$15.91	\$21.92	\$26.06	\$21.92	\$21.92			\$9.11	\$9.11
29-1127	Speech-Language Pathologists	\$33.85	\$33.02	\$19.96	\$26.01	\$40.70	\$47.63						
25-2011	Preschool Teachers, Except Special Education	\$12.68	\$11.16	\$8.68	\$9.46	\$14.58	\$19.36						
25-2051	Special Education Teachers, Preschool	\$42.67	\$41.22	\$29.99	\$35.02	\$50.23	\$57.66						
25-2052	Special Education Teachers, Kindergarten and Elementary School	\$41.74	\$39.92	\$29.91	\$33.74	\$48.07	\$56.07						
						<b>Total Wage</b>		<b>\$21.92</b>	<b>\$21.92</b>	<b>\$29.30</b>	<b>\$36.09</b>	<b>\$19.77</b>	<b>\$19.77</b>

<sup>1</sup> DSI (BA), for SFY06, 25th percentile of Arizona statewide hourly wage used

<sup>2</sup> DSI (MA), for SFY06, 75th percentile of Arizona statewide hourly wage used

<sup>3</sup> SW (BA), for SFY06, 25th percentile of Arizona statewide hourly wage used

<sup>4</sup> SW (MA), for SFY06, 75th percentile of Arizona statewide hourly wage used

<sup>5</sup> Values represented are SFY06 Job mix for service with SFY15 wage levels applied.

**Appendix 2**  
 Calculated Wages, Uninflated  
 BLS May 2014 Data - Median for All but (DSI & SW)

<i>Services</i>	
Therapy	Unified OT/PT/SLP
DSI (BA)	Developmental Special Instruction, Bachelor's
DSI (MA)	Developmental Special Instruction, Master's
SW (BA)	Social Work, Bachelor's

<i>Services</i>	
SW (MA)	Social Work, Master's
Psy	Psychology
SC	Service Coordination

**BLS DATA**

SOC Code	Description	BLS Wage						Therapy		DSI (BA) <sup>1</sup>		DSI (MA) <sup>2</sup>		SW (BA) <sup>3</sup>		
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>5</sup>	SFY15 Rebase							
19-3031	Clinical, Counseling, and School Psychologists	\$29.67	\$28.49	\$17.49	\$22.50	\$35.09	\$42.19									
29-1122	Occupational Therapists	\$38.27	\$38.09	\$20.82	\$29.93	\$45.91	\$56.45									
29-1123	Physical Therapists	\$40.82	\$38.34	\$23.27	\$31.79	\$46.59	\$58.90	\$38.34	\$38.34							
21-1014	Mental Health Counselors	\$21.63	\$20.73	\$12.75	\$16.66	\$25.46	\$30.49									
21-1021	Child, Family, and School Social Workers	\$18.47	\$17.71	\$12.87	\$15.47	\$21.31	\$25.34								\$15.47	\$15.47
29-1127	Speech-Language Pathologists	\$32.91	\$32.11	\$19.41	\$25.29	\$39.57	\$46.31									
25-2011	Preschool Teachers, Except Special Education	\$12.33	\$10.85	\$8.44	\$9.20	\$14.18	\$18.82				\$4.60		\$3.80			
25-2051	Special Education Teachers, Preschool	\$41.49	\$40.08	\$29.16	\$34.05	\$48.84	\$56.06				\$17.02		\$26.05			
25-2052	Special Education Teachers, Kindergarten and Elementary School	\$40.58	\$38.81	\$29.08	\$32.80	\$46.74	\$54.52				\$32.80		\$46.74			
<b>Total Wage</b>									<b>\$38.34</b>	<b>\$38.34</b>	<b>\$32.80</b>	<b>\$21.62</b>	<b>\$46.74</b>	<b>\$29.85</b>	<b>\$15.47</b>	<b>\$15.47</b>

**BLS DATA**

SOC Code	Description	BLS Wage						SW (MA) <sup>4</sup>		Psy		SC		
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	SFY06 Rebase <sup>5</sup>	SFY15 Rebase	
19-3031	Clinical, Counseling, and School Psychologists	\$29.67	\$28.49	\$17.49	\$22.50	\$35.09	\$42.19			\$28.49	\$35.09			
29-1122	Occupational Therapists	\$38.27	\$38.09	\$20.82	\$29.93	\$45.91	\$56.45							
29-1123	Physical Therapists	\$40.82	\$38.34	\$23.27	\$31.79	\$46.59	\$58.90							
21-1014	Mental Health Counselors	\$21.63	\$20.73	\$12.75	\$16.66	\$25.46	\$30.49					\$10.37	\$10.37	
21-1021	Child, Family, and School Social Workers	\$18.47	\$17.71	\$12.87	\$15.47	\$21.31	\$25.34	\$21.31	\$21.31			\$8.86	\$8.86	
29-1127	Speech-Language Pathologists	\$32.91	\$32.11	\$19.41	\$25.29	\$39.57	\$46.31							
25-2011	Preschool Teachers, Except Special Education	\$12.33	\$10.85	\$8.44	\$9.20	\$14.18	\$18.82							
25-2051	Special Education Teachers, Preschool	\$41.49	\$40.08	\$29.16	\$34.05	\$48.84	\$56.06							
25-2052	Special Education Teachers, Kindergarten and Elementary School	\$40.58	\$38.81	\$29.08	\$32.80	\$46.74	\$54.52							
<b>Total Wage</b>									<b>\$21.31</b>	<b>\$21.31</b>	<b>\$28.49</b>	<b>\$35.09</b>	<b>\$19.22</b>	<b>\$19.22</b>

<sup>1</sup> DSI (BA), for SFY06, 25th percentile of Arizona statewide hourly wage used

<sup>2</sup> DSI (MA), for SFY06, 75th percentile of Arizona statewide hourly wage used

<sup>3</sup> SW (BA), for SFY06, 25th percentile of Arizona statewide hourly wage used

<sup>4</sup> SW (MA), for SFY06, 75th percentile of Arizona statewide hourly wage used

<sup>5</sup> Values represented are SFY06 Job mix for service with SFY15 wage levels applied.

**Appendix 2**  
Wage Composition - Current, 2006 & SFY15 Rebase

<i>Services</i>	
Therapy	Unified OT/PT/SLP
DSI (BA)	Developmental Special Instruction, Bachelor's
DSI (MA)	Developmental Special Instruction, Master's
SW (BA)	Social Work, Bachelor's

<i>Services</i>	
SW (MA)	Social Work, Master's
Psy	Psychology
SC	Service Coordination

**BLS DATA**

SOC Code	Description	BLS Wage						Therapy		DSI (BA)		DSI (MA)		SW (BA)	
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>1</sup>	SFY15 Rebase						
19-3031	Clinical, Counseling, and School Psychologists	\$29.67	\$28.49	\$17.49	\$22.50	\$35.09	\$42.19								
29-1122	Occupational Therapists	\$38.27	\$38.09	\$20.82	\$29.93	\$45.91	\$56.45								
29-1123	Physical Therapists	\$40.82	\$38.34	\$23.27	\$31.79	\$46.59	\$58.90	100%	100%						
21-1014	Mental Health Counselors	\$21.63	\$20.73	\$12.75	\$16.66	\$25.46	\$30.49								
21-1021	Child, Family, and School Social Workers	\$18.47	\$17.71	\$12.87	\$15.47	\$21.31	\$25.34							100%	100%
29-1127	Speech-Language Pathologists	\$32.91	\$32.11	\$19.41	\$25.29	\$39.57	\$46.31								
25-2011	Preschool Teachers, Except Special Education	\$12.33	\$10.85	\$8.44	\$9.20	\$14.18	\$18.82				50%		35%		
25-2051	Special Education Teachers, Preschool	\$41.49	\$40.08	\$29.16	\$34.05	\$48.84	\$56.06				50%		65%		
25-2052	Special Education Teachers, Kindergarten and Elementary Sc	\$40.58	\$38.81	\$29.08	\$32.80	\$46.74	\$54.52			100%		100%			

**BLS DATA**

SOC Code	Description	BLS Wage						SW (MA)		Psy		SC	
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	SFY06 Rebase <sup>1</sup>	SFY15 Rebase	SFY06 Rebase <sup>1</sup>	SFY15 Rebase	SFY06 Rebase <sup>1</sup>	SFY15 Rebase
19-3031	Clinical, Counseling, and School Psychologists	\$29.67	\$28.49	\$17.49	\$22.50	\$35.09	\$42.19			100%	100%		
29-1122	Occupational Therapists	\$38.27	\$38.09	\$20.82	\$29.93	\$45.91	\$56.45						
29-1123	Physical Therapists	\$40.82	\$38.34	\$23.27	\$31.79	\$46.59	\$58.90						
21-1014	Mental Health Counselors	\$21.63	\$20.73	\$12.75	\$16.66	\$25.46	\$30.49					50%	50%
21-1021	Child, Family, and School Social Workers	\$18.47	\$17.71	\$12.87	\$15.47	\$21.31	\$25.34	100%	100%			50%	50%
29-1127	Speech-Language Pathologists	\$32.91	\$32.11	\$19.41	\$25.29	\$39.57	\$46.31						
25-2011	Preschool Teachers, Except Special Education	\$12.33	\$10.85	\$8.44	\$9.20	\$14.18	\$18.82						
25-2051	Special Education Teachers, Preschool	\$41.49	\$40.08	\$29.16	\$34.05	\$48.84	\$56.06						
25-2052	Special Education Teachers, Kindergarten and Elementary Sc	\$40.58	\$38.81	\$29.08	\$32.80	\$46.74	\$54.52						

<sup>1</sup> Values represented are SFY06 Job mix for service.

**Appendix 2**  
 Inflation Factors  
 May 2014 to December 2015

*Inflation Factor utilized for BLS wage inflation*

Inflation factor determined using average annual increase for wage categories used in rate setting for May 2011 through May 2014

**Wage Data to be inflated to December 2015**

Rate Schedule Year End	Rate Schedule Mid-Point Period	Inflate to December 2014	Inflate to December 2015	TOTAL INFLATION	As a Percent
Full Year of inflation	—————→	<b>1.0179</b>	<b>1.0179</b>		
Months of inflation		<b>7</b>	<b>12</b>		
5/1/2014	12/31/2015	1.0104	1.0179	<b>1.0285</b>	<b>2.85%</b>

## Appendix 2

### Bureau of Labor Statistics (BLS) Description of Duties

SOC Code	Description	Duties
19-3031	Clinical, Counseling, and School Psychologists	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.
21-1014	Mental Health Counselors	Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging. Excludes "Social Workers" (21-1021 through 21-1029), "Psychiatrists" (29-1066), and "Psychologists" (19-3031 through 19-3039).
21-1021	Child, Family, and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.
25-2052	Special education teachers, Kindergarten and Elementary School	Special education teachers work with students who have a wide range of learning, mental, emotional and physical disabilities. With students who have mild or moderate disabilities, they ensure that lessons and teaching strategies are modified to meet the students' needs. With students who have severe disabilities, they teach the students independent living skills and basic literacy, communication, and math.
29-1122	Occupational therapists	Occupational therapists treat patients with injuries, illnesses, or disabilities through the therapeutic use of everyday activities. They help these patients develop, recover, and improve the skills needed for daily living and working.
29-1123	Physical Therapist	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
29-1127	Speech-language pathologists	Speech-language pathologists, sometimes called speech therapists, assess, diagnose, treat, and help to prevent communication and swallowing disorders in patients. Speech, language, and swallowing disorders result from a variety of causes such as a stroke, brain injury, hearing loss, developmental delay, a cleft palate, cerebral palsy, or emotional problems.

# Appendix 3

Arizona Early Intervention Program

SFY15 Rate Rebase

Employer Related Expense

June 1, 2015

**Appendix 3**  
 Summary of Employee Related Expenses (ERE) & Percentage of Wages  
 Current Rate Models

**Current Employee Related Expense (ERE) Assumptions**

	<b>Therapy (OT, PT &amp; SLP)</b>		<b>Developmental Spec Instr.-Bachelor</b>		<b>Developmental Spec Instr.-Master</b>		<b>Service Coordination</b>		<b>Social Worker-Bachelor</b>		<b>Social Worker-Master</b>		<b>Psychology</b>		
Hourly Rate	<b>\$32.83</b>		<b>\$20.48</b>		<b>\$29.31</b>		<b>\$17.41</b>		<b>\$13.77</b>		<b>\$20.54</b>		<b>\$26.18</b>		
Annual Wage <sup>1</sup>	\$68,286		\$42,598		\$60,965		\$36,213		\$28,642		\$42,723		\$54,454		
FUTA / SUTA	<b>2.80%</b>	\$1,912	2.80%	\$1,193	2.80%	\$1,707	2.80%	\$1,014	2.80%	\$802	2.80%	\$1,196	2.80%	\$1,525	2.80%
FICA	<b>7.65%</b>	\$5,224	7.65%	\$3,259	7.65%	\$4,664	7.65%	\$2,770	7.65%	\$2,191	7.65%	\$3,268	7.65%	\$4,166	7.65%
Legally required benefits	10.45%	\$7,136	10.45%	\$4,452	10.45%	\$6,371	10.45%	\$3,784	10.45%	\$2,993	10.45%	\$4,465	10.45%	\$5,690	10.45%
Paid Time Off <sup>2</sup>	<b>25.0 days/yr</b>	\$6,566	9.62%	\$4,096	9.62%	\$5,862	9.62%	\$3,482	9.62%	\$2,754	9.62%	\$4,108	9.62%	\$5,236	9.62%
Other Benefits															
Health Insurance	<b>\$356.00</b>	\$4,272	6.26%	\$4,272	10.03%	\$4,272	7.01%	\$4,272	11.80%	\$4,272	14.92%	\$4,272	10.00%	\$4,272	7.85%
<b>Total ERE per employee</b>		<b>\$17,974</b>	<b>26.32%</b>	<b>\$12,820</b>	<b>30.09%</b>	<b>\$16,505</b>	<b>27.07%</b>	<b>\$11,538</b>	<b>31.86%</b>	<b>\$10,019</b>	<b>34.98%</b>	<b>\$12,845</b>	<b>30.06%</b>	<b>\$15,198</b>	<b>27.91%</b>

<sup>1</sup> Assumes 2,080 hours/year

<sup>2</sup> Assumes 10 vacation days, 9 holidays & 6 sick days days per year.

**Appendix 3**

Summary of Employee Related Expenses (ERE) & Percentage of Wages

Draft Survey Results 05/12/15

	<b>FT</b>	<b>PT</b>
<b># of Responding Providers</b>	6	3
<b># of Reported Staff</b>	315	192

Benefit	Offer Benefit			Eligibility among Agencies that Offer Benefit						Participation			Benefit Level Among Staff Receiving Benefit <sup>2</sup>							Totals Across All Staff				
	Respondents	# that Offer	% that Offer	Waiting Period			Req.'d Work Hrs./ Wk. to Qualify			% of Staff Eligible			Staff Participating			Low	High	Average (Mean) with Outliers	Average (Mean) without Outliers	Weighted Average with Outliers	Weighted Average without Outliers	Median	% of Staff Receiving Benefit	Effective Benefit Level <sup>3</sup>
				0-1 Months	3-6 Months	12+ Months	Average (Mean)	Weighted Average <sup>1</sup>	Median	Average (Mean)	Weighted Average <sup>1</sup>	Median	Average (Mean)	Weighted Average <sup>1</sup>	Median									

**FULL-TIME STAFF**

<b>Holidays</b>	6	6	100%	4	2	0	24.2	27.6	30.0	81%	80%	99%				5.0	11.0	8.3	8.3	8.9	8.9	8.5	80%	7.1
<b>Paid Days Off</b>	6	6	100%	4	2	0	29.0	28.1	30.0	72%	74%	91%				5.0	27.0	16.0	16.0	14.6	14.6	17.0	74%	10.8
<b>Health Insur.</b>	6	6	100%	4	2	0	30.0	30.0	30.0	87%	94%	99%	70%	84%	71%	\$172	\$618	\$428	\$428	\$476	\$476	\$477	80%	\$378
<b>Retirement</b>	6	5	83%	1	2	2	27.0	28.0	30.0	82%	79%	81%	55%	57%	53%	2.0%	4.0%	3.2%	3.2%	2.9%	2.9%	3.0%	38%	1.1%
<b>Other Benefits</b>	6	4	67%	3	1	0	30.0	30.0	30.0	96%	97%	99%	96%	97%	99%	\$11	\$24	\$15	\$15	\$13	\$13	\$13	62%	\$8

**PART-TIME STAFF**

<b>Holidays</b>	3	1	33%	1	0	0	20.0	20.0	20.0	68%	68%	68%				11.0	11.0	11.0	11.0	11.0	11.0	11.0	23%	2.5
<b>Paid Days Off</b>	3	1	33%	0	1	0	20.0	20.0	20.0	68%	68%	68%				27.0	27.0	27.0	27.0	27.0	27.0	27.0	23%	6.1
<b>Health Insur.</b>	3	1	33%	0	0	0	30.0	30.0	30.0	75%	75%	75%	-	-	-	-	-	-	-	-	-	-	-	-
<b>Retirement</b>	3	1	33%	0	0	1	30.0	30.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Other Benefits</b>	2	1	50%	1	0	0	30.0	30.0	30.0	-	-	-	-	-	-	\$0	\$0	\$0	\$0	\$0	\$0	\$0	-	-

<b>AZ Unemployment Insurance</b>																0.8%	3.8%	2.8%	2.8%	1.6%	1.6%	3.8%		
<b>Workers' Compensation</b>																\$0.74	\$2.75	\$1.59	\$1.59	\$1.00	\$1.00	\$1.44		

<sup>1</sup>Weighted means are weighted using reported direct support employees

<sup>2</sup>Holidays and PTO are annual amounts; health insurance and other benefits are monthly amounts; and retirement is a percent of salary

<sup>3</sup>Effective benefit level is calculated by multiplying weighted average benefit level by weighted average "% that Offer" by weighted average "% of Staff Elig." by weighted average participation (all weighted averages exclude outliers)

**Appendix 3**  
Summary of Employee Related Expenses (ERE) & Percentage of Wages  
Provider Survey Results

**Employee Related Expense (ERE) Assumptions - Based on Provider Survey Results <sup>1</sup>**

	<b>Therapy (OT, PT &amp; SLP)</b>		<b>Developmental Spec Instr.-Bachelor</b>		<b>Developmental Spec Instr.-Master</b>		<b>Service Coordination</b>		<b>Social Worker-Bachelor</b>		<b>Social Worker-Master</b>		<b>Psychology</b>		
Hourly Rate	<b>\$36.18</b>		<b>\$20.02</b>		<b>\$26.97</b>		<b>\$18.25</b>		<b>\$25.74</b>		<b>\$29.25</b>		<b>\$39.60</b>		
Annual Wage <sup>2</sup>	\$75,254		\$41,642		\$56,098		\$37,960		\$53,539		\$60,840		\$82,368		
FUTA / SUTA <sup>3</sup>	<b>3.8%</b>	\$263	0.35%	\$263	0.63%	\$263	0.47%	\$263	0.69%	\$263	0.49%	\$263	0.43%	\$263	0.32%
FICA <sup>4</sup>	<b>7.65%</b>	\$5,757	7.65%	\$3,186	7.65%	\$4,291	7.65%	\$2,904	7.65%	\$4,096	7.65%	\$4,654	7.65%	\$6,301	7.65%
Workers' Compensation	<b>1.44%</b>	\$1,080	1.44%	\$598	1.44%	\$805	1.44%	\$545	1.44%	\$768	1.44%	\$873	1.44%	\$1,182	1.44%
Legally required benefits	12.84%	\$7,099	9.43%	\$4,046	9.72%	\$5,359	9.55%	\$3,711	9.78%	\$5,127	9.58%	\$5,790	9.52%	\$7,746	9.40%
Paid Time Off	<b>26 days/yr</b>	\$7,381	9.81%	\$4,084	9.81%	\$5,502	9.81%	\$3,723	9.81%	\$5,251	9.81%	\$5,967	9.81%	\$8,078	9.81%
Extended Illness Benefit <sup>5</sup>	<b>0 days/yr</b>	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other Benefits															
Retirement Plan	<b>3.00%</b>	\$2,258	3.00%	\$1,249	3.00%	\$1,683	3.00%	\$1,139	3.00%	\$1,606	3.00%	\$1,825	3.00%	\$2,471	3.00%
Health Insurance	<b>\$477.27</b>	\$5,727	7.61%	\$5,727	13.75%	\$5,727	10.21%	\$5,727	15.09%	\$5,727	10.70%	\$5,727	9.41%	\$5,727	6.95%
Other Benefits	<b>\$13.33</b>	\$160	0.21%	\$160	0.38%	\$160	0.29%	\$160	0.42%	\$160	0.30%	\$160	0.26%	\$160	0.19%
<b>Total ERE per employee</b>		<b>\$22,625</b>	<b>30.06%</b>	<b>\$15,266</b>	<b>36.66%</b>	<b>\$18,431</b>	<b>32.86%</b>	<b>\$14,460</b>	<b>38.09%</b>	<b>\$17,871</b>	<b>33.38%</b>	<b>\$19,469</b>	<b>32.00%</b>	<b>\$24,182</b>	<b>29.36%</b>

<sup>1</sup> Survey results presented here (generally) represent the "Median" responses.

<sup>5</sup> Assumes zero days due to low participation rate for providers.

<sup>2</sup> Assumes 2,080 hours/year

<sup>3</sup> FUTA/SUTA values combined to reflect single amount.

<sup>4</sup> Combined Social Security tax rate of 6.2% and the Medicare tax rate of 1.45% on a maximum of \$113,700 in wages.

**Appendix 3**  
 Summary of Employee Related Expenses (ERE) & Percentage of Wages  
 Recommendations, SFY15 Rebase Project

**Employee Related Expense (ERE) Assumptions**

	<b>Therapy (OT, PT &amp; SLP)</b>		<b>Developmental Spec Instr.-Bachelor</b>		<b>Developmental Spec Instr.-Master</b>		<b>Service Coordination</b>		<b>Social Worker-Bachelor</b>		<b>Social Worker-Master</b>		<b>Psychology</b>		
Hourly Rate	<b>\$39.43</b>		<b>\$22.24</b>		<b>\$30.70</b>		<b>\$19.77</b>		<b>\$15.91</b>		<b>\$21.92</b>		<b>\$36.09</b>		
Annual Wage <sup>1</sup>	\$82,014		\$46,259		\$63,856		\$41,122		\$33,093		\$45,594		\$75,067		
FUTA / SUTA <sup>2</sup>	<b>2.00%</b>	\$140	0.17%	\$140	0.30%	\$140	0.22%	\$140	0.34%	\$140	0.42%	\$140	0.31%	\$140	0.19%
FICA <sup>3</sup>	<b>7.65%</b>	\$6,274	7.65%	\$3,539	7.65%	\$4,885	7.65%	\$3,146	7.65%	\$2,532	7.65%	\$3,488	7.65%	\$5,743	7.65%
Workers' Compensation	<b>2.00%</b>	\$1,640	2.00%	\$925	2.00%	\$1,277	2.00%	\$822	2.00%	\$662	2.00%	\$912	2.00%	\$1,501	2.00%
Legally required benefits	11.65%	\$8,054	9.82%	\$4,604	9.95%	\$6,302	9.87%	\$4,108	9.99%	\$3,333	10.07%	\$4,540	9.96%	\$7,384	9.84%
Paid Time Off <sup>4</sup>	<b>25 days/yr</b>	\$7,886	9.62%	\$4,448	9.62%	\$6,140	9.62%	\$3,954	9.62%	\$3,182	9.62%	\$4,384	9.62%	\$7,218	9.62%
Extended Illness Benefit	<b>0 days/yr</b>	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other Benefits															
Health Insurance <sup>5</sup>	<b>\$425.00</b>	\$5,100	6.22%	\$5,100	11.02%	\$5,100	7.99%	\$5,100	12.40%	\$5,100	15.41%	\$5,100	11.19%	\$5,100	6.79%
Other Benefits <sup>6</sup>	<b>\$25.00</b>	\$300	0.37%	\$300	0.65%	\$300	0.47%	\$300	0.73%	\$300	0.91%	\$300	0.66%	\$300	0.40%
Retirement Plan	<b>2.00%</b>	\$1,640	2.00%	\$925	2.00%	\$1,277	2.00%	\$822	2.00%	\$662	2.00%	\$912	2.00%	\$1,501	2.00%
<b>Total ERE per employee</b>		<b>\$22,981</b>	<b>28.02%</b>	<b>\$15,377</b>	<b>33.24%</b>	<b>\$19,119</b>	<b>29.94%</b>	<b>\$14,285</b>	<b>34.74%</b>	<b>\$12,577</b>	<b>38.01%</b>	<b>\$15,236</b>	<b>33.42%</b>	<b>\$21,503</b>	<b>28.65%</b>

<sup>1</sup> Assumes 2,080 hours/year

<sup>2</sup> FUTA/SUTA values combined to reflect single amount.

<sup>3</sup> Combined Social Security tax rate of 6.2% and the Medicare tax rate of 1.45% on a maximum of \$113,700 in wages.

<sup>4</sup> Assumes 10 holidays, 10 vacation days & 5 sick days per year.

<sup>5</sup> Value represents mid-point between weighted average and "Effective Benefit Level"

<sup>6</sup> Value represents maximum response

# Appendix 4

Arizona Early Intervention Program

SFY15 Rate Rebase

Productivity

June 1, 2015

**Appendix 4**  
 Summary of Productivity Adjustments by Service  
 Current Rate Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Therapy (OT, PT &amp; SLP)</b>				<b>Developmental Spec Instr.-Bachelor</b>				<b>Developmental Spec Instr.-Master</b>			
	<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00		8.00		8.00		8.00		8.00		8.00	
- Travel Time	0.00		1.50		0.00		1.50		0.00		1.50	
- Missed Appointments	0.50		0.50		0.50		0.50		0.50		0.50	
- Continuous Education	0.20		0.20		0.20		0.20		0.20		0.20	
- AzEIP Team Training	0.20		0.20		0.20		0.20		0.20		0.20	
- Consultation with Providers/Family	0.00		0.00		0.00		0.00		0.00		0.00	
- Other Activity	0.30		0.30		0.30		0.30		0.30		0.30	
- Average on site time; "Billable Hours"	6.80		5.30		6.80		5.30		6.80		5.30	
- Productivity Adjustment	1.18		1.51		1.18		1.51		1.18		1.51	

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Social Worker-Bachelor</b>				<b>Social Worker-Master</b>				<b>Psychology</b>			
	<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00		8.00		8.00		8.00		8.00		8.00	
- Travel Time	0.00		1.50		0.00		1.50		0.00		1.50	
- Missed Appointments	0.50		0.50		0.50		0.50		0.50		0.50	
- Continuous Education	0.20		0.20		0.20		0.20		0.20		0.20	
- AzEIP Team Training	0.20		0.20		0.20		0.20		0.20		0.20	
- Consultation with Providers/Family	0.00		0.00		0.00		0.00		0.00		0.00	
- Other Activity	0.30		0.30		0.30		0.30		0.30		0.30	
- Average on site time; "Billable Hours"	6.80		5.30		6.80		5.30		6.80		5.30	
- Productivity Adjustment	1.18		1.51		1.18		1.51		1.18		1.51	

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Service Coordination</b>	
	<i>Clinic Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00	
- Travel Time	0.00	
- Missed Appointments	0.00	
- Continuous Education	0.20	
- CORE Training	0.16	
- AzEIP Team Training	0.20	
- Consultation with Providers/Family	0.00	
- Conference with Supervisor	0.16	
- Other Activity	0.28	
- Average on site time; "Billable Hours"	7.00	
- Productivity Adjustment	1.14	

**Appendix 4**  
 Summary of Productivity Adjustments by Discipline  
 2015 Provider Survey Results

<i>Factors Offsetting Direct Care Service Hours</i> <i>Weekly Amounts</i> <i>(Productivity)</i>	<b>Therapy (OT, PT &amp; SLP)</b>		<b>Developmental Spec Instr.*</b>		<b>Social Worker*</b>		<b>Psychology</b>		<b>Service Coordination</b>	
	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>
- Total Hours	40.00		40.00		40.00		40.00		40.00	
- Travel Time	8.25		8.75		5.25		5.50		6.00	
- Recordkeeping	3.75		3.50		0.50		1.50		3.75	
- Staff Training	0.75		0.75		0.75		0.75		1.50	
- Missed appointments	1.75		1.75		2.00		1.25		1.00	
- Employer time	1.75		1.75		1.25		1.25		1.75	
- Consultation with doctors, caregivers, etc.	2.25		2.50		1.25		2.75		2.25	
- Other Factor(s)	2.50		4.25		0.25		2.00		6.00	
- Average on site time; "Billable Hours"	19.00		16.75		28.75		25.00		17.75	
- <i>Productivity Adjustment</i>	<i>2.11</i>		<i>2.39</i>		<i>1.39</i>		<i>1.60</i>		<i>2.25</i>	

<i>Factors Offsetting Direct Care Service Hours</i> <i>Daily Amounts</i> <i>(Productivity)</i>	<b>Therapy (OT, PT &amp; SLP)</b>		<b>Developmental Spec Instr.*</b>		<b>Social Worker*</b>		<b>Psychology</b>		<b>Service Coordination</b>	
	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>	<b>Survey</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00		8.00		8.00		8.00		8.00	
- Travel Time	1.65		1.75		1.05		1.10		1.20	
- Recordkeeping	0.75		0.70		0.10		0.30		0.75	
- Staff Training	0.15		0.15		0.15		0.15		0.30	
- Missed appointments	0.35		0.35		0.40		0.25		0.20	
- Employer time	0.35		0.35		0.25		0.25		0.35	
- Consultation with doctors, caregivers, etc.	0.45		0.50		0.25		0.55		0.45	
- Other Factor(s)	0.50		0.85		0.05		0.40		1.20	
- Average on site time; "Billable Hours"	3.80		3.35		5.75		5.00		3.55	
- <i>Productivity Adjustment</i>	<i>2.11</i>		<i>2.39</i>		<i>1.39</i>		<i>1.60</i>		<i>2.25</i>	

\* Survey responses reported for all individuals within discipline, no indication for educational level

**Appendix 4**

Summary of Productivity Adjustments by Service

Draft Survey Results 5/12/15

Team Member - Non-Billable & Other Factors (Avg. Value)

	Occupational Therapist	Physical Therapist	Speech - Language Pathologist	Therapist (OT, PT, SLP)	Developmental Special Instruction	Social Worker	Psychologist	Service Coordinator
<b>Reporting Providers</b>	6	6	6	6	6	3	4	5

**Staffing Pattern, Avg. Daily Adjustment**

Travel between clients	1.73	1.54	1.60	1.63	1.75	1.05	1.07	1.17
Recordkeeping	0.90	0.80	0.50	0.73	0.67	0.10	0.30	0.72
Missed appointments	0.33	0.37	0.30	0.33	0.33	0.40	0.23	0.20
Employer time	0.33	0.33	0.33	0.33	0.33	0.21	0.23	0.32
Consultation with doctors, caregivers, etc.	0.43	0.47	0.42	0.44	0.47	0.21	0.53	0.43
Other Factor(s)	0.60	0.50	0.35	0.48	0.85	0.01	0.40	1.20
<b>Total Daily Adjustment</b>	<b>4.33</b>	<b>4.01</b>	<b>3.50</b>	<b>3.50</b>	<b>4.40</b>	<b>1.97</b>	<b>2.77</b>	<b>4.03</b>

**Staff Training**

Training Hours, First Year	57.5	57.5	57.5	57.5	61.7	57.5	41.3	99.0
Training Hours, Subsequent Years	26.8	26.8	26.8	26.8	26.8	25.0	31.7	53.0
Est. Average Annual (3-Year)	37.1	37.1	37.1	37.1	38.4	35.8	34.9	68.3

**Mileage per Day, Average**

Between Client sessions	42.0	37.2	34.0	37.7	47.1	16.0	24.7	42.8
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**Equipment & Supplies**

Capital Equipment	\$14,453	\$14,453	\$14,453	\$14,453	\$14,453		\$2,200	\$2,200
Capital Equipment (Alternate)*	\$2,200	\$2,200	\$2,200	\$2,200	\$2,200		\$2,200	\$2,200
Supplies	\$1,375	\$1,626	\$1,751	\$1,584	\$3,134	\$300	\$200	\$4,200

**Service Oversight/Supervision**

Avg. Hours per Month	2.5	2.8	2.8	2.7	3.1	3.0	3.0	4.4
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\* Excludes reported value in excess of \$25,000

**Appendix 4**  
 Summary of Productivity Adjustments by Service  
 Proposed Rate Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Therapy (OT, PT &amp; SLP)</b>				<b>Developmental Spec Instr.-Bachelor</b>				<b>Developmental Spec Instr.-Master</b>			
	<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
- Travel Time	0.00	0.00	1.50	1.50	0.00	0.00	1.50	1.50	0.00	0.00	1.50	1.50
- Recordkeeping		0.65		0.65		0.65		0.65		0.65		0.65
- Missed Appointments	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05
- Continuous Education	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21
- AzEIP Team Training	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
- Coordination Efforts	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40
- Employer Time		0.10		0.10		0.10		0.10		0.10		0.10
- Other Activity	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00
- Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89	6.80	6.39	5.30	4.89	6.80	6.39	5.30	4.89
- Productivity Adjustment	1.18	1.25	1.51	1.64	1.18	1.25	1.51	1.64	1.18	1.25	1.51	1.64

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Social Worker-Bachelor</b>				<b>Social Worker-Master</b>				<b>Psychology</b>			
	<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>		<i>Clinic Setting</i>		<i>Natural Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
- Travel Time	0.00	0.00	1.50	1.50	0.00	0.00	1.50	1.50	0.00	0.00	1.50	1.50
- Recordkeeping		0.65		0.65		0.65		0.65		0.65		0.65
- Missed Appointments	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05	0.50	0.05
- Continuous Education	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21	0.20	0.21
- AzEIP Team Training	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
- Coordination Efforts	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40	0.00	0.40
- Employer Time		0.10		0.10		0.10		0.10		0.10		0.10
- Other Activity	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00	0.30	0.00
- Average on site time; "Billable Hours"	6.80	6.39	5.30	4.89	6.80	6.39	5.30	4.89	6.80	6.39	5.30	4.89
- Productivity Adjustment	1.18	1.25	1.51	1.64	1.18	1.25	1.51	1.64	1.18	1.25	1.51	1.64

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	<b>Service Coordination</b>	
	<i>Clinic Setting</i>	
	<b>Current Model</b>	<b>SFY15 Rebase</b>
- Total Hours	8.00	8.00
- Travel Time	0.00	0.00
- Recordkeeping		0.90
- Missed Appointments	0.00	0.05
- Continuous Education	0.20	0.20
- CORE Training	0.16	0.15
- AzEIP Team Training	0.20	0.15
- Coordination Efforts	0.00	0.00
- Employer Time		0.15
- Conference with Supervisor	0.16	0.00
- Other Activity	0.28	0.00
- Average on site time; "Billable Hours"	7.00	6.40
- Productivity Adjustment	1.14	1.25

## Appendix 5

### Listing of Tier assignment by Zip Code Ascending by Zip Code

For Zip Codes not listed, please contact the AzEIP Office.

<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85001	Phoenix	AZ	Maricopa	Base Rate
85002	Phoenix	AZ	Maricopa	Base Rate
85003	Phoenix	AZ	Maricopa	Base Rate
85004	Phoenix	AZ	Maricopa	Base Rate
85005	Phoenix	AZ	Maricopa	Base Rate
85006	Phoenix	AZ	Maricopa	Base Rate
85007	Phoenix	AZ	Maricopa	Base Rate
85008	Phoenix	AZ	Maricopa	Base Rate
85009	Phoenix	AZ	Maricopa	Base Rate
85012	Phoenix	AZ	Maricopa	Base Rate
85013	Phoenix	AZ	Maricopa	Base Rate
85014	Phoenix	AZ	Maricopa	Base Rate
85015	Phoenix	AZ	Maricopa	Base Rate
85016	Phoenix	AZ	Maricopa	Base Rate
85017	Phoenix	AZ	Maricopa	Base Rate
85018	Phoenix	AZ	Maricopa	Base Rate
85019	Phoenix	AZ	Maricopa	Base Rate
85020	Phoenix	AZ	Maricopa	Base Rate
85021	Phoenix	AZ	Maricopa	Base Rate
85022	Phoenix	AZ	Maricopa	Base Rate
85023	Phoenix	AZ	Maricopa	Base Rate
85024	Phoenix	AZ	Maricopa	Base Rate
85025	Phoenix	AZ	Maricopa	Base Rate
85026	Phoenix	AZ	Maricopa	Base Rate
85027	Phoenix	AZ	Maricopa	Base Rate
85028	Phoenix	AZ	Maricopa	Base Rate
85029	Phoenix	AZ	Maricopa	Base Rate
85031	Phoenix	AZ	Maricopa	Base Rate
85032	Phoenix	AZ	Maricopa	Base Rate
85033	Phoenix	AZ	Maricopa	Base Rate
85034	Phoenix	AZ	Maricopa	Base Rate
85035	Phoenix	AZ	Maricopa	Base Rate
85036	Phoenix	AZ	Maricopa	Base Rate
85037	Phoenix	AZ	Maricopa	Base Rate
85039	Phoenix	AZ	Maricopa	Base Rate
85040	Phoenix	AZ	Maricopa	Base Rate
85041	Phoenix	AZ	Maricopa	Base Rate
85042	Phoenix	AZ	Maricopa	Base Rate
85043	Phoenix	AZ	Maricopa	Base Rate
85044	Phoenix	AZ	Maricopa	Base Rate
85045	Phoenix	AZ	Maricopa	Base Rate
85048	Phoenix	AZ	Maricopa	Base Rate
85050	Phoenix	AZ	Maricopa	Base Rate
85051	Phoenix	AZ	Maricopa	Base Rate
85053	Phoenix	AZ	Maricopa	Base Rate

For Zip Codes not listed, please contact the AzEIP Office.

<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85054	Phoenix	AZ	Maricopa	Base Rate
85055	Phoenix	AZ	Maricopa	Base Rate
85061	Phoenix	AZ	Maricopa	Base Rate
85063	Phoenix	AZ	Maricopa	Base Rate
85064	Phoenix	AZ	Maricopa	Base Rate
85065	Phoenix	AZ	Maricopa	Base Rate
85066	Phoenix	AZ	Maricopa	Base Rate
85068	Phoenix	AZ	Maricopa	Base Rate
85069	Phoenix	AZ	Maricopa	Base Rate
85071	Phoenix	AZ	Maricopa	Base Rate
85072	Phoenix	AZ	Maricopa	Base Rate
85073	Phoenix	AZ	Maricopa	Base Rate
85074	Phoenix	AZ	Maricopa	Base Rate
85075	Phoenix	AZ	Maricopa	Base Rate
85076	Phoenix	AZ	Maricopa	Base Rate
85083	Phoenix	AZ	Maricopa	Base Rate
85085	Phoenix	AZ	Maricopa	Base Rate
85086	Phoenix	AZ	Maricopa	Base Rate
85087	New River	AZ	Maricopa	Tier 1
85097	Phoenix	AZ	Maricopa	Base Rate
85098	Phoenix	AZ	Maricopa	Base Rate
85117	Apache Junction	AZ	Pinal	Tier 1
85118	Apache Junction	AZ	Pinal	Tier 1
85119	Apache Junction	AZ	Pinal	Tier 1
85120	Apache Junction	AZ	Pinal	Tier 1
85121	Bapchule	AZ	Pinal	Tier 2
85122	Casa Grande	AZ	Pinal	Tier 2
85123	Arizona City	AZ	Pinal	Tier 2
85127	Chandler Heights	AZ	Maricopa	Tier 1
85128	Coolidge	AZ	Pinal	Tier 2
85130	Casa Grande	AZ	Pinal	Tier 2
85131	Eloy	AZ	Pinal	Tier 2
85132	Florence	AZ	Pinal	Tier 2
85135	Hayden	AZ	Pinal	Tier 3
85137	Kearny	AZ	Pinal	Tier 2
85138	Maricopa	AZ	Pinal	Tier 2
85139	Maricopa	AZ	Pinal	Tier 2
85140	Queen Creek	AZ	Maricopa	Tier 1
85141	Picacho	AZ	Pinal	Tier 2
85142	Queen Creek	AZ	Maricopa	Tier 1
85143	Queen Creek	AZ	Maricopa	Tier 1
85145	Red Rock	AZ	Pinal	Tier 2
85147	Sacaton	AZ	Pinal	Tier 2
85172	Stanfield	AZ	Pinal	Tier 2
85173	Superior	AZ	Pinal	Tier 3

For Zip Codes not listed, please contact the AzEIP Office.

<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85178	Apache Junction	AZ	Pinal	Tier 1
85179	Florence	AZ	Pinal	Tier 2
85190	Tortilla Flats	AZ	Maricopa	Tier 1
85191	Valley Farms	AZ	Pinal	Tier 2
85192	Winkelman	AZ	Gila	Tier 3
85193	Casa Grande	AZ	Pinal	Tier 2
85194	Casa Grande	AZ	Pinal	Tier 2
85201	Mesa	AZ	Maricopa	Base Rate
85202	Mesa	AZ	Maricopa	Base Rate
85203	Mesa	AZ	Maricopa	Base Rate
85204	Mesa	AZ	Maricopa	Base Rate
85205	Mesa	AZ	Maricopa	Base Rate
85206	Mesa	AZ	Maricopa	Base Rate
85207	Mesa	AZ	Maricopa	Base Rate
85208	Mesa	AZ	Maricopa	Base Rate
85209	Mesa	AZ	Maricopa	Base Rate
85210	Mesa	AZ	Maricopa	Base Rate
85211	Mesa	AZ	Maricopa	Base Rate
85212	Mesa	AZ	Maricopa	Base Rate
85213	Mesa	AZ	Maricopa	Base Rate
85214	Mesa	AZ	Maricopa	Base Rate
85215	Mesa	AZ	Maricopa	Tier 1
85216	Mesa	AZ	Maricopa	Base Rate
85221	Bapchule	AZ	Pinal	Tier 2
85224	Chandler	AZ	Maricopa	Base Rate
85225	Chandler	AZ	Maricopa	Base Rate
85226	Chandler	AZ	Maricopa	Base Rate
85227	Chandler Heights	AZ	Maricopa	Base Rate
85233	Gilbert	AZ	Maricopa	Base Rate
85234	Gilbert	AZ	Maricopa	Base Rate
85236	Higley	AZ	Maricopa	Base Rate
85241	Picacho	AZ	Pinal	Tier 2
85244	Chandler	AZ	Maricopa	Base Rate
85246	Chandler	AZ	Maricopa	Base Rate
85247	Sacaton	AZ	Pinal	Tier 2
85248	Chandler	AZ	Maricopa	Base Rate
85249	Chandler	AZ	Maricopa	Base Rate
85250	Scottsdale	AZ	Maricopa	Base Rate
85251	Scottsdale	AZ	Maricopa	Base Rate
85253	Paradise Valley	AZ	Maricopa	Base Rate
85254	Scottsdale	AZ	Maricopa	Base Rate
85255	Scottsdale	AZ	Maricopa	Base Rate
85256	Scottsdale	AZ	Maricopa	Base Rate
85257	Scottsdale	AZ	Maricopa	Base Rate
85258	Scottsdale	AZ	Maricopa	Base Rate

For Zip Codes not listed, please contact the AzEIP Office.

<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85259	Scottsdale	AZ	Maricopa	Base Rate
85260	Scottsdale	AZ	Maricopa	Base Rate
85262	Scottsdale	AZ	Maricopa	Base Rate
85263	Rio Verde	AZ	Maricopa	Base Rate
85264	Fort McDowell	AZ	Maricopa	Base Rate
85266	Scottsdale	AZ	Maricopa	Base Rate
85267	Scottsdale	AZ	Maricopa	Base Rate
85268	Fountain Hills	AZ	Maricopa	Base Rate
85269	Fountain Hills	AZ	Maricopa	Base Rate
85271	Scottsdale	AZ	Maricopa	Base Rate
85277	Mesa	AZ	Maricopa	Base Rate
85278	Apache Junction	AZ	Maricopa	Tier 1
85280	Tempe	AZ	Maricopa	Base Rate
85281	Tempe	AZ	Maricopa	Base Rate
85282	Tempe	AZ	Maricopa	Base Rate
85283	Tempe	AZ	Maricopa	Base Rate
85284	Tempe	AZ	Maricopa	Base Rate
85285	Tempe	AZ	Maricopa	Base Rate
85286	Chandler	AZ	Maricopa	Base Rate
85287	Tempe	AZ	Maricopa	Base Rate
85295	Gilbert	AZ	Maricopa	Base Rate
85296	Gilbert	AZ	Maricopa	Base Rate
85297	Gilbert	AZ	Maricopa	Base Rate
85298	Gilbert	AZ	Maricopa	Base Rate
85299	Gilbert	AZ	Maricopa	Base Rate
85301	Glendale	AZ	Maricopa	Base Rate
85302	Glendale	AZ	Maricopa	Base Rate
85303	Glendale	AZ	Maricopa	Base Rate
85304	Glendale	AZ	Maricopa	Base Rate
85305	Glendale	AZ	Maricopa	Base Rate
85306	Glendale	AZ	Maricopa	Base Rate
85307	Glendale	AZ	Maricopa	Base Rate
85308	Glendale	AZ	Maricopa	Base Rate
85309	Luke AFB	AZ	Maricopa	Base Rate
85310	Glendale	AZ	Maricopa	Base Rate
85311	Glendale	AZ	Maricopa	Base Rate
85312	Glendale	AZ	Maricopa	Base Rate
85313	Glendale	AZ	m	Base Rate
85318	Glendale	AZ	Maricopa	Base Rate
85320	Aguila	AZ	Maricopa	Tier 2
85321	Ajo	AZ	Pima	Tier 3
85322	Arlington	AZ	Maricopa	Tier 1
85323	Avondale	AZ	Maricopa	Base Rate
85324	Black Canyon City	AZ	Yavapai	Tier 2
85325	Bouse	AZ	La Paz	Tier 3

For Zip Codes not listed, please contact the AzEIP Office.

<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85326	Buckeye	AZ	Maricopa	Tier 1
85327	Cave Creek	AZ	Maricopa	Base Rate
85328	Cibola	AZ	La Paz	Tier 3
85329	Cashion	AZ	Maricopa	Base Rate
85331	Cave Creek	AZ	Maricopa	Base Rate
85332	Congress	AZ	Yavapai	Tier 2
85333	Dateland	AZ	Yuma	Tier 3
85334	Ehrenberg	AZ	La Paz	Tier 3
85335	El Mirage	AZ	Maricopa	Base Rate
85336	Gadsden	AZ	Yuma	Tier 3
85337	Gila Bend	AZ	Maricopa	Tier 1
85338	Goodyear	AZ	Maricopa	Base Rate
85339	Laveen	AZ	Maricopa	Base Rate
85340	Litchfield Park	AZ	Maricopa	Base Rate
85341	Lukeville	AZ	Pima	Base Rate
85342	Morristown	AZ	Maricopa	Tier 2
85343	Palo Verde	AZ	Maricopa	Tier 1
85344	Parker	AZ	La Paz	Tier 3
85345	Peoria	AZ	Maricopa	Base Rate
85346	Quartzite	AZ	La Paz	Tier 3
85347	Roll	AZ	Yuma	Tier 3
85348	Salome	AZ	La Paz	Tier 3
85349	San Luis	AZ	Yuma	Tier 3
85350	Somerton	AZ	Yuma	Tier 3
85351	Sun City	AZ	Maricopa	Base Rate
85352	Tacna	AZ	Yuma	Tier 3
85353	Tolleson	AZ	Maricopa	Base Rate
85354	Tonopah	AZ	Maricopa	Tier 2
85355	Waddell	AZ	Maricopa	Base Rate
85356	Wellton	AZ	Yuma	Tier 3
85357	Wenden	AZ	La Paz	Tier 3
85358	Wickenburg	AZ	Maricopa	Tier 1
85359	Quartzite	AZ	La Paz	Tier 3
85360	Wikieup	AZ	Mohave	Tier 3
85361	Wittmann	AZ	Maricopa	Tier 1
85362	Yarnell	AZ	Yavapai	Tier 3
85363	Youngtown	AZ	Maricopa	Base Rate
85364	Yuma	AZ	Yuma	Tier 3
85365	Yuma	AZ	Yuma	Tier 3
85366	Yuma	AZ	Yuma	Tier 3
85367	Yuma	AZ	Yuma	Tier 3
85369	Yuma	AZ	Yuma	Tier 3
85371	Poston	AZ	La Paz	Tier 3
85373	Sun City	AZ	Maricopa	Base Rate
85374	Surprise	AZ	Maricopa	Base Rate

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85375	Sun City West	AZ	Maricopa	Base Rate
85376	Sun City West	AZ	Maricopa	Base Rate
85377	Carefree	AZ	Maricopa	Base Rate
85378	Surprise	AZ	m	Base Rate
85379	Surprise	AZ	Maricopa	Base Rate
85380	Peoria	AZ	Maricopa	Base Rate
85381	Peoria	AZ	Maricopa	Base Rate
85382	Peoria	AZ	Maricopa	Base Rate
85383	Peoria	AZ	Maricopa	Base Rate
85385	Peoria	AZ	Maricopa	Base Rate
85387	Surprise	AZ	Maricopa	Base Rate
85388	Surprise	AZ	Maricopa	Base Rate
85390	Wickenburg	AZ	Maricopa	Tier 1
85392	Avondale	AZ	Maricopa	Base Rate
85395	Goodyear	AZ	Maricopa	Base Rate
85396	Buckeye	AZ	Maricopa	Tier 1
85501	Globe	AZ	Gila	Tier 3
85502	Globe	AZ	Gila	Tier 3
85530	Bylas	AZ	Graham	Tier 3
85531	Central	AZ	Graham	Tier 3
85532	Claypool	AZ	Gila	Tier 3
85533	Clifton	AZ	Greenlee	Tier 3
85534	Duncan	AZ	Greenlee	Tier 3
85535	Eden	AZ	Graham	Tier 3
85536	Fort Thomas	AZ	Graham	Tier 3
85539	Miami	AZ	Gila	Tier 3
85540	Morenci	AZ	Greenlee	Tier 3
85541	Payson	AZ	Gila	Tier 3
85542	Peridot	AZ	Gila	Tier 3
85543	Pima	AZ	Graham	Tier 3
85544	Pine	AZ	Gila	Tier 3
85545	Roosevelt	AZ	Gila	Tier 3
85546	Safford	AZ	Graham	Tier 3
85547	Payson	AZ	Gila	Tier 2
85548	Safford	AZ	Graham	Tier 3
85550	San Carlos	AZ	Gila	Tier 3
85551	Solomon	AZ	Graham	Tier 3
85552	Thatcher	AZ	Graham	Tier 3
85553	Tonto Basin	AZ	Gila	Tier 2
85554	Young	AZ	Gila	Tier 2
85601	Arivaca	AZ	Pima	Tier 2
85602	Benson	AZ	Cochise	Tier 2
85603	Bisbee	AZ	Cochise	Tier 3
85605	Bowie	AZ	Cochise	Tier 2
85606	Cochise	AZ	Cochise	Tier 2

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85607	Douglas	AZ	Cochise	Tier 3
85608	Douglas	AZ	Cochise	Tier 3
85609	Dragoon	AZ	Cochise	Tier 2
85610	Elfrida	AZ	Cochise	Tier 3
85611	Elgin	AZ	Santa Cruz	Tier 2
85613	Fort Huachuca	AZ	Cochise	Base Rate
85614	Green Valley	AZ	Pima	Tier 2
85615	Hereford	AZ	Cochise	Tier 3
85616	Huachuca City	AZ	Cochise	Tier 2
85617	Mc Neal	AZ	Cochise	Tier 3
85618	Mammoth	AZ	Pinal	Tier 3
85619	Mount Lemmon	AZ	Pima	Base Rate
85620	Naco	AZ	Cochise	Tier 2
85621	Nogales	AZ	Santa Cruz	Tier 2
85622	Green Valley	AZ	Pima	Base Rate
85623	Oracle	AZ	Pinal	Tier 3
85624	Patagonia	AZ	Santa Cruz	Tier 2
85625	Pearce	AZ	Cochise	Tier 2
85626	Pirtleville	AZ	Cochise	Tier 2
85627	Pomerene	AZ	Cochise	Tier 2
85628	Nogales	AZ	Santa Cruz	Tier 2
85629	Sahuartia	AZ	Pima	Base Rate
85630	Saint David	AZ	Cochise	Tier 3
85631	San Manuel	AZ	Pinal	Tier 3
85632	San Simon	AZ	Cochise	Tier 2
85633	Sasabe	AZ	Pima	Tier 2
85634	Sells	AZ	Pima	Tier 3
85635	Sierra Vista	AZ	Cochise	Tier 3
85636	Sierra Vista	AZ	Cochise	Tier 2
85637	Sonoita	AZ	Santa Cruz	Tier 2
85638	Tombstone	AZ	Cochise	Tier 3
85639	Topawa	AZ	Pima	Tier 2
85640	Tumacacori	AZ	Santa Cruz	Tier 2
85641	Vail	AZ	Pima	Base Rate
85643	Willcox	AZ	Cochise	Tier 2
85644	Wilcox	AZ	Cochise	Tier 2
85645	Amado	AZ	Santa Cruz	Tier 2
85646	Tubac	AZ	Santa Cruz	Tier 2
85648	Rio Rico	AZ	Santa Cruz	Tier 3
85650	Sierra Vista	AZ	Cochise	Base Rate
85652	Cortaro	AZ	Pima	Base Rate
85653	Marana	AZ	Pima	Base Rate
85654	Rillito	AZ	Pima	Base Rate
85655	Douglas	AZ	Cochise	Tier 3
85658	Marana	AZ	Pima	Base Rate

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85662	Nogales	AZ	Santa Cruz	Tier 2
85670	Fort Huachuca	AZ	Cochise	Base Rate
85671	Sierra Vista	AZ	Cochise	Base Rate
85701	Tucson	AZ	Pima	Base Rate
85702	Tucson	AZ	Pima	Base Rate
85703	Tucson	AZ	Pima	Base Rate
85704	Tucson	AZ	Pima	Base Rate
85705	Tucson	AZ	Pima	Base Rate
85706	Tucson	AZ	Pima	Base Rate
85707	Tucson	AZ	Pima	Base Rate
85708	Tucson	AZ	Pima	Base Rate
85709	Tucson	AZ	Pima	Base Rate
85710	Tucson	AZ	Pima	Base Rate
85711	Tucson	AZ	Pima	Base Rate
85712	Tucson	AZ	Pima	Base Rate
85713	Tucson	AZ	Pima	Base Rate
85714	Tucson	AZ	Pima	Base Rate
85715	Tucson	AZ	Pima	Base Rate
85716	Tucson	AZ	Pima	Base Rate
85717	Tucson	AZ	Pima	Base Rate
85718	Tucson	AZ	Pima	Base Rate
85719	Tucson	AZ	Pima	Base Rate
85721	Tucson	AZ	Pima	Base Rate
85723	Tucson	AZ	Pima	Base Rate
85724	Tucson	AZ	Pima	Base Rate
85726	Tucson	AZ	Pima	Base Rate
85728	Tucson	AZ	Pima	Base Rate
85730	Tucson	AZ	Pima	Base Rate
85731	Tucson	AZ	Pima	Base Rate
85732	Tucson	AZ	Pima	Base Rate
85733	Tucson	AZ	Pima	Base Rate
85734	Tucson	AZ	Pima	Base Rate
85735	Tucson	AZ	Pima	Base Rate
85736	Tucson	AZ	Pima	Base Rate
85737	Tucson	AZ	Pima	Base Rate
85738	Catalina	AZ	Pima	Base Rate
85739	Tucson	AZ	Pima	Base Rate
85740	Tucson	AZ	Pima	Base Rate
85741	Tucson	AZ	Pima	Base Rate
85742	Tucson	AZ	Pima	Base Rate
85743	Tucson	AZ	Pima	Base Rate
85744	Tucson	AZ	Pima	Base Rate
85745	Tucson	AZ	Pima	Base Rate
85746	Tucson	AZ	Pima	Base Rate
85747	Tucson	AZ	Pima	Base Rate

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
85748	Tucson	AZ	Pima	Base Rate
85749	Tucson	AZ	Pima	Base Rate
85750	Tucson	AZ	Pima	Base Rate
85751	Tucson	AZ	Pima	Base Rate
85752	Tucson	AZ	Pima	Base Rate
85755	Tucson	AZ	Pima	Base Rate
85756	Tucson	AZ	Pima	Base Rate
85757	Tucson	AZ	Pima	Base Rate
85775	Tucson	AZ	Pima	Base Rate
85901	Show Low	AZ	Navajo	Tier 3
85902	Show Low	AZ	Navajo	Tier 3
85911	Cibecue	AZ	Navajo	Tier 3
85912	White Mountain Lake	AZ	Navajo	Tier 3
85920	Alpine	AZ	Apache	Tier 3
85922	Blue	AZ	Greenlee	Tier 3
85923	Clay Springs	AZ	Navajo	Tier 3
85924	Concho	AZ	Apache	Tier 3
85925	Eagar	AZ	Apache	Tier 3
85926	Fort Apache	AZ	Navajo	Tier 3
85927	Greer	AZ	Apache	Tier 3
85928	Heber	AZ	Navajo	Tier 3
85929	Lakeside	AZ	Navajo	Tier 3
85930	McNary	AZ	Apache	Tier 3
85931	Forest Lakes	AZ	Coconino	Tier 3
85932	Nutrioso	AZ	Apache	Tier 3
85933	Overgaard	AZ	Navajo	Tier 3
85934	Pinedale	AZ	Navajo	Tier 3
85935	Pinetop	AZ	Navajo	Tier 3
85936	Saint Johns	AZ	Apache	Tier 3
85937	Snowflake	AZ	Navajo	Tier 3
85938	Springerville	AZ	Apache	Tier 3
85939	Taylor	AZ	Navajo	Tier 3
85940	Vernon	AZ	Apache	Tier 3
85941	Whiteriver	AZ	Navajo	Tier 3
85942	Woodruff	AZ	Navajo	Tier 3
86001	Flagstaff	AZ	Coconino	Base Rate
86002	Flagstaff	AZ	Coconino	Base Rate
86003	Flagstaff	AZ	Coconino	Base Rate
86004	Flagstaff	AZ	Coconino	Base Rate
86005	Flagstaff	AZ	Coconino	Base Rate
86011	Flagstaff	AZ	Coconino	Base Rate
86015	Bellemont	AZ	Coconino	Base Rate
86016	Gray Mountain	AZ	Coconino	Base Rate
86017	Munds Park	AZ	Coconino	Base Rate
86018	Parks	AZ	Coconino	Base Rate

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
86019	Olmecca	AZ	Pima	Base Rate
86020	Cameron	AZ	Navajo	Tier 3
86021	Colorado City	AZ	Mohave	Tier 3
86022	Fredonia	AZ	Coconino	Tier 3
86023	Grand Canyon	AZ	Coconino	Tier 2
86024	Happy Jack	AZ	Coconino	Tier 2
86025	Holbrook	AZ	Navajo	Tier 3
86028	Holbrook	AZ	Navajo	Tier 3
86029	Sun Valley	AZ	Navajo	Tier 3
86030	Hotevilla	AZ	Navajo	Tier 3
86031	Indian Wells	AZ	Navajo	Tier 3
86032	Joseph City	AZ	Navajo	Tier 3
86033	Kayenta	AZ	Navajo	Tier 3
86034	Keams Canyon	AZ	Navajo	Tier 3
86035	Leupp	AZ	Coconino	Tier 3
86036	Marble Canyon	AZ	Coconino	Tier 3
86038	Mormon Canyon	AZ	Coconino	Base Rate
86039	Kykotsmovi Village	AZ	Navajo	Tier 3
86040	Page	AZ	Coconino	Tier 3
86042	Polacca	AZ	Navajo	Tier 3
86043	Second Mesa	AZ	Navajo	Tier 3
86044	Tonalea	AZ	Coconino	Tier 3
86045	Tuba City	AZ	Coconino	Tier 3
86046	Williams	AZ	Coconino	Tier 3
86047	Winslow	AZ	Navajo	Tier 3
86052	North Rim	AZ	Coconino	Tier 3
86053	Kaibito	AZ	Coconino	Tier 3
86054	Shoton	AZ	Navajo	Tier 3
86301	Prescott	AZ	Yavapai	Base Rate
86302	Prescott	AZ	Yavapai	Base Rate
86303	Prescott	AZ	Yavapai	Base Rate
86304	Prescott	AZ	Yavapai	Base Rate
86305	Prescott	AZ	Yavapai	Base Rate
86312	Prescott Valley	AZ	Yavapai	Base Rate
86313	Prescott	AZ	Yavapai	Base Rate
86314	Prescott Valley	AZ	Yavapai	Base Rate
86315	Prescott Valley	AZ	Yavapai	Base Rate
86320	Ash Fork	AZ	Yavapai	Tier 3
86321	Bagdad	AZ	Yavapai	Tier 3
86322	Camp Verde	AZ	Yavapai	Base Rate
86323	Chino Valley	AZ	Yavapai	Base Rate
86324	Clarkdale	AZ	Yavapai	Base Rate
86325	Cornville	AZ	Yavapai	Base Rate
86326	Cottonwood	AZ	Yavapai	Base Rate
86327	Dewey	AZ	Yavapai	Base Rate

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86329	Humboldt	AZ	Yavapai	Base Rate
86330	Iron Springs	AZ	Yavapai	Base Rate
86331	Jerome	AZ	Yavapai	Base Rate
86332	Kirkland	AZ	Yavapai	Tier 2
86333	Mayer	AZ	Yavapai	Base Rate
86334	Paulden	AZ	Yavapai	Tier 3
86335	Rimrock	AZ	Yavapai	Base Rate
86336	Sedona	AZ	Coconino	Base Rate
86337	Seligman	AZ	Yavapai	Tier 2
86338	Skull Valley	AZ	Yavapai	Tier 3
86339	Sedona	AZ	Coconino	Base Rate
86340	Sedona	AZ	Coconino	Base Rate
86341	Sedona	AZ	Coconino	Base Rate
86342	Lake Montezuma	AZ	Yavapai	Base Rate
86343	Crown King	AZ	Yavapai	Tier 2
86351	Sedona	AZ	Coconino	Tier 2
86401	Kingman	AZ	Mohave	Base Rate
86402	Kingman	AZ	Mohave	Base Rate
86403	Lake Havasu City	AZ	Mohave	Tier 3
86404	Lake Havasu City	AZ	Mohave	Tier 3
86405	Lake Havasu City	AZ	Mohave	Tier 3
86406	Lake Havasu City	AZ	Mohave	Tier 3
86409	Kingman	AZ	Mohave	Base Rate
86411	Hackberry	AZ	Mohave	Tier 1
86412	Hualapai	AZ	Mohave	Tier 3
86413	Golden Valley	AZ	Mohave	Tier 3
86426	Fort Mohave	AZ	Mohave	Tier 3
86427	Fort Mohave	AZ	Mohave	Tier 3
86429	Bullhead City	AZ	Mohave	Tier 3
86430	Bullhead City	AZ	Mohave	Tier 3
86431	Chloride	AZ	Mohave	Tier 3
86432	Littlefield	AZ	Mohave	Tier 3
86433	Oatman	AZ	Mohave	Tier 3
86434	Peach Springs	AZ	Mohave	Tier 3
86435	Supai	AZ	Coconino	Tier 3
86436	Topock	AZ	Mohave	Tier 3
86437	Valentine	AZ	Mohave	Tier 3
86438	Yucca	AZ	Mohave	Tier 3
86439	Bullhead City	AZ	Mohave	Tier 3
86440	Mohave Valley	AZ	Mohave	Tier 3
86441	Dolan Springs	AZ	Mohave	Tier 3
86442	Bullhead City	AZ	Mohave	Tier 3
86443	Temple Bar Marina	AZ	Mohave	Tier 3
86444	Meadview	AZ	Mohave	Tier 3
86445	Willow Beach	AZ	Mohave	Tier 3

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<b>ZIP</b>	<b>City</b>	<b>St</b>	<b>County</b>	<b>Tier</b>
86446	Mohave Valley	AZ	Mohave	Tier 3
86502	Chambers	AZ	Apache	Tier 3
86503	Chinle	AZ	Apache	Tier 3
86504	Fort Defiance	AZ	Apache	Tier 3
86505	Ganado	AZ	Apache	Tier 3
86506	Houck	AZ	Apache	Tier 3
86507	Lukachukai	AZ	Apache	Tier 3
86508	Lupton	AZ	Apache	Tier 3
86510	Pinon	AZ	Navajo	Tier 3
86511	Saint Michaels	AZ	Apache	Tier 3
86512	Sanders	AZ	Apache	Tier 3
86514	Teec Nos Pos	AZ	Apache	Tier 3
86515	Window Rock	AZ	Apache	Tier 3
86520	Blue Gap	AZ	Navajo	Tier 3
86535	Dennehotso	AZ	Apache	Tier 3
86538	Many Farms	AZ	Apache	Tier 3
86540	Nazlini	AZ	Apache	Tier 3
86544	Red Valley	AZ	Apache	Tier 3
86545	Rock Point	AZ	Apache	Tier 3
86547	Round Rock	AZ	Apache	Tier 3
86556	Tsaile	AZ	Apache	Tier 3