



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona

RebaseBook 2014

January 24, 2014

Division of Developmental Disabilities
1789 W. Jefferson
Phoenix, AZ

RebaseBook 2014
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INTRODUCTION

The Arizona Department of Economic Security, Division of Developmental Disabilities (the Division or DDD) is required by statute to “rebase” the rates paid to community based providers of services to its members every five years. This RebaseBook documents the rate rebasing activities of the Division that were conducted in SFY 2014 for the services which had rates originally set for services that were not modified in the last five years.

This version of the RebaseBook, together with the *Response to Public Comment* is being released to document the final Benchmark Rates. These are proposed to be implemented July 1, 2014. Because the rebase study and establishment of Benchmark Rates are independent of funding considerations, Adopted Rates will not change without additional legislative appropriations. After the establishment of the new Benchmark Rates, a long term strategy will be developed based on funding requirements and availability for the implementation of new Adopted Rates.

This RebaseBook is similar to the Division’s RateBook that is published pursuant to statutory directive every time the Division’s rates for community services change. ***It is important to note that this RebaseBook does not contain the rates that will be paid by the Division during SFY 2014 or SFY 2015.*** This draft RebaseBook is the documentation of the rebasing effort and the proposed Benchmark Rates for implementation in SFY 2015.

This RebaseBook is composed of the following sections:

- Changes
- Rebasing Background
- The Rebasing Process
- Summary of Proposed Changes to Existing Rates
- General Methodologies for Rebased Rates
- Specific Methodologies for Each Service
- Proposed Models for Rebased Rates
- Proposed Rebased Rate Schedule
- Appendices

CHANGES

Please review the attached documentation carefully; the rates for services may have been revised. The following list summarizes changes from the last set of published materials dated October 8, 2013. The following listing highlights the changes incorporated into this document:

- The following items have been updated without tracking changes to account for changes, additions and deletions, as appropriate:
 - Table of Contents,
 - Listing of Tables,
 - Page numbering, and
 - Table numbering.
 - The section **PROVIDING WRITTEN COMMENTS** has been removed from this document.
 - Changed/Updated *Table 1: Services Covered by the SFY 2014 Rebasing* to include:
 - Habilitation, Consultation Licensed Psychologist/BCBA-D
 - Same update applied to the rate models listed on Tables 60 & 61
 - Same update applied to the rate schedule
 - Habilitation, Early Childhood Autism Specialized BCBA-D
 - Revisions to *Table 3: Percent Change to the Division's Rate Schedule, Proposed Benchmark Rate to SFY 2014 Adopted* encompassing the changes included throughout this document.
 - The proposed rebased rates that include reductions, when compared to the SFY 2014 Adopted rates have been changed to include only:
 - Habilitation Consultation, Licensed Psychologist
 - Urban and Rural
 - Transition to Employment (1:4), Urban
- Details on these individual services can be found in the section **SPECIFIC METHODOLOGIES FOR EACH SERVICE**.
- The range of percentage changes (lowest and highest) depicted on page 18 has been updated to reflect the changes included throughout this document.
 - Revisions to *Exhibit 1: Summary of Proposed Changes to Existing Rates* reflecting the changes included throughout this document.
 - Revisions to *Table 5: Direct Care Wages Paid Compared to the Current Cost Models and the Proposed Rebased Model* has been updated to include the 10% incentive included in the Therapy Assistant (SLP) wage. Please refer to the section **SPECIFIC METHODOLOGIES FOR EACH SERVICE** for additional details.
 - The listing of counties determined to be *Base Area, Area 1* and *Area 2* for Therapy Services has been updated to reflect:
 - Pinal County has been removed from *Base Area* and included in *Area 1*.
 - Navajo County has been removed from *Area 1* and included in *Area 2*.
 - Added information in Other Factors to address changes to daily adjustment to residential services addressing incontinence supplies and nutritional supplements.
 - Factors in *Table 13 Homemaker* have been re-ordered.

- The resulting rate in *Table 15 Respite, Day* has been updated to correct for a prior rounding error.
- The depicted factor for “Capital expense” within *Table 19 Day Treatment and Training, Children* contained a typographical error and has been corrected. Value updated from \$2.95 to \$2.59.
- The depicted factor for “Number of staff members” within *Table 20 Day Treatment and Training, Adult, Rural (1:3.5)* contained a typographical error and has been corrected. Value updated from 4.57 to 2.00.
- A new rate model for Rural Day Treatment and Training, Children has been added, including staffing ratios for 1:3.5, 1:5.5 and 1:7.5.
 - Assumptions can be found in *Table 21 Day Treatment and Training, Children, Rural (1:3.5)*.
- The methodology for Day Treatment and Training, Intense has been updated to include:
 - Increase productivity factor for “Training”, updated from 0.15 to 0.21 per day, and
 - New factor for “Supplies”, added to include \$2.50 per day (\$0.33 per billable hour).
 - Subsequent increase to both “Program Support Cost” (\$1.66 to \$1.71) and “Administrative Overhead” (\$2.08 to \$2.14) resulted from the above changes.
 - The final calculated “Benchmark Rate” increased from \$20.80 to \$21.37.

Details on these changes have been reflected in *Table 22 Day Treatment and Training, Intense* and within the rate model.

- The methodology for Room & Board, Vendor Supported Developmental Home has been updated to include:
 - An increase to the factor for “Habilitative Hours”, updated from 4.0 to 5.0 per day, and
 - A subsequent increase to “Administrative Overhead” (\$1.36 to \$1.81) resulted from the above change.
 - The resultant calculated “Payment to Family” was increased from \$57.98 to \$71.20.
 - Additionally, the change listed above impacted the calculations for Vendor Supported Developmental Home revising the factors for:
 - Annual Program Support Costs (\$2,708.55 to \$3,071.15) and
 - Annual Administrative Cost (\$4,088.31 to \$4,664.75)
 - The overall calculated payment to the Agency was increased from \$34.93 to \$37.51.

Details on these changes have been reflected in *Table 24 Vendor Supported Developmental Home (Adult and Child)* and *Table 25 Room & Board, Vendor Supported Developmental Home (Adult and Child)* and within their respective rate models.

- The comment for the “Hourly wage” factor within *Table 33 Habilitation, Community Protection and Treatment, Group Home* contained a typographical error and has been revised. Values for the blended wage have been revised to reflect:

- 20% Rehabilitation Counselors, changed from the incorrect value of 30% and
- 80% Personal and Home care Aide, changed from the incorrect value of 70%.
- The comment for the “Hourly wage” factor within *Table 34 Habilitation, Group Home* contained a typographical error and has been revised. Values for the blended wage have been revised to reflect:
 - 20% Rehabilitation Counselors, changed from the incorrect value of 30% and
 - 80% Personal and Home care Aide, changed from the incorrect value of 70%.
- The methodology for Habilitation, Nursing Supported Group Home (Levels I, II and III) has been updated to include:
 - Wage and ERE data to allow for Licensed Practical Nurse (LPN) support for Level II,
 - An increase to the assumed support hours for Certified Nurse Assistant (CNA) for Level III,
 - An absence factor of 6% for all levels (I, II & III) to account for missed days due to member absences and slow placements.
 - The final calculated “Benchmark Rate” increased from:
 - \$368.57 to \$392.10 for Level I,
 - \$402.84 to \$459.96 for Level II, and
 - \$451.83 to \$517.12 for Level III.

Details on these changes have been reflected in *Table 35 Habilitation, Nursing Supported Group Home* and within the rate model.

- HAN rates for levels 2 and 3 have been corrected for the associated modifiers.
- Added definition for Medically Underserved population for Nursing & Therapies on rate schedules.
- The methodology for Therapy Assistant Services (Clinic and Natural) has been updated to include:
 - A 10% incentive to base wage data has been included increase the wage from \$17.41 to \$19.15.
 - An increase to the factor for supervision hours per day from 1.35 to 1.60.
 - The above increase subsequently resulted in increases for Program Support Cost and Administrative Overhead:
 - Clinic: \$1.92 to \$2.13 and \$5.28 to \$5.86 respectively, and
 - Natural: \$2.57 to \$2.84 and \$7.06 to \$7.81 respectively.

Details on these changes have been reflected in *Table 45 Therapy Assistant, Clinical, Table 46 Therapy Assistant, Natural* and within the rate models.

- The methodologies for Respiratory Therapy Services (Clinic and Natural) contained typographical errors for the productivity factor “Employer Time” and have been updated from 0.20 to 0.10. This change resulted in an increase to the Billable Hours for both rate models and a subsequent decrease to the resulting calculated rates.
 - “Billable Hours” increased from 6.29 to 6.39 (Clinic) and 5.17 to 5.27 (Natural).

- The “Benchmark Rate” decreased from \$45.44 to \$44.73 (Clinic) and \$60.37 to \$59.22 (Natural).

Details on these changes have been reflected in *Table 47 Respiratory Therapy, Clinical*, *Table 48 Respiratory Therapy, Natural* and within the rate models.

- The methodology for Group Supported Employment (Urban and Rural) has been revised. The assumptions for all staffing ratios now include:
 - An increase in “Supply Costs” from \$1.75 to \$3.50 per day (both Urban and Rural).
 - An increase to the factor for “Number of Miles” from 15.0 to 17.5 (Urban) and 20.0 to 30.0 (Rural).
 - The re-introduction of a factor for “Capital Costs” allowing for 20 square feet priced at \$20.07 per annum (Urban) and 50 square feet priced at \$15.00 per annum (Rural).
 - The above increase subsequently resulted in increases for both Program Support Cost and Administrative Overhead costs for all staff ratios.
- The changes incorporated into the rate for Group Supported Employment, Urban (1:2) are:
 - Supplies increased from \$0.24 to \$0.48,
 - Transportation increased from \$1.67 to \$1.95,
 - Capital increased from \$0.00 to \$0.22,
 - Program Support increased from \$1.31 to \$1.38,
 - Administrative Overhead increased from \$1.64 to \$1.72, and
 - The resulting calculated rate increased from \$16.35 to \$17.25.

Details on these changes (and the changes for other staffing ratios) have been reflected in *Table 51 Group Supported Employment, Urban (1:2)*, *Table 52 Group Supported Employment, Rural (1:2)* and within the rate models.

- New rate models for Habilitation, Early Childhood Autism Specialized (BCBA-D) (Urban and Rural) have been added.
 - Assumptions can be found in *Table 65 Habilitation, Early Childhood Autism Specialized (BCBA-D) Urban* and *Table 66 Habilitation, Early Childhood Autism Specialized (BCBA-D) Rural* as well as the rate models.
- The assumption(s) for “Absence Factor” has been updated from 0.90 (90%) to 0.85 (85%) for the following transportation services to align the assumption(s) with the respective Day Treatment and Training services.
 - Flat Trip Rate for Regularly Scheduled Daily Transportation, Urban
 - Benchmark rate increased from \$12.85 to \$13.31.
 - Flat Trip Rate for Regularly Scheduled Daily Transportation, Rural
 - Benchmark rate increased from \$21.73 to \$22.54.
 - Extensive Transportation
 - Benchmark rate increased from \$42.68 to \$43.14.

Details on these changes are reflected in *Table 70 Flat Trip Rate for Regularly Scheduled Daily Transportation, Urban*, *Table 71 Flat Trip Rate for Regularly Scheduled Daily Transportation, Rural*, *Table 74 Extensive Transportation* and within the rate models.

- Displayed same rate for Urban and Rural for TRA & TRE for display purposes.

- The examples of billing for Respite, Day have been changed on page 155 of the rate schedules.
- The definition for unit of service for hourly HAI has been change on page 157 of the rate schedules.
- Clarified definition for Hourly Independent Living Services to include services up to 16 hours on any calendar day and up to 112 hours in a week on rate schedule.
 - Clarification to billing rule that defines awake staff.
- Definitions for Urban and Rural when billing Room and Board have been added to the Group Home Services rate schedule on page 164.
- The general information section for Professional Services, Therapy and Nursing have been changed on rate schedules.
- Added an additional requirement under Therapies unit of service on rate schedule.
- Changed TPL language for Professional Services on rate schedule.
- Adjusted productivity and mileage factors for ECH.
- Updated capital assumptions and added supplies to TTE.
- Updated productivity and mileage for ISE.
- Added Urban and Rural definitions for TRA and TRI on rate schedules.
- Changed unit of service language for Transportation Services to remove the term, “loaded” mileage on rate schedule.
- Clarified that Transportation Services can be to and from Employment programs on rate schedule.

REBASING BACKGROUND

This section of the RebaseBook presents background information that places the rebase project into context. The section is divided into the following four discussions:

- Statutory requirements
- Services included in the rebase project
- Benchmark and Adopted Rates
- Independent cost models in rate setting

Statutory Requirements

The Division is mandated by law to establish a rate structure for service providers, to review that rate structure annually, and to “perform a complete study of reimbursement rates” every five years¹. The statutes prescribe:

- The rate structure is to ensure “an equitable funding basis for private nonprofit or for profit agencies”.
- The annual review is to be performed with the assistance of an independent consulting firm and the review shall study the “adequacy and appropriateness of ... reimbursement rates to service providers for the developmentally disabled program.”
- The complete study of reimbursement rates is to occur “no less than every five years”.
- The Division is to publish a rate book “to announce the rate structure that shall be incorporated by reference in contracts for client services”.

Services Included in the Rebase Project

The Division instituted its community service provider rate structure in SFY 2004. At that time, approximately 20 services had rates set and published². Since then a number of new services have been added, or existing services have been modified or redefined and added to the rate schedule. Pursuant to state law, the Division has conducted a study of the reimbursement rates initially published for SFY 2004 and any other service developed since then that has not been reviewed or updated in the prior five-year period. The Consultant Work Group (CWG) has developed proposed rebased models and associated rates for those services.

The services covered by this rebasing activity are displayed in Table 1 on the following page:

¹ See A.R.S. 36-557 K. and A.R.S. 36-2959

² The count of the number of rates set can vary by how a service is defined, e.g. day treatment for children could be one rate, or two rates depending on whether or not “after school” and “summer” are counted as one rate or two.

Table 1
Services Covered by the SFY 2014 Rebasing

Category of Service	Specific Services
Home-Based Services	<ul style="list-style-type: none"> ▪ Attendant Care ▪ Habilitation, Support ▪ Homemaker ▪ Respite
Independent Living Services	<ul style="list-style-type: none"> ▪ Habilitation, Individually Designed Living Arrangement <ul style="list-style-type: none"> ○ Hourly ○ Daily
Day Treatment and Training Services	<ul style="list-style-type: none"> ▪ Day Treatment and Training – Adult ▪ Day Treatment and Training – Child <ul style="list-style-type: none"> ○ After-School ○ Summer ▪ Rural Day Treatment and Training – Adult and Child ▪ Day Treatment and Training – Intense
Developmental Home Services	<ul style="list-style-type: none"> ▪ Habilitation, Vendor Supported Development Home (Adult & Child) ▪ Room and Board, Vendor Supported Dev Home (Adult & Child)
Group Home Services	<ul style="list-style-type: none"> ▪ Habilitation, Community Protection and Treatment, Group Home ▪ Habilitation, Group Home ▪ Habilitation, Nursing Supported Group Home ▪ Room and Board, All Group Homes <ul style="list-style-type: none"> ○ Urban ○ Rural
Professional Services	<ul style="list-style-type: none"> ▪ Home Health Aide ▪ Nursing, Visit ▪ Nursing, Intermittent ▪ Nursing, Continuous ▪ Nursing, Respite ▪ Therapy Services, Clinical (PT, OT, SLP) ▪ Therapy Services, Natural (PT, OT, SLP) ▪ Therapy Service Assistants, Clinical (PTA, OTA, SLPA) ▪ Therapy Service Assistants, Natural (PTA, OTA, SLPA) ▪ Respiratory Therapy, Clinical ▪ Respiratory Therapy, Natural
Employment Support Services	<ul style="list-style-type: none"> ▪ Center-Based Employment ▪ Group Supported Employment ▪ Individual Supported Employment <ul style="list-style-type: none"> ○ Job Coaching ○ Job Development ▪ Transition to Employment
Specialized Habilitation Services	<ul style="list-style-type: none"> ▪ Habilitation with Music Therapy ▪ Habilitation, Consultation <ul style="list-style-type: none"> ○ Licensed Psychologist/BCBA-D ○ Licensed Behavior Analyst ○ BCBA ○ BCABA ▪ Habilitation, Early Childhood Autism Specialized <ul style="list-style-type: none"> ○ BCBA-D ○ Masters ○ Bachelors ○ Habilitation
Transportation Services	<ul style="list-style-type: none"> ▪ Flat Trip Rate for Regularly Scheduled Daily Transportation <ul style="list-style-type: none"> ○ Urban ○ Rural ▪ Single Person Modified <ul style="list-style-type: none"> ○ Urban ○ Rural ▪ Extensive Transportation

Readers interested in the methodologies employed to set the rates for services not included in the SFY 2014 rebase project are referred to the current edition of the Division's RateBook, released in July of 2013.

The definitions of the services that are covered by the rebase project are described in the Division's *Requests for Qualified Vendors Application (RFQVA)* DDD 710000. These service definitions can be viewed at <https://www.azdes.gov/main.aspx?menu=96&id=10788>. The service definitions from this RFQVA were followed during the rebase project to determine various factors to be included/excluded within individual rate models. Rates developed for any new services (e.g. Transition to Employment) utilized proposed service specifications provided by the Division for future incorporation into the RFQVA.

The rebase project focused exclusively on rates paid to Qualified Vendors³ (QVs). There are several thousand independent providers in the Division's service provider network that are not QVs. Independent providers do not employ staff and are legally employed by the Division's members, although the payments to these providers are funded by the Division and the payments and employment related administrative responsibilities are managed by a Division contracted fiscal intermediary.

The rates paid to independent providers are set through the Arizona Independent Rate Assessment Tool and are in part a function of the rates paid to QVs. The Division will revise the independent rate schedule in accordance with the final rates published within this Rebase process. A discussion of the methodology used to set rates for independent providers is contained in the current edition of the Division's RateBook.

Benchmark and Adopted Rates

In the past, the Division has used a rate implementation device to harmonize "fair and equitable rates" required by statute with budget realities. The Division defines the fair and equitable rates to be "Benchmark Rates" and the rates actually paid to providers to be "Adopted Rates". Both rates appear in the Rate Schedule portion of the Division's RateBook and are noted in the independent models used to derive the rates.

Adopted Rates are employed in situations where inflationary adjustments (or rebased rates) are set at levels that cannot be supported by the Division's annual appropriation (in which case they are set at a level lower than the Benchmark Rate) or in situations where a Benchmark Rate has been reduced and actual payment rates will be frozen or phased in (in which case the Adopted Rate may be higher than the Benchmark Rate). With the Adopted Rate concept, the Division has been able to separate the determination of "fair and equitable rates" from the budget process.

The rebase project has exclusively focused on the determination of "fair and equitable rates", i.e. Benchmark Rates. No decisions have been made concerning the implementation of the proposed rebased rates. The Division will consider these final

³ For a discussion of Qualified Vendors go to the Division's web site at <https://www.azdes.gov/ddd>

recommendations from the CWG and then develop a long term implementation strategy for the Adopted Rates based on funding availability and legislative authority.

Independent Cost Models in Rate Setting

The Division uses an *independent cost model* approach to rate setting. In this approach, a model is constructed of the costs providers face in delivering a particular service. In constructing the models, there are five primary cost areas that are modeled for each service:

- Direct service staff wages
- Direct service staff employment related expenditures (ERE)
- The productivity of direct service staff, i.e. the amount of time in each workday that direct staff time can (or cannot) be charged to member service
- The program support costs faced by providers (new as a specific category in the rebased cost models)
- The administrative expenses faced by providers

Any particular service could have additional cost areas added, but the five enumerated areas represent the basic outline of the cost model for every service. In constructing the specific model for a specific service, the service definition contained in the RFQVA (i.e. the contract with the providers) is reviewed to determine service requirements for that service. For new services (e.g. Transition to Employment), proposed service specifications provided by the Division for future incorporation into the RFQVA were utilized. These specific requirements could include such elements as direct service staff qualifications, training and supervision requirements, the inclusion/exclusion of transportation within the service, and whether the service is facility based or home based.

Once the outline of the cost model is determined, the model is populated with data that represents the costs/factors that providers face. The rebase project utilized three broad sources of data for the cost models: a provider survey; special studies; and published sources. Each of these data sources are discussed in more detail throughout this document.

The different model components contribute differing amounts to the ultimate rate for a particular service. For perspective, consider the Attendant Care proposed rebased model. In that model, each of the five basic components contributes the following amounts to the final proposed rate:

- | | |
|---------------------------------|-------|
| ▪ Direct service wages | 51.4% |
| ▪ Direct service ERE | 18.0% |
| ▪ Productivity of service staff | 9.4% |
| ▪ Mileage | 3.2% |
| ▪ Program support | 8.0% |
| ▪ Administrative expenses | 10.0% |

This distribution of weights does not hold true for every service for which a rate is set – for example, Group Home Room and Board does not contain any staffing – but generally depicts the fact that for most services direct staff wages and ERE constitute the majority of the expenses that are accounted for in the rates.

THE REBASING PROCESS

This section of the RebaseBook outlines the process that was used in the rebase project. The section is divided into two discussions: Guiding Principles, the CWG and Special Studies.

Guiding Principles

In approaching the rebasing project, the Division adopted principles to guide the process. Among the principles adopted were:

- Rebasing should be a collaborative process that involves providers, and Division staff.
- Rather than relying on a single consulting firm to assist in rebasing, the Division should engage two firms and have them work collaboratively. Each firm would be assigned special research projects, a subset of the services to be rebased, and perform peer review functions on the other firms' findings and recommendations.
- Continue to use the independent model approach to rate setting. The Division believes that the independent model approach makes decisions and logic transparent, and allows data to be verified by independent parties.
- The goal of the rebase project is a valid and sustainable rate structure. As such, the consultants and the Division's 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.
 - Perform a survey of providers and allow the data pulled from the survey to guide (though not necessarily determine) the decisions in building independent models.
 - Verify, to the extent possible, the information collected through the survey with independent data sources. Such sources can then be referenced in the future for updating the models.

In the rebasing process the Division did indicate one area of bias that the models should address: direct service staff compensation and training. The Division believes that direct service staff ensures the continuity of care and the daily health and safety of its members. Therefore it is important that the cost models reflect appropriate wages, benefits and training hours for these key personnel. In the case of "close calls" in making decisions in these three areas, the Division instructed the CWG to fully appreciate the importance it placed on these components of the rate models.

The Consultant Work Group and Special Studies

Each consulting firm was assigned a list of services for which it was responsible for collecting or compiling data and making recommendations to the project team. The Division project staff along with the CWG reviewed data and recommendations and generally reached consensus positions on all factors and methodologies used in the models.

In addition to assigning each of the firms to specific service categories for primary work in rate development, the Division commissioned eight special studies or areas of investigation. Those eight areas were:

1. Provider focus groups pertaining to varying services and/or service groups,
2. A summary of Division rate changes since the inception of the rate schedule,
3. A wage analysis for direct care staff,
4. A provider survey,
5. Impact of the Affordable Care Act on provider costs,
6. Review of the operation and costs of Habilitation, Nursing Supported Group Homes and Habilitation, Community Protection and Treatment, Group Homes,
7. Medicare eligibility and the potential impact Third Party Liability billings for some services, and
8. A review of Intermediate Care Facility (ICF-IDD) rate structure

Focus Groups

As part of the Rebase project, the Division requested the CWG lead a series of service provider focus group meetings. The plan included sessions over four (4) weeks throughout the project that would address the following topics:

- Week 1: Introduction to the Project; Rate model structure & methodology; Introduction of the provider survey
- Week 2: Review of the provider survey materials; Feedback on rate model structure
- Week 3: Review of provider survey results
- Week 4: Review of DRAFT rate models

Each topic was presented to sixteen (16) separate groups and discussed during meetings scheduled for three hours each. To date, the CWG has conducted the meetings and separate documentation regarding the discussion topics and issues raised will be made available in a document separate from this treatment.

A Summary of Rate Changes

An examination of changes to the Division's rates since the inception of the rate schedule revealed that, in general, rates paid to providers under the rate schedule have increased by approximately 3.0% since SFY 04.

These increases are attributable to legislative action that either sought to keep the providers rates even with inflation or to “close the gap” between the Adopted and Benchmark Rates. The exceptions to these general observations are the reductions to provider rates experienced during SFY09 and SFY12 in response to the State of Arizona general budgetary shortfalls during the previously mentioned periods. An overview of the rate changes since SFY 04 is presented below:

**Table 2
History of Benchmark/Adopted Rate Changes
SFY 2004 through SFY 2014**

	Benchmark Rates	Adopted Rates
SFY 04 Base Year	Rate established through an independent model rate setting process	93.00% of the Benchmark Rate
SFY 05	Increased by 4.25%	Increased by 7.34% to bring the ratio of Adopted-to-Benchmark Rates to 95.75%.
First Half of SFY 06	No change	Increased by 1.94% to bring the ratio of Adopted-to-Benchmark Rates to 97.61%.
Second Half of SFY 06	Increased by 4.00%	Increased by 4.00% to maintain the ratio of Adopted-to-Benchmark Rates at 97.61%.
SFY 07	Increased by 1.60%	Increased by 4.05% to bring the ratio of Adopted-to-Benchmark Rates to 100.0%
SFY 08	Increased by 3.20%	Increased by 3.20% to maintain the ratio of Adopted-to-Benchmark Rates at 100.0%
SFY 09	No change	Decreased by 10.0% to ratio of Adopted-to-Benchmark Rates at 90.0%.
SFY 10	No change	No Change
SFY 11	No change	No Change
SFY 12	No change	Decreased by 5.0% to ratio of Adopted-to-Benchmark Rates at 85.5%.
SFY 13	No change	Increased by 2.0% to ratio of Adopted-to-Benchmark Rates at 87.5%.
SFY 14	No change	Increased by 3.0% to ratio of Adopted-to-Benchmark Rates at 90.5%.

The estimated impact of the proposed Benchmark Rates is presented in Table 3.

Table 3
Percent Change to the Division’s Rate Schedule
Proposed Benchmark Rates to SFY 2014 Adopted Rates

	CWG Rebase Rates	
	% Increase	Dollar Increase
HCBS Agency	46.5%	\$85,370,477
EI & Day Treatment	14.2%	\$6,825,315
Residential	24.7%	\$48,236,628
Professional	50.6%	\$28,511,584
Employment	39.8%	\$6,467,977
Spec. Habilitation	125.5%	\$694,150
Transportation	55.2%	\$4,916,087
Grand Total	26.8%	\$181,022,251

A Direct Care Staff Wage Analysis

The direct care staff wage analysis examined data published by the Bureau of Labor Statistics (BLS) from May of 2012. The examination was undertaken because wages, and the associated employee benefits, determine approximately 70% of the rate set through the use of the independent models. The wage analysis conducted for the rebasing project estimated the level of direct care service as compared to the market. The three overarching conclusions from the study were:

- Providers are generally paying below the 25th percentile of the market
- The largest differences between market and direct service staff compensation levels are in the Day Treatment and Group Home services
- The assumptions used in the (rebased) models are generally above the provider survey responses and set at the midpoint between the 25th and the 50th percentile of the market study

The summary of the direct care staff wage analysis is contained as Appendix I.

A Provider Survey

A survey of providers was sent to 526 Qualified Vendors contracted with the Division and was “in the field” for approximately 85 days. Providers in attendance at Focus Group meetings were involved in reviewing the questions and these providers were enlisted to encourage providers to complete the survey.

Overall, 78 providers completed and returned completed surveys. However, these providers represented 35% of the payments for the rebased services in SFY 12 and included 4 of the 10 largest providers, and 12 of the 25 largest providers. In summary, the compilation of the survey data suggested that:

- Wages paid to direct care staff are lower than the wage levels contained in the Division's current rate setting models, with the most significant deviation occurring in day treatment services
- All in-home services appear to be treated as interchangeable by providers – that is, there appears to be little wage difference for direct care staff across the in-home services
- Similarly, there appears to be no difference in wages for the community protection and regular group home services

A separate document has been prepared that summarizes the results of the provider survey and is available on the Division's web site at <http://www.azdes.gov/ddd>.

SUMMARY OF PROPOSED CHANGES TO EXISTING RATES

The following discussion outlines various assumptions that are generally represented throughout all of the models developed for the services reviewed during the Rebase project.

Productivity Factors:

Productivity factors are derived to portray the required activities of Direct Care staff for which QVs may not bill for. Productivity provides a factor that positively impacts staff compensation to ensure adequate funding is available to QVs for service delivery.

Training:

Rebase service models include an adjustment for training. Most all non-professional services include an adjustment of 40 hours annually for training while all professional services include an adjustment of 56 hours annually. The only service as an exception to this rule is the Day Treatment and Training program for children due to the general nature of the employment and service delivery. Generally, this factor was determined based upon an assumption that staff remain employed (on average) for a period of three years.

Employer Time:

Rebase service models generally include an adjustment equivalent to one-half hour per week. This assumption is the basis to allow QVs to include non-billable time for Direct Staff to attend various activities including (but not limited to) staff meetings, supervisory time or other business operations involving direct staff that would not allow these staff to provide direct services.

Transportation/Mobility Costs:

The Division has modified the In-Home services rate models, including Attendant Care, Habilitation Support, Homemaker, Respite hourly and daily, to include a cost factor for 'community mobility'. The allowance (per shift) is the costs incurred to allow for staff to accompany members on community integration activities (e.g. bus, light rail, etc.).

Curriculum Development Costs:

The curriculum development cost for all Day Programs that was previously shown separately in the rate models has been removed. In its place, all rate models, including those for Day Programs, have been modified to include an additional cost for program support that is intended to encompass these costs.

Enhanced Mileage Rate:

The Enhanced Mileage Rate (EMR) for Day Programs, Group Home and Transportation services have been modified based upon additional data and input from stakeholders. The details of the changes can be reviewed in the particular sections describing the EMR.

Program Support Costs:

The Division has modified the approach for capturing program costs in the rate models for all rebased services. The program support factor is 8% for all services except professional services, which include a factor of 4% for program support. Professional services include all nursing and therapy services and some specialized habilitation services. Program support costs represent 8% or 4% of the overall Benchmark Rate for each service, as applicable.

Administrative Costs:

The Division has modified the calculation of administrative costs for all of the rebased services. Administrative costs equal 10% of the overall Benchmark Rate for each service. Previously, administrative costs were calculated as an add-on of 10% based on the non-travel costs for each service.

There may be additional changes to individual rate models not listed here. This listing is intended to provide highlights of the changes included within these materials. For detail on any individual service, please refer to the section discussing the service.

Results:

Exhibit 1 presents the rebase rates for the services that have been reviewed to date. Also presented on the Exhibit are the original Benchmark Rates (effective at implementation for the individual service) and the SFY14 Adopted Rates that are currently in effect for each service.

In general, the proposed rebased rates are higher than the SFY14 Adopted Rates. The notable exception is the Habilitation Consultation category of service.

The Habilitation Consultation category of services is proposed to decline by the following amounts for the following specific services. For more specific details on the factors impact these rates please, refer to the SPECIFIC METHODOLOGIES FOR REBASED RATES, Habilitation Consultation section on page 65 of this document.

- Habilitation Consultation, Licensed Psychologist (Urban): approximately 0.2%
- Habilitation Consultation, Licensed Behavior Analyst: approximately 0.9%

Other services that are proposed to decline include:

- Transition to Employment (1:4), Urban: approximately 6.6%

The balance of the services that have been reviewed during the rebase project are proposed to increase. These increases range from 0.9% (Transition to Employment, Rural) to 162.2% (Transportation, Extensive Distance Modified).

By category of services, the ranges of increases/decreases compared to the current Benchmark Rates are:

Category of Services	Lowest Percentage Change	Highest Percentage Change
▪ Home Based Services	32.9%	42.2%
▪ Independent Living Services	7.8%	24.3%
▪ Day Treatment and Training Services	4.7%	37.2%
▪ Developmental Home Services	7.3%	48.6%
▪ Group Home Services	16.7%	41.3%
▪ Professional Services	12.7%	92.4%
▪ Employment Services	-6.6%	106.0%
▪ Special Habilitation Services	-0.9%	113.5%
▪ Transportation Services	42.8%	162.2%

Following the Exhibit are discussions of the General Methodologies and Specific Methodologies that were used in developing the proposed rebased rates.

**Exhibit 1
Summary of Proposed Changes to Existing Rates**

							Percent Change: '14 Rebase vs:			
							First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	
Implemented	First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	'14 Rebase Benchmark						
Home-Based Services										
S5125	ATC	Attendant Care	SFY04	\$14.15	\$16.09	\$14.56	\$19.87	40.4%	23.5%	36.5%
H2017	HPH	Habilitation, Community Protection and Treatment, Hourly	SFY04	\$18.97	\$21.57	\$18.58				
H2017	HAH	Habilitation, Support	SFY04	\$18.06	\$20.53	\$18.58	\$26.20	45.1%	27.6%	41.0%
S5130	HSK	Housekeeping	SFY04	\$13.04	\$14.82	\$13.41	\$17.82	36.7%	20.2%	32.9%
S5150	RSP	Respite, Hourly	SFY04	\$13.87	\$15.77	\$14.27	\$20.29	46.3%	28.7%	42.2%
S5151	RSD	Respite, Day (12 hours or more)*	SFY04	\$169.61	\$192.81	\$192.81	\$269.77	59.1%	39.9%	39.9%

* Respite, Long-Term (hourly rate) for service visits greater than 8 hours per day was developed during SFY08 ReBase (\$14.07)

Independent Living Services

T2017	HAI	Habilitation, Individually Designed Living Arrangement	SFY04	\$18.25	\$20.74	\$18.77	\$23.33	27.8%	12.5%	24.3%
T2017	HID	Habilitation, Individually Designed Living Arrangement	SFY04	\$18.25	\$20.74	\$18.77	\$20.24	10.9%	-2.4%	7.8%

Day Treatment and Training Services

T2021	DTA	Day Treatment and Training, Adult (1:3.5)	SFY04	\$7.87	\$10.53	\$9.53	\$9.98	26.8%	-5.2%	4.7%
		Day Treatment and Training, Adult (1:5.5)		\$5.73	\$7.66	\$6.93	\$7.51	31.1%	-2.0%	8.4%
		Day Treatment and Training, Adult (1:7.5)		\$4.74	\$6.33	\$5.73	\$6.38	34.6%	0.8%	11.3%
		Day Treatment and Training, Adult (1:9.5)		\$4.16	\$5.56	\$5.03				
T2021	DTT	Day Treatment and Training, Children (After-School) (1:3.5)	SFY04	\$8.05	\$10.16	\$9.19	\$11.51	43.0%	13.3%	25.2%
		Day Treatment and Training, Children (After-School) (1:5.5)		\$6.20	\$7.83	\$7.09	\$9.31	50.2%	18.9%	31.3%
		Day Treatment and Training, Children (After-School) (1:7.5)		\$5.34	\$6.75	\$6.11	\$8.38	56.9%	24.1%	37.2%
		Day Treatment and Training, Children (After-School) (1:9.5)		\$4.84	\$6.11	\$5.53				
T2021	DTT*	Day Treatment and Training, Children (Summer) (1:3.5)	SFY04	\$8.05	\$10.16	\$9.19	\$11.51	43.0%	13.3%	25.2%
		Day Treatment and Training, Children (Summer) (1:5.5)		\$6.20	\$7.83	\$7.09	\$9.31	50.2%	18.9%	31.3%
		Day Treatment and Training, Children (Summer) (1:7.5)		\$5.34	\$6.75	\$6.11	\$8.38	56.9%	24.1%	37.2%
		Day Treatment and Training, Children (Summer) (1:9.5)		\$4.84	\$6.11	\$5.53				
T2021	DIR	Day Treatment and Training, Adult - Rural (1:3.5)	SFY04	\$10.28	\$11.69	\$10.58	\$11.36	10.5%	-2.8%	7.4%
		Day Treatment and Training, Adult - Rural (1:5.5)		\$7.75	\$8.81	\$7.97	\$8.92	15.1%	1.2%	11.9%
		Day Treatment and Training, Adult - Rural (1:7.5)		\$6.60	\$7.51	\$6.80	\$7.82	18.5%	4.1%	15.0%
		Day Treatment and Training, Adult - Rural (1:9.5)		\$5.92	\$6.73	\$6.09				
T2021	DTT	Day Treatment and Training, Children - Rural (1:3.5)	SFY15				\$13.63			
		Day Treatment and Training, Children - Rural (1:5.5)					\$11.49			
		Day Treatment and Training, Children - Rural (1:7.5)					\$10.62			
T2021	DTI	Day Treatment and Training, Intense	SFY04	\$18.06	\$20.53	\$18.58	\$21.37	18.3%	4.1%	15.0%

* Separate Rate Models for DTT Summer versus After-School were developed during the SFY08 ReBase

Exhibit 1 (Continued)
Summary of Proposed Changes to Existing Rates

								Percent Change: '14 Rebase vs:		
								First Year Benchmark	SFY09 Benchmark	SFY14 Adopted
Implemented	First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	'14 Rebase Benchmark				First Year Benchmark	SFY09 Benchmark	SFY14 Adopted
Developmental Home Services										
T2016	HBA	Habilitation, Vendor Supported Developmental Home (Adult)	SFY04	\$94.85	\$107.83	\$99.32	\$108.71	14.6%	0.8%	9.5%
T2016	HBC	Habilitation, Vendor Supported Developmental Home (Child)	SFY04	\$94.85	\$109.98	\$101.31	\$108.71	14.6%	-1.2%	7.3%
DD031	RBD	Room and Board, Vendor Supported Dev Home (Adult)	SFY04	\$11.90	\$13.53	\$12.85	\$19.09	60.4%	41.1%	48.6%
DD031	RBD	Room and Board, Vendor Supported Dev Home (Child)	SFY04	\$11.90	\$13.53	\$12.85	\$19.09	60.4%	41.1%	48.6%

Group Home Services

T2016	HPD	Habilitation, Community Protection and Treatment Group Home	SFY04	\$18.97	\$21.57	\$17.55	\$20.76	9.4%	-3.8%	18.3%
T2016	HAB	Habilitation, Group Home	SFY04	\$17.06	\$19.39	\$17.55	\$20.61	20.8%	6.3%	17.4%
T2016	HAN	Habilitation, Nursing Supported Group Home, Level I	SFY04	\$400.64	\$417.47	\$323.09	\$392.10	-2.1%	-6.1%	21.4%
		Habilitation, Nursing Supported Group Home, Level II		\$481.14	\$501.35	\$388.00	\$459.96	-4.4%	-8.3%	18.5%
		Habilitation, Nursing Supported Group Home, Level III		\$549.38	\$583.91	\$443.03	\$517.12	-5.9%	-11.4%	16.7%
DD030	RRB*	Room and Board, All Group Homes (Maricopa/Urban) 3BR	SFY04	\$20.50	\$23.80	\$22.61	\$29.19	42.4%	22.6%	29.1%
		Room and Board, All Group Homes (Maricopa/Urban) 4BR		\$18.27	\$21.20	\$20.14	\$26.79	46.6%	26.4%	33.0%
		Room and Board, All Group Homes (Maricopa/Urban) 5BR		\$17.78	\$20.61	\$19.58	\$26.21	47.4%	27.2%	33.9%
		Room and Board, All Group Homes (Flagstaff/Rural) 3BR		\$20.94	\$23.20	\$22.14	\$29.08	38.9%	25.3%	31.3%
		Room and Board, All Group Homes (Flagstaff/Rural) 4BR		\$18.65	\$20.77	\$19.73	\$27.88	49.5%	34.2%	41.3%
		Room and Board, All Group Homes (Flagstaff/Rural) 5BR		\$18.13	\$20.21	\$19.20	\$26.70	47.3%	32.1%	39.1%

* Historical Rates not reflected in Rate Models in this packet due to change in methodology

Professional Services

T1021	HHA	Home Health Aide	SFY04	\$16.72	\$19.01	\$17.20	\$25.83	54.5%	35.9%	50.2%	
G0154	HNV	Nursing Visit (Urban)	08/12		\$40.57	\$36.72					
		Nursing Visit (Rural)									
		Nursing Visit (RN)					\$67.97		67.5%	85.1%	
		Nursing Visit (LPN)					\$53.33		31.5%	45.2%	
G0155	HN9	Nursing, Intermittent (Urban)	SFY04	\$35.69	\$40.57	\$36.72					
		Nursing, Intermittent (Rural)									
		Nursing, Intermittent (RN)					\$70.65		98.0%	74.1%	92.4%
		Nursing, Intermittent (LPN)					\$55.21		54.7%	36.1%	50.4%
S9123	HN1*	Nursing, Continuous	SFY04	\$35.69	\$39.31	\$36.72					
		Nursing, Continuous (RN)					\$53.64		50.3%	32.2%	46.1%
		Nursing, Continuous (LPN)					\$41.40		16.0%	2.0%	12.7%
S9124	HNR*	Nursing, Respite	SFY04	\$35.69	\$39.31	\$36.72					
		Nursing, Respite (RN)					\$53.64		50.3%	32.2%	46.1%
		Nursing, Respite (LPN)					\$41.40		16.0%	2.0%	12.7%

Exhibit 1 (Continued)
Summary of Proposed Changes to Existing Rates

Implemented	First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	'14 Rebase Benchmark	Percent Change: '14 Rebase vs:		
					First Year Benchmark	SFY09 Benchmark	SFY14 Adopted

Professional Services (Continued)

97535	OTA	Occupational Therapy (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Occupational Therapy (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
97535	OCL	Occupational Therapy/Early Intervention (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Occupational Therapy/Early Intervention (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
97004	OEA	Occupational Therapy Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Occupational Therapy Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
97004	OCV	Occupational Therapy/Early Intervention Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Occupational Therapy/Early Intervention Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
97535	OTA	Occupational Therapy Assistant (Clinic, Base Rate)	SFY15				\$53.24			
		Occupational Therapy Assistant (Natural, Base Rate)					\$70.99			
97535	OCL	Occupational Therapy/Early Intervention Assistant (Clinic, Base Rate)	SFY15				\$53.24			
		Occupational Therapy/Early Intervention Assistant (Natural, Base Rate)					\$70.99			
97530	PTA	Physical Therapy (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Physical Therapy (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
97530	PHL	Physical Therapy/Early Intervention (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Physical Therapy/Early Intervention (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
97001	PEA	Physical Therapy Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Physical Therapy Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
97001	PHV	Physical Therapy/Early Intervention Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Physical Therapy/Early Intervention Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
97530	PTA	Physical Therapy Assistant (Clinic, Base Rate)	SFY15				\$53.24			
		Physical Therapy Assistant (Natural, Base Rate)					\$70.99			
97530	PHL	Physical Therapy/Early Intervention Assistant (Clinic, Base Rate)	SFY15				\$53.24			
		Physical Therapy/Early Intervention Assistant (Natural, Base Rate)					\$70.99			
92507	STA	Speech Therapy (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Speech Therapy (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
92507	SPL	Speech Therapy/Early Intervention (Clinic, Base Rate)	11/07	\$57.52	\$57.52	\$56.83	\$69.17	20.3%	20.3%	21.7%
		Speech Therapy/Early Intervention (Natural, Base Rate)		\$77.94	\$77.94	\$70.54	\$91.81	17.8%	17.8%	30.2%
92506	SEA	Speech Therapy Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Speech Therapy Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
92506	SPV	Speech Therapy/Early Intervention Evaluation (Clinic)	11/07	\$172.56	\$172.56	\$156.17	\$207.51	20.3%	20.3%	32.9%
		Speech Therapy/Early Intervention Evaluation (Natural)		\$192.98	\$192.98	\$174.65	\$230.15	19.3%	19.3%	31.8%
92507	STA	Speech Language Pathology Assistant (Clinic)	SFY11	\$43.86		\$39.69	\$53.24	21.4%		34.1%
		Speech Language Pathology Assistant (Natural)					\$70.99			

Exhibit 1 (Continued)
Summary of Proposed Changes to Existing Rates

	Implemented	First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	'14 Rebase Benchmark	Percent Change: '14 Rebase vs:				
						First Year Benchmark	SFY09 Benchmark	SFY14 Adopted		
Professional Services (Continued)										
92507	SPL	Speech Language Pathology Assistant/Early Intervention (Clinic)	SFY11	\$43.86		\$39.69	\$53.24	61.9%		78.9%
		Speech Language Pathology Assistant/Early Intervention (Natural)					\$70.99			
S5181	RP1	Respiratory Therapy (Clinic)	04/10	\$37.01		\$33.49	\$44.73	20.9%		33.6%
		Respiratory Therapy (Natural)					\$59.22			

* Nursing, Long-Term (hourly rate) for extended service visits was developed during SFY08 ReBase (\$42.58 & \$46.41)

Employment Support Services

T2019	CBE	Center-Based Employment (High Density) (1:3)	SFY06				\$10.88			
		Center-Based Employment (Low Density) (1:3)					\$11.24			
		Center-Based Employment (High Density) (1:6)		\$5.26	\$5.51	\$4.99	\$6.16	17.1%	11.8%	23.4%
		Center-Based Employment (Low Density) (1:6)		\$5.78	\$6.06	\$5.48	\$6.54			
		Center-Based Employment (High Density) (1:9)					\$4.62			
		Center-Based Employment (Low Density) (1:9)					\$5.01			
T2019	ESA	Employment Support Aide - GSE/ISE (High Density)	SFY06	\$17.66	\$18.23	\$16.50				
		Employment Support Aide - GSE/ISE (Low Density)		\$19.43	\$20.05	\$18.15				
		Employment Support Aide - CBE (High Density)		\$15.30	\$16.04	\$14.52				
		Employment Support Aide - CBE (Low Density)		\$16.83	\$17.64	\$15.96				
T2019	GSE	Group Supported Employment (High Density) (1:2)	SFY06	\$17.44	\$18.28	\$16.55	\$17.25	-1.1%	-5.6%	4.2%
		Group Supported Employment (High Density) (1:3)		\$11.62	\$12.19	\$11.03	\$12.69	9.2%	4.1%	15.0%
		Group Supported Employment (High Density) (1:4)		\$8.46	\$8.87	\$8.02	\$10.43	23.3%	17.6%	30.0%
		Group Supported Employment (High Density) (1:5)		\$6.76	\$7.09	\$6.42	\$9.09	34.5%	28.2%	41.6%
		Group Supported Employment (High Density) (1:6)		\$5.64	\$5.91	\$5.35	\$8.21	45.6%	38.9%	53.5%
		Group Supported Employment (Low Density) (1:2)		\$20.01	\$20.98	\$18.99	\$19.18	-4.1%	-8.6%	1.0%
		Group Supported Employment (Low Density) (1:3)		\$13.34	\$13.99	\$12.66	\$14.64	9.7%	4.6%	15.6%
		Group Supported Employment (Low Density) (1:4)		\$9.73	\$10.20	\$9.23	\$12.40	27.4%	21.6%	34.3%
		Group Supported Employment (Low Density) (1:5)		\$7.78	\$8.16	\$7.39	\$11.08	42.4%	35.8%	49.9%
		Group Supported Employment (Low Density) (1:6)		\$6.49	\$6.80	\$6.16	\$10.22	57.5%	50.3%	65.9%
T2019	ISE	Individual Supported Employment (High Density)	SFY06	\$26.74	\$28.04	\$25.38				
		Individual Supported Employment (Low Density)		\$29.42	\$30.85	\$27.92				
T2019	ISE	Individual Supported Employment, Job Coaching (High Density)	SFY15				\$40.03	49.7%	42.8%	57.7%
		Individual Supported Employment, Job Coaching (Low Density)					\$47.61	61.8%	54.3%	70.5%
		Individual Supported Employment, Job Development (High Density)					\$46.10	72.4%	64.4%	81.6%
		Individual Supported Employment, Job Development (Low Density)					\$56.57	92.3%	83.4%	102.6%
T2019	TTE	Transition to Employment (1:4), Urban	SFY14	\$12.19		\$11.03	\$11.53	-5.4%		4.5%
		Transition to Employment (1:4), Rural		\$12.19		\$11.03	\$12.92	6.0%		17.1%

Exhibit 1 (Continued)
Summary of Proposed Changes to Existing Rates

			Implemented	First Year Benchmark	SFY09 Benchmark	SFY14 Adopted	'14 Rebase Benchmark	Percent Change: '14 Rebase vs:		
								First Year Benchmark	SFY09 Benchmark	SFY14 Adopted
Specialized Habilitation Services										
T2017	HAM	Specialized Habilitation with Music Therapy	SFY04	\$35.28	\$40.10	\$18.58	\$39.66	12.4%	-1.1%	113.5%
T2017	HBB	Specialized Habilitation, Behavioral-B	11/05	\$34.91	\$36.60					
T2017	HBM	Specialized Habilitation, Behavioral-M	11/05	\$53.88	\$56.49					
T2017	HCH	Habilitation, Communication, Level I	11/05	\$18.87	\$19.78					
		Habilitation, Communication, Level II		\$24.72	\$25.92					
		Habilitation, Communication, Level III		\$30.58	\$32.06					
T2017	HCM	Habilitation Consultation, Psychologist (Urban)	SFY14			\$125.00	\$124.77			-0.2%
		Habilitation Consultation, Psychologist (Rural)				\$140.00	\$147.97			5.7%
		Habilitation Consultation, Licensed Behavior Analyst				\$60.00	\$59.45			-0.9%
		Habilitation Consultation, BCBA				\$54.30	\$54.85			1.0%
T2020	HCB	Habilitation Consultation, BCABA	SFY14			\$36.20	\$42.84			18.3%
T2020	ECM	Habilitation, Early Childhood Autism Specialized (BCBA-D) (Urban)	SFY15				\$124.77			
		Habilitation, Early Childhood Autism Specialized (BCBA-D) (Rural)					\$147.97			
T2020	ECM	Habilitation, Early Childhood Autism Specialized (Masters)	SFY14			\$54.30	\$54.85			1.0%
T2021	ECB	Habilitation, Early Childhood Autism Specialized (Bachelors)	SFY14			\$36.20	\$42.84			18.3%
T2022	ECH	Habilitation, Early Childhood Autism Spec Hourly Habilitation	SFY14			\$20.53	\$26.45			28.8%
Transportation Services										
A0120	TRA	Flat Trip Rate for Regular Scheduled Daily Transportation, Adult	SFY04	\$7.47	\$9.09	\$9.17	\$13.31	78.2%	46.4%	45.1%
		Flat Trip Rate for Regular Scheduled Daily Transportation, Rural		\$9.93	\$12.13	\$13.14	\$22.54	127.0%	85.8%	71.5%
		Flat Trip Rate for Regular Scheduled Daily Transportation, Child		\$8.02	\$9.09	\$9.17	\$13.31	66.0%	46.4%	45.1%
A0120	TRE	Employment Related Transportation (High Density)	SFY04	\$7.47	\$9.09	\$9.32	\$13.31	78.2%	46.4%	42.8%
		Employment Related Transportation (Low Density)		\$9.93	\$12.13	\$13.14	\$22.54	127.0%	85.8%	71.5%
A0120	TRA TRE	Single Person Modified Rate, Urban	SFY04		\$18.17	\$16.44	\$23.83		31.2%	44.9%
		Single Person Modified Rate, Rural			\$24.23	\$21.93	\$36.25		49.6%	65.3%
		Extensive Distance Modified Rate			\$18.18	\$16.45	\$43.14		137.3%	162.2%

GENERAL METHODOLOGIES FOR REBASED RATES

This section of the RebaseBook describes the general methodologies that were applied during the rebase project. The section is divided into the following discussions:

- Wages
- Employment Related Expenditures (ERE)
- Productivity of Direct Service Staff
- Program support
- Administrative Expenses
- Multiple client rates
- Other factors

Wages

As previously indicated, wages generally constitute the largest single component of the cost model and the Division placed a special emphasis on assuring that the wage levels used in the cost model were appropriate. As a result, the rebasing project undertook a direct care staff wage analysis special study and the provider survey focused considerable attention to collecting data on wages paid to direct care staff.

The results of the special study are presented in Table 4 below. In brief, the study found that wages actually paid by providers were generally at or below the 25th percentile of the market.

Wages were above the 25th percentile for six of the services that were compared (Attendant Care, Developmental Home, Day Treatment and Training Child summer and after school, Nursing LPN, Therapy Assistants and Speech Language Pathology Assistants) with Speech and Language Pathology Assistants representing the greatest percentage above the 25th percentile (at 213%).

Conversely, wages were below the 25th percentile for thirteen services (Habilitation Support, Housekeeping, Respite, Habilitation IDLA, Day Treatment Adult and Rural (2), Group Homes (2), Nursing RNs, Habilitation with Music Component, and Employment services (3). The greatest percentage below the 25th percentile was in the Nursing for RNs (at approximately 83%).

As compared to the 50th percentile of the market, the study revealed that only one service exceeded that measurement – Speech Language Pathology Assistant.

**Table 4
Direct Care Wages Paid Compared to Market**

	ATC	HAH ECH	HSK	RSP	HAI	HBA/HBC ²	HBA/HBC ³	HPD	HAB	HAN-RN ¹	HAN-CNA ¹	DTA DTR
Current Model (Unadjusted)	\$9.12	\$10.99	\$8.09	\$9.12	\$12.36	\$16.04	\$13.97	\$12.09	\$10.99	NA	NA	\$13.22
Wages at the Median	\$10.82	\$12.82	\$10.35	\$10.82	\$12.82	18.92	16.355	12.738	12.738	\$36.41	\$13.98	12.738
Survey Compared to Median	84.3%	85.7%	78.2%	84.3%	96.4%	84.8%	85.4%	94.9%	86.3%	N/A	N/A	103.8%
Wages at the 25th Percentile	\$9.61	\$10.54	\$9.15	\$9.61	\$10.54	\$16.74	\$14.14	\$10.13	\$10.13	\$31.15	\$12.31	\$10.13
Survey Compared to 25th	105.4%	95.9%	113.0%	105.4%	85.3%	104.4%	101.2%	83.8%	92.2%	N/A	N/A	76.7%
Wages at the 25th/50th Percentile	\$10.22	\$11.68	\$9.75	\$10.22	\$11.68	\$17.83	\$15.25	\$11.44	\$11.44	\$33.78	\$13.15	\$11.44
Survey Compared to 25th/50th	112.1%	106.3%	120.5%	112.1%	94.5%	111.2%	109.1%	94.6%	104.1%	N/A	N/A	86.5%
	DTC DTS	HNV, HN9 HN1, HNR ⁵ (Mixed)	HNV, HN9 HN1, HNR ⁵ (RN)	HNV, HN9 HN1, HNR ⁵ (LPN)	OTA PTA STA	RP1 ¹	SLP ⁶	HHA ¹	CBE	TTE	GSE	ISE
Current Model (Unadjusted)	\$13.22	\$20.11	\$20.11	\$20.11	\$32.83	\$20.41	\$24.62	\$8.67	\$11.17	NA	\$12.53	\$14.34
Wages at the Median	\$12.74	\$27.78	\$36.41	\$25.62	\$39.48	26.74	22.35	\$11.09	12.995	18.08	13.766	15.982
Survey Compared to Median	96.4%	138.1%	181.1%	127.4%	120.3%	131.0%	90.8%	127.9%	116.3%	N/A	109.9%	111.5%
Wages at the 25th Percentile	\$10.13	24.07	31.15	22.3	33.79	23.21	12.46	9.85	10.4305	15.315	11.32	13.15
Survey Compared to 25th	76.7%	119.7%	154.9%	110.9%	102.9%	113.7%	50.6%	113.6%	93.4%	N/A	90.3%	91.7%
Wages at the 25th/50th Percentile	\$11.44	\$25.92	\$33.78	\$23.96	\$36.63	\$24.98	\$17.41	\$10.47	\$11.71	\$16.70	\$12.54	\$14.56
Survey Compared to 25th/50th	86.5%	128.9%	168.0%	119.1%	111.6%	122.4%	70.7%	120.8%	104.9%	N/A	100.1%	101.6%
	HAHM	HCM Psychologist ¹	HCM Lic. Beh. Ana ¹	HCM BCBA ¹	HCB ¹	ECM ¹	ECB ¹					
Current Model (Unadjusted)	\$20.53	NA	NA	NA	NA	NA	NA					
Wages at the Median	\$24.03	\$46.02	\$30.18	\$30.18	\$23.59	\$30.18	\$23.59					
Survey Compared to Median	117.1%	N/A	N/A	N/A	N/A	N/A	N/A					
Wages at the 25th Percentile	\$15.41	\$33.51	\$23.04	\$23.04	\$17.41	\$23.04	\$17.41					
Survey Compared to 25th	75.1%	N/A	N/A	N/A	N/A	N/A	N/A					
Wages at the 25th/50th Percentile	\$19.72	\$39.77	\$26.61	\$26.61	\$20.50	\$26.61	\$20.50					
Survey Compared to 25th/50th	96.1%	N/A	N/A	N/A	N/A	N/A	N/A					
¹ No survey responses						⁴ Survey Responses reflect, <i>"Weighted Averages, excluding Outliers for Employees, excluding Supervi</i>						
² Job Categories comprising Training Staff for Developmental Home						⁵ Survey results reflect RNs only						
³ Job Categories comprising Supervision & Monitoring Staff for Developmental Home						⁶ Current model wage reflects 75% of Therapy wage data						

A more detailed presentation of the direct staff wage data is included as Appendix I.

When the survey results were compared (on an inflation adjusted basis) to the rates used in the current cost models (unadjusted), only 8 of the 19 services for which survey data was collected exceeded the rates used in the models.

The most significant difference where the survey rates exceeded the rate used in the current cost models occurred in Nursing (where the cost model utilized a blended rate of \$20.11 and the survey indicated wages for RNs were being paid at \$25.86). The most significant difference where the survey rates fell below the rate used in the current cost models occurred in the Day Treatment Programs (where the cost model utilized a rate of \$13.22 and the survey indicated wages were being paid at \$9.77 for adult programs and \$10.67 for children's programs).

The results of the survey wage rates compared to the current cost model rates (on an inflation adjusted basis) as well as the wage rates selected for the rebased models are presented in the following Table 5.

**Table 5
Direct Care Wages Paid Compared to the
Current Cost Models and the Proposed Rebased Model**

	ATC	HAH ECH	HSK	RSP	HAI	HBA/HBC ²	HBA/HBC ³	HPD	HAB	HAN-RN ¹	HAN-CNA ¹	DTA DTR
Current Model (Unadjusted)	\$9.12	\$10.99	\$8.09	\$9.12	\$12.36	\$16.04	\$13.97	\$12.09	\$10.99	NA	NA	\$13.22
2013 Rebase Mix	\$10.22	\$11.68	\$9.75	\$10.22	\$11.68	\$17.83	\$15.25	\$11.44	\$11.44	\$33.78	\$13.15	\$11.44
Survey Response ⁴	\$9.68	\$9.53	\$8.91	\$9.55	\$9.42	\$16.35	\$15.54	\$9.50	\$9.36	NA	NA	\$9.77
Pct Inc/(Dec), 2013 Rebase : Survey	5.6%	22.6%	9.3%	7.1%	24.1%	9.0%	(1.9%)	20.4%	22.1%			17.1%

	DTC DTS	HNV, HN9 HN1, HNR ⁵ (Mixed)	HNV, HN9 HN1, HNR ⁵ (RN)	HNV, HN9 HN1, HNR ⁵ (LPN)	OTA PTA STA	RP1 ¹	SLP ⁶	HHA ¹	CBE	TTE	GSE	ISE
Current Model (Unadjusted)	\$13.22	\$20.11	\$20.11	\$20.11	\$32.83	\$20.41	\$24.62	\$8.67	\$11.17	NA	\$12.53	\$14.34
2013 Rebase Mix	\$11.44	\$25.92	\$33.78	\$23.96	\$36.63	\$24.98	\$19.15	\$10.47	\$11.71	\$16.70	\$12.54	\$14.56
Survey Response	\$10.67	NA	\$25.86	\$24.91	\$34.53	NA	\$26.56	NA	\$10.27	NA	\$10.56	\$10.81
Pct Inc/(Dec), 2013 Rebase : Survey	7.2%		30.6%	(3.8%)	6.1%		(27.9%)		14.1%		18.8%	34.8%

	HAHM	HCM Psychologist ¹	HCM Lic. Beh. Ana ¹	HCM BCBA ¹	HCB ¹	ECM ¹	ECB ¹
Current Model (Unadjusted)	\$20.53	NA	NA	NA	NA	NA	NA
2013 Rebase Mix	\$19.72	\$39.77	\$26.61	\$26.61	\$20.50	\$26.61	\$20.50
Survey Response	\$13.15	NA	NA	NA	NA	NA	NA
Pct Inc/(Dec), 2013 Rebase : Survey	50.0%						

¹ No survey responses

² Job Categories comprising Training Staff for Developmental Home

³ Job Categories comprising Supervision & Monitoring Staff for Developmental Home

⁴ Survey Responses reflect, "Weighted Averages, excluding Outliers for Employees, excluding Supervisors"

⁵ Survey results reflect RNs only

⁶ Current model wage reflects 75% of Therapy wage data; Includes 10% incentive for 2013 Rebase

The direct care wage rates selected for the rebased models were derived from the Bureau of Labor Statistics (BLS) data for Arizona job classifications. The BLS data was selected because of its wide availability and acceptance as a standard.

The mid-point between the 25th and 50th percentile data points for Arizona wage data from BLS, as published in May of 2012 (the most recent data available during the rebase project), was used to determine the hourly wages for specific occupational categories. Depending on the requirements of the direct staff job activities delineated in the service descriptions, certain services reflect a blended rate of wage data of more than one occupational code.

Wages were adjusted for inflation with the CMS Home Health Agency Market Basket inflation data from the *Health Care Cost Review*, published by Global Insight. The inflation factor for all wage categories is 6.33%. This reflects inflation from the May 2012 wage period of 1.10% for 2012 (June through December), 2.4% for 2013 and 2.7% for 2014.

Appendix I contains the Arizona statewide BLS wage data as of May 2012 that was used in the proposed SFY 2015 rebased rate models by occupational category. In addition to presenting the mid-point between the 25th and 50th percentile wage rates by occupation, the allocation used by the project team of the occupational categories into the direct service wage rate for each of the rebased services is presented. In this latter presentation, the distribution by occupational category for the proposed SFY 2015 rebased cost models are compared to the allocation used in the SFY 2004 cost models.

One significant difference between the allocation of occupations in the SFY 2004 models and the SFY 2015 proposed rebased models was the deletion in the proposed rebased models of the supervisory occupations from all of the service categories. This deletion was made because of the addition in the rebased models of the “program support” costs which is partially designed to capture the costs of supervision. Professional services, such as nursing or therapy services, include a separate supervision and oversight adjustment in addition to the program support costs where the supervision of assistants is required.

Employment Related Expenditures (ERE)

Following wages, employment related expenses (ERE) generally constitute the second largest single component of the cost models. Since there are no readily available data sources that track the Division’s providers’ costs for ERE, the CWG relied heavily on the provider survey results to determine ERE rates for the cost models.

The provider survey asked questions of providers relating to paid time off (including extended illness benefits), retirement programs, health, dental, vision and disability programs, as well as FUTA/SUTA and workers contribution rates. The survey also asked for information relating to waiting periods for new employees as well as employee participation rates.

Generally, the results of the survey revealed:

- Most providers (62%) offer health insurance as a benefit to full-time employees, but require new employees to wait 90 days before they qualify for the benefit. Average cost to the provider (weighted by provider revenue) was \$339 per employee per month.
- Most providers (64%) offer paid time off as a benefit to full-time employees, but require new employees to wait 90 days before they qualify for the benefit. Average paid time off (weighted by provider revenue) averaged approximately 8 days.
- Approximately 28% of providers offered a retirement plan to full-time employees. Of the employees at these responding providers, less than a quarter (25%) of the employees eligible for the plans participates.
- Less than half of the responding providers offer other benefits to their full-time employees. The average cost of these benefits based on the survey was \$26.

A detailed analysis of the survey results is contained in the *Provider Cost Survey – Final Report* document that has been posted to the Division’s web site.

Based on the results of the provider survey and factoring in the ERE required by law (FICA, workers compensation), the CWG compiled a package of ERE to consider for use in the rate models.

The results of this compilation revealed that the ERE percentage varied from a high of nearly 42% for the survey results package at a \$9.00 per hour wage level, to a low of nearly 23% for the CWG package at the \$20.00 wage level. Summary results are displayed in Table 6 and a more detailed presentation is contained in Appendix II.

Table 6
ERE Packages Compared to Various Direct Care Wages Levels

Direct Care Staff Wage Level	Survey Results ERE Package	Consultant Work Group ERE Package
\$9.00	42.2%	37.7%
\$11.00	37.8%	34.0%
\$13.00	34.8%	31.3%
\$13.01	34.8%	31.3%
\$19.99	29.0%	26.3%
\$20.00	29.0%	26.3%
\$30.00	25.3%	23.2%

The primary reason that the ERE percentage rate declines as wages increase is the use of a fixed cost (of \$370 per employee per month) for health insurance cost across all wage levels. Additionally, the reader should note that the Survey results do not include adjustments for: turnover, waiting periods or participation. The figures for the survey results displayed would be lower if consideration of these factors were included

For the proposed rebase models, the CWG recommended that three percentages of direct care staff wages be adopted: an ERE rate of 35% on wages less than \$13.00, 30% for wages between \$13.01 and \$19.99, and for models that use hourly wages of \$20.00 or more, 23.0%. These ERE rates proposed for the rebased models differ from the ERE that is used in the current cost models. The current models use a straight 30% ERE factor for all wage levels in almost all services.⁴

The detailed ERE percentages derived from the CWG ERE package that are contained in Appendix II are summarized below:

**Table 7
ERE, Agency Providers, Hourly Wages less than \$13.00**

Hourly Rate	\$9.00	\$11.00	\$13.00
Annual Wage ¹	\$18,720	\$22,880	\$27,040
FUTA / SUTA ² 2.80%	\$196 1.05%	\$196 0.86%	\$196 0.72%
FICA ³ 7.65%	\$1,432 7.65%	\$1,750 7.65%	\$2,069 7.65%
Workers' Compensation 2.00%	\$374 2.00%	\$458 2.00%	\$541 2.00%
Legally required benefits 12.45%	\$2,002 10.70%	\$2,404 10.51%	\$2,805 10.37%
Part Time Adj Factor 76.00%			
Paid Time Off ⁴ 25 days/yr	\$1,368 7.31%	\$1,672 7.31%	\$1,976 7.31%
Extended Illness Benefit 0 days/yr	\$0 0.00%	\$0 0.00%	\$0 0.00%
Other Benefits			
Retirement Plan 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Health Insurance \$370.00	\$3,374 18.03%	\$3,374 14.75%	\$3,374 12.48%
Dental Insurance \$0.00	\$0 0.00%	\$0 0.00%	\$0 0.00%
Vision Insurance \$0.00	\$0 0.00%	\$0 0.00%	\$0 0.00%
Other Benefits \$35.00	\$319 1.71%	\$319 1.40%	\$319 1.18%
Total ERE per employee	\$7,064 37.74%	\$7,770 33.96%	\$8,475 31.34%

⁴ Day Treatment and Training, Child (After-School & Summer) services utilize an ERE factor less than the standard due to the part-time nature of these services.

Table 8
ERE, Agency Providers, Hourly Wages of \$13.01 - \$19.99

Hourly Rate		\$13.01		\$19.99	
Annual Wage ¹		\$27,061		\$41,579	
FUTA/ SUTA ²	2.80%	\$196	0.72%	\$196	0.47%
FICA ³	7.65%	\$2,070	7.65%	\$3,181	7.65%
Workers' Compensation	2.00%	\$541	2.00%	\$832	2.00%
Legally required benefits	12.45%	\$2,807	10.37%	\$4,208	10.12%
Part Time Adj Factor	76.00%				
Paid Time Off ⁴	25 days/yr	\$1,978	7.31%	\$3,038	7.31%
Extended Illness Benefit	0 days/yr	\$0	0.00%	\$0	0.00%
Other Benefits					
Retirement Plan	0.00%	\$0	0.00%	\$0	0.00%
Health Insurance	\$370.00	\$3,374	12.47%	\$3,374	8.12%
Dental Insurance	\$0.00	\$0	0.00%	\$0	0.00%
Vision Insurance	\$0.00	\$0	0.00%	\$0	0.00%
Other Benefits	\$35.00	\$319	1.18%	\$319	0.77%
Total ERE per employee		\$8,478	31.33%	\$10,940	26.31%

Table 9
ERE, Agency Providers, Hourly Wages greater than \$20.00 (or greater)

Hourly Rate		\$20.00		\$30.00	
Annual Wage ¹		\$41,600		\$62,400	
FUTA/ SUTA ²	2.80%	\$196	0.47%	\$196	0.31%
FICA ³	7.65%	\$3,182	7.65%	\$4,774	7.65%
Workers' Compensation	2.00%	\$832	2.00%	\$1,248	2.00%
Legally required benefits	12.45%	\$4,210	10.12%	\$6,218	9.96%
Part Time Adj Factor	76.00%				
Paid Time Off ⁴	25 days/yr	\$3,040	7.31%	\$4,560	7.31%
Extended Illness Benefit	0 days/yr	\$0	0.00%	\$0	0.00%
Other Benefits					
Retirement Plan	0.00%	\$0	0.00%	\$0	0.00%
Health Insurance	\$370.00	\$3,374	8.11%	\$3,374	5.41%
Dental Insurance	\$0.00	\$0	0.00%	\$0	0.00%
Vision Insurance	\$0.00	\$0	0.00%	\$0	0.00%
Other Benefits	\$35.00	\$319	0.77%	\$319	0.51%
Total ERE per employee		\$10,944	26.31%	\$14,471	23.19%

The ERE assumptions used in the rebase models include an adjustment for the providers' use of part-time employees. Based on the provider survey, the CWG determined that approximately 24% of the services delivered were provided by part-time employees. Therefore, a downward adjustment of 24% was applied to the cost of the optional benefits such as paid time off, health insurance, and other optional benefits. The ERE assumptions do not include an adjustment for the combined effects of employee turnover or the waiting periods required of new employees to become eligible for some benefits.

As an illustration of the impact that these factors would have on the ERE percentage, the CWG performed a calculation of ERE percentages assuming a 30% employee turnover rate. For the rebased models, applying this assumption would reduce the ERE percentage for the less than \$13.00 per hour employee group to approximately 27%. It is important to note that the Division chose not to adjust the ERE rates for turnover.

Productivity of Direct Service Staff

Productivity factors are reductions to the amount of time during an eight hour day that direct service staff cannot bill for service delivery. Obvious examples of reduced productivity would be the time it takes for a direct service staff person to travel to a member's home to deliver services or the time that the staff person spends in training.

Since the staff person is, in most instances, paid for an eight hour day, the wage (and ERE) rates that the staff person is paid must be "grossed up" in the rate models to account for non-productive (or non-billable) time spent during the day. A simple example will illustrate the concept:

If a direct service staff person were being paid \$10 per hour, yet half of the staff member's eight hour day was spent on activities that were non-productive (or non-billable), the wage rate that should be included in the rate model would be \$20.

In the above situation, 8 hours multiplied by \$10 equals \$80 – the amount the staff person is being paid. However, with 4 hours of billable time, 4 hours multiplied by \$20 equals \$80 – the amount the provider must bill in a day in order to recover the full cost of the staff person's wages.

Productivity factors were included in the SFY 2015 cost models. Questions were included in the provider survey to update the factors. The questions varied by service, but in general included such items as:

- The number of visits in a day and the length of each visit for services delivered in the members' homes
- The amount of travel time in a day that a staff person travels to members' homes
- The amount of time spent updating notes and medical records
- The amount of "down time" or employer time each staff member spends each day (down time was defined in the survey instructions as "the non-billable activity

- required for the employee such as staff meetings and other commitments to the employing organization”)
- The amount of training time provided by the employer per staff member per year

The summary results from the provider survey and the assumptions adopted by the CWG are included in Appendix III. Some factors were standardized across all rebased rate models, and some productivity factors were set uniquely for one or two services. The more general productivity factors applied (or not applied) to the models include:

- **Recordkeeping and Documentation:** This productivity factor was generally included in the rate models as the Division chose to include adequate time for recordkeeping as this is considered non-billable time. The Division made three exceptions to this general rule: Homemaker, IDLA Daily and Residential services.
- **Down Time or Employer Time:** The productivity factor for “down time” was not included in the rate models. Previously down time was used to account for weekly team meetings to support service delivery. In general, all rate models now include a factor for employer time which includes such meetings.
- **Training Time:** A standard productivity factor of 40 hours of annual training time was included for all non-professional rebased rate models and 56 hours of annual training time was allotted for all professional services. The only exception to this is the Day Treatment and Training, Child Summer and After-school program for which 78 hours of training time annually is allotted. These hours represent average training hours annually over a three year period.
- **Missed Appointments:** There was no standard productivity factor for missed appointments though adjustments were made for specific Home-Based services.
- **Travel Time:** There was no standard productivity factor for travel time though adjustments were made for specific home based services.

The specific rebased productivity adjustments for each service are included in the discussions of the service specific assumptions and methodologies, as well as in the rebased rate models.

Program Support

The rebased models include for the first time a specific component for program support or the indirect costs of the provider. Questions concerning indirect costs were included in the provider survey. In the instructions for the survey, these program support or indirect costs were defined as follows:

Program support costs are expenses that are neither direct care nor administrative. Such activities are program-specific, but not billable.

The provider survey instructions identified certain indirect expenses. Included in the list of identified cost elements were such items as:

- Salaries and Wages (and ERE), Program Supervision
- Salaries and Wages (and ERE), Program Support
- Rents/Mortgage Payments for Indirect Office
- Program Development
- Quality Assurance
- Utility costs associated with direct care staff

The results of the provider survey indicated that providers incurred 9.7% of total revenue as program support or indirect expense. The CWG assumed a rate of 8% of the total proposed rebased rate as a standard factor for most of the rebased cost models.

With the addition of the program support factor, specific program support costs (such as program compliance and supervisor wages) were generally eliminated from the rebased cost models. However, certain services (Nursing and Therapy services) retained specific program support costs as these were judged to provide significant costs within the model. The specifics for each service can be seen through a review of the cost model section of this RebaseBook.

Administrative Expenses

The rebased models include (as have the previous cost models) a specific component for administrative expenses of the provider. Consistent with the approach for collecting information around program support costs, we included questions concerning administrative expenses in the provider survey. In the instructions for the survey, these administrative expenses were defined as follows:

Administrative costs are those associated with the operation of your organization, but which are not program-specific. Employees that are typically considered administrative include general management, financial/accounting, and human resource staff.

The provider survey instructions identified certain administrative expenses. Included in the list of identified cost elements were such items as:

- Compensation of general management
- Wages (and ERE) for Administrative Staff
- Rents/Mortgage Payments for Admin Office(s)
- Financial and Accounting

The results of the provider survey indicated that providers incurred 12.8% of total revenue as administrative expense. The CWG assumed a rate of 10% of the total proposed rebased rate as a standard factor for all the rebased cost models.

The *10% of the total proposed rebased rate* is a shift in methodology from the SFY 2004 rate models. In the current models, administrative expenses are calculated as 10% of *non-travel costs*. The *10% of the total proposed rebased rate* calculation will result in an approximate 1.5 percentage point increase for this model component.

An example of the impact of the difference in the calculation of administrative expense is displayed in the table below:

Table 10
Example of the Impact of the Changed Methodology for
Calculating Administrative Expenses

	SFY 04 Model	Proposed Rebased Model
Hourly Wage	\$9.12	\$10.22
Annual Wage	\$18,978	\$21,258
Hourly Wage with ERE	\$11.86	\$13.80
Hourly Wage with Productivity Adjustment	\$12.65	\$15.66
Hourly Mileage Cost	\$0.23	\$0.64
Total Non-Travel Costs	\$12.65	\$16.30
Total Benchmark Rate	\$14.15	\$19.87
Administrative Costs Calculation ⁷ Costs	\$12.65 * 10% \$1.27	\$19.87 * 10% \$1.99

As can be seen in the example, the 10% administrative expense under the proposed model is \$1.99. If the methodology of the current rate model was applied to the data in the proposed model then the administrative costs would be \$1.63. This change in calculation methodology results in an increase of \$0.36 per unit in this example.

Multiple Client Rate Calculation

For some services (most notably home-based services), it is possible for a provider to deliver services simultaneously to multiple members. The convention used in both the SFY 2014 and the rebased cost models is to apply the following formula to determine the rate for each member receiving services:

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

Travel Time Calculation

For some services where a staff member is required to travel between member sessions, travel time was included as a factor in productivity. The calculation of travel time was standardized between all of the rebased models. The following formula was used to determine the travel time.

$$\text{(Number of miles traveled / 25 mph)+0.17}$$

It is assumed the average speed is 25 miles per hour and an add-on of 10 minutes (10 minutes / 60 minutes = 0.17) is included to allow for loading and unloading into the vehicle.

Other Factors

Mileage Reimbursement Rate

The rebased models include a standard mileage reimbursement rate of 56.5 cents per mile, except for Day Treatment, Group Home and Day Treatment Related Transportation services. These services use an 'enhanced mileage rate' that is discussed in the specific methodologies. The standard mileage rate used in the rebase models is the published 2013 rate available from the Internal Revenue Service at <http://www.igrc.org/pages/detail/1884>.

Urban & Rural

Multiple services reviewed under the Rebase project have been denoted to have two variations of rate models proposed "Urban" and "Rural". Unless specifically denoted for a service the general definition of for these terms, and the application of the rate models are:

- Urban: Services provided within the geographic area encompassed by Maricopa and Pima counties are to be billed using "Urban" rates.
- Rural: Services provided outside of the geographic area encompassed by Maricopa and Pima counties are to be billed using "Rural" rates.

Exceptions: Both the services of Therapy (or Therapy Assistant) or Nursing are eligible for a three-area geographic modified rate. Both of these services utilize geographic area defined by State of Arizona counties. Below are the listings of the counties eligible for the various geographic areas based upon the service provided.

Therapy (or Therapy Assistant)

Base Area: Coconino, Maricopa, & Yavapai Counties

Area 1: Cochise, Gila, La Paz, Mojave, Pima, Pinal & Santa Cruz Counties

Area 2: Apache, Greenlee, Graham, Navajo & Yuma Counties

Nursing

Base Area: Maricopa, Pima & Pinal Counties

Area 1: Coconino, Gila, La Paz, Mojave, Navajo, Santa Cruz, Yavapai & Yuma Counties

Area 2: Apache, Greenlee, Graham & Cochise Counties

Currently for Therapy, Therapy Assistant and Nursing services, the CWG has proposed that the rate model determines the rate valid for the Base Area. Additional premiums of 10% and 25% are utilized to determine the rates Area 1 and Area 2 (respectively).

Daily Adjustment to Residential Services

- Incontinence Supplies \$4.50
- Nutritional Supplements: \$4.25

Days, hours, etc.

The rebased models include the following standardized assumptions:

- 365 days per year
- 30.4 days per month
- 2,080 working hours per year for one full-time equivalent (FTE)
- 260 working days per year for one FTE
- 8 working hours per shift for one FTE

SPECIFIC METHODOLOGIES FOR EACH SERVICE

This section of the RebaseBook describes the specific methodologies used for each service during the rebase project. The section is divided into the following discussions:

- Home-Based Services
- Independent Living Services
- Day Treatment and Training Services
- Developmental Home Services
- Group Home Services
- Professional Services
- Employment Services
- Specialized Habilitation Services
- Transportation Services

Home-Based Services

The rebasing project included four Home-Based services:

- Attendant Care
- Habilitation, Support
- Homemaker
- Respite

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of this RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- Respite (Hourly and Day): Respite is a service that members use for either short periods of time (97.7% of visits are 8 hours or less) or for full days. Despite this high percentage of utilization of 8 hours or less of service, providers felt it was necessary to maintain a daily respite rate model.

The current respite rate structure pays providers an hourly rate for visits of 1 to 12 hours; however, for visits of longer durations, providers are paid a daily rate.

The CWG is proposing a revised hourly rate structure for both Hourly (12 or less hours per day) and Day (more than 12 hours per day) Respite.

The proposed rebased Respite, Day rate equates to \$269.77 for more than 12 hours of service, compared to the old Respite, Day rate of \$192.81. The proposed rebased Respite, Day rate is based on 16 hours of service and will provide incentives for supplying 9 to 13 hours of service. In the current model providers

do not have an incentive to provide 13 hours of service. Based on an analysis conducted by the CWG of the number of units billed per member per day, it was determined no members received greater than 12 units per day of Respite services during SFY 2012.

The following Tables contain the specific assumptions associated with the Home-Based services.

Table 11
Attendant Care

Assumption/Result	Value	Comments
Unit of Service	60 minutes	
Hourly wage	\$10.22	This assumption is consistent with Arizona statewide hourly wage for Personal and Home Care Aide (SOC Code 39-9021) of \$9.61, taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Average travel	0.39 hours per shift	
Recordkeeping	0.20 hours per shift	1 hour per week
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Missed Appointments	0.05 hours per shift	0.25 hours per week. Adjustment due to appointments missed (e.g. member unavailable).
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.06 hours per shift	0.30 hours per week
Average on-site time	7.05 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	5.5 miles	Average distance for travel
Miles Transporting Members	2.5 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$19.87	

Table 12
Habilitation, Support

Assumption/Result	Value	Comments
Unit of Service	60 minutes	
Hourly wage	\$11.68	<i>Blended Rate:</i> - 30% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 70% Personal and Home Care Aide (SOC Code 39-9021) of \$9.61 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Average travel	0.89 hours per shift	
Recordkeeping	0.20 hours per shift	1 hour per week
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Missed Appointments	0.05 hours per shift	0.25 hours per week. Adjustment due to appointments missed (e.g. member unavailable).
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.06 hours per shift	0.30 hours per week
Participating in Assessments	0.10 hours per shift	0.50 hours per week
Average on-site time	6.45 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	18 miles	Average distance for each trip of 7.5 miles
Miles Transporting Members	4 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$26.20	

**Table 13
Homemaker**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$9.75	<i>Blended Rate:</i> - 50% Arizona statewide hourly wage for Janitors and Cleaners (SOC Code 37-2011) of \$9.65 - 50% Arizona statewide hourly wage for Maids and Housekeeping Cleaners (SOC Code 37-2012) of \$8.69 Wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Average travel	0.36 hours per shift	
Recordkeeping	0.00 hours per shift	Included in direct service time.
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	7.39 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	4.8 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$17.82	

**Table 14
Respite, Hourly**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	For use when services is provided up to twelve (12) hours or less to an individual within a calendar day.
Hourly wage	\$10.22	This assumption is consistent with Arizona statewide hourly wage for Personal and Home Care Aide (SOC Code 39-9021) of \$9.61, taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35% of wages	
Average travel	0.59 hours per shift	Travel time is only included as a productivity adjustment to the hourly model.
Recordkeeping	0.08 hours per shift	0.40 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Average on-site time	7.08 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	10.6 miles	Average distance for one trip
Miles Transporting Members	2.5 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$20.29	

**Table 15
Respite, Day**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	1 Day	For use when services is provided for twelve (12) hours or more to an individual within a calendar day.
Hourly wage	\$10.22	This assumption is consistent with Arizona statewide hourly wage for Personal and Home Care Aide (SOC Code 39-9021) of \$9.61, taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35% of wages	
Average travel	0.00 hours per shift	Assumes employee stays at one residence for the entire shift
Recordkeeping	0.06 hours per shift	0.30 hours per week, balance of time included in direct service time
Employer Time	0.10 hours per shift	0.50 hours per week
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Average on-site time	7.69 hours per day	Billable Hours – difference between Total Hours and other productivity components

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Mileage	0 miles	
Miles Transporting Members	2.0 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$269.77	

Independent Living Services

The rebasing project included two Independent Living services:

- Habilitation, Individually Designed Living Arrangement, Hourly
- Habilitation, Individually Designed Living Arrangement, Daily

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The independent living category of services currently has a single rate model (that provides for an hourly unit of service). The proposed rebased models will have two rates, one for hourly or intermittent services, and one for extended services (services eligible for Daily service).
- In the current model, the daily rate is calculated based on the hourly IDLA rate and varying ranges of authorized hours of service per week to members. In the proposed rate models, the daily IDLA rate is also calculated based on an hourly rate. However, productivity and travel assumptions of this hourly rate have been adjusted to better reflect productivity and travel for a daily service as opposed to an hourly service. The daily IDLA rate is still calculated based on the same ranges of authorized hours of service per week as found in the current model.

The following Tables contain the specific assumptions associated with the Independent Living services.

Table 16
Habilitation, Individually Designed Living Arrangement, Hourly

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$11.68	<i>Blended Rate:</i> - 30% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 70% Personal and Home Care Aide (SOC Code 39-9021) of \$9.61 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Travel time for Employee	0.37 hours per shift	
Recordkeeping	0.25 hours per shift	1.25 hours per week

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.12 hours per shift	0.60 hours per week
Participating in Assessments	0.14 hours per shift	0.70 hours per week
Average on-site time	6.87 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	5	
Miles Transporting Members	4.4 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$23.33	

Table 17
Habilitation, Individually Designed Living Arrangement, Daily

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$11.68	<i>Blended Rate:</i> - 30% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 70% Personal and Home Care Aide (SOC Code 39-9021) of \$9.61 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35% of wages	
Travel time for Employee	0	Assumes employee stays at one residence for the entire shift
Recordkeeping	0	Included in direct service time.
Employer Time	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Average on-site time	7.75 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	0	Assumes employee stays at one residence for the entire shift
Miles Transporting Members	4.4 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$20.24	

Day Treatment and Training Services

The rebasing project included five Day Treatment and Training services:

- Day Treatment and Training, Adult
- Day Treatment and Training, Child, After-School
- Day Treatment and Training, Child, Summer
- Rural Day Treatment and Training, Adult
- Rural Day Treatment and Training, Children
- Day Treatment and Training, Intense

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The cost element for the ‘Transition Staffing Factor’ (TSF) has been eliminated from the models (as the transition time has passed) and the assumptions regarding member participation were adjusted.
- The cost element for ‘Program Transport Cost’ has been eliminated from the models and an ‘Enhanced Mileage Rate’ has replaced the standard mileage rate. The derivation of the ‘Enhanced Mileage Rate’ is explained below.
- The staffing ratio of 1:9.5 in the adult, rural, child after-school and child summer rate models has been removed because these staffing ratios are not utilized.
- Previously the “Behaviorally or Medically Intense Day Treatment and Training” rate was identical to the rate for “Habilitation, Support” service in the Home-Based service group. The proposed rebased rate for this service is derived from a separate independent rate model.

Additional Assumptions

The proposed rebased rate models for the Adult and Child Day Treatment and Training programs have additional assumptions:

For the Adult programs:

- There are two rate models for Adult programs – Urban and Rural.
- Three sub-models were developed to distinguish different staff to member ratios.
- Facilities are assumed to be in service for 250 days per year, although expenses are allocated over 212 days of member attendance – thereby assuming an attendance rate of 85%
- Total hours of work per day per direct care staff are assumed to be 8 hours.
- Average staff productivity per day is assumed to be (no more than) 7.04 hours for urban and rural
- Each program is assumed to have 16 members (Urban) and 7 members (Rural) per day.
- Capital requirements are assumed as follows:
 - Each facility is assumed to provide 125 square feet per member for urban locations and 271 square feet per member in rural locations.
 - Average cost per square foot is assumed at \$20.07 for urban facilities per annum, based upon a review of data reported in the provider surveys. For rural facilities, the cost per square foot is assumed at \$15.00.
- Mileage rates are based upon the ‘Enhanced Mileage Rate’ discussed on the following page.

For the Children’s programs:

- There is one rate model for the After-School and Summer Children programs
- There are separate rate models for Urban and Rural programs.

The following Tables contain the specific assumptions associated with the Day Treatment and Training services.

**Table 18
Day Treatment and Training, Adult (1:3.5)**

Assumption/Result	Value	Comments
Unit of Service	1 member hour	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61. All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Program preparation (etc.)	0.50 hours per shift	2.5 hours per week per staff
Recordkeeping	0.15 hours per shift	15 minutes per member per week per member
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.06 hours per shift	Includes time for 4 meetings per member per year
Average on-site time	7.04 hours per day	Billable Hours – difference between Total Hours and other productivity components. Represents 1:3.5 ratio.
Number of staff members	4.57	Based on ratio of total direct care service staff hours with members present at the program to total member hours
Mileage: program-related	2 miles per day	Per member per day
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Capital expense	\$1.68	Per member per hour
Supplies	\$0.36	Per member per hour (\$2.50 per day)
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$9.98	Other rates \$7.51 (ratio of 1:5.5) to \$6.38 (1:7.5)

**Table 19
Day Treatment and Training, Children – After-School & Summer Programs (1:3.5)**

Assumption/Result	Value	Comments
Unit of Service	1 member hour	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61. All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	17.5% of wages	Reduced ERE due to the part-time nature of the program
Program preparation (etc.)	0.50 hours per shift	2.5 hours per week per staff
Recordkeeping	0.15 hours per shift	15 minutes per member per week per member
Training Time	0.30 hours per shift	Increased factor due to nature of program
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	3.45 hours per day	Billable Hours – difference between Total Hours and other productivity components. Represents a 1:3.5 ratio.
Number of staff members	16	Based on ratio of total direct care service staff hours with members present at the program to total member hours
Mileage: program-related	2 miles per day	
Mileage reimbursement	82.0 cents per mile	Enhance mileage rate (identical derivation as Adult, Urban)
Capital expense	\$2.59	Per member per hour
Food	\$0.23	Per member per hour (\$0.80 per day)
Supplies	\$0.58	Per member per hour (\$2.00 per day)
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$11.51	Other rates \$9.31 (ratio of 1:5.5) to \$8.38 (1:7.5)

Table 20
Day Treatment and Training, Adult, Rural (1:3.5)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	1 member hour	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9032) of \$9.61. All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Program preparation (etc.)	0.50 hours per shift	2.5 hours per week per staff
Recordkeeping	0.15 hours per shift	15 minutes per member per week per member
Training Time	0.15 hours per shift	Increased factor due to nature of program
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.06 hours per shift	Includes time for 4 meetings per member per year
Average on-site time	7.04 hours per day	Billable Hours – difference between Total Hours and other productivity components. Represents a 1:3.5 ratio.
Number of staff members	2.00	Based on ratio of total direct care service staff hours with members present at the program to total member hours
Mileage: program-related	4 miles per day	
Mileage reimbursement	56.5 cents per mile	Standard mileage rate
Capital expense	\$2.73	Per member per hour
Supplies	\$0.36	Per member per hour (\$2.50 per day)
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$11.36	Other rates \$8.92 (ratio of 1:5.5) to \$7.82 (1:7.5)

Table 21
Day Treatment and Training, Children, Rural (1:3.5)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	1 member hour	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9032) of \$9.61. All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Program preparation (etc.)	0.50 hours per shift	2.5 hours per week per staff
Recordkeeping	0.15 hours per shift	15 minutes per member per week per member
Training Time	0.30 hours per shift	Increased factor due to nature of program
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.06 hours per shift	Includes time for 4 meetings per member per year
Average on-site time	3.45 hours per day	Billable Hours – difference between Total Hours and other productivity components. Represents a 1:3.5 ratio.
Number of staff members	2.00	Based on ratio of total direct care service staff hours with members present at the program to total member hours
Mileage: program-related	4 miles per day	
Mileage reimbursement	56.5 cents per mile	Standard mileage rate
Capital expense	\$4.14	Per member per hour
Food	\$0.23	Per member per hour (\$0.80 per day)
Supplies	\$0.58	Per member per hour (\$2.50 per day)
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$13.63	Other rates \$11.49 (ratio of 1:5.5) to \$10.62 (1:7.5)

Table 22
Day Treatment and Training, Intense

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	1 member hour	<i>Blended Rate:</i> - 30% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 70% Personal and Home Care Aide (SOC Code 39-9021) of \$9.61

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
		All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
Hourly wage	\$11.68	
ERE	35% of wages	
Recordkeeping	0.20 hours per shift	1 hour per week
Training Time	0.21 hours per shift	Increased factor due to nature of program
Travel Time	0.00 hours per shift	Assumed to be with one member for entire day
ISP Meetings	0.02 hours per day	Based on assumption of 4 hours per member per year.
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	7.47 hours per day	Billable Hours – difference between Total Hours and other productivity components.
Mileage Transporting Members	4 miles per day	
Mileage reimbursement	\$0.565 per mile	Standard mileage rate
Supplies	\$0.33	Per member per hour (\$2.50 per day)
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$21.37	

Developmental Home Services

The rebasing project included Four Developmental Home services:

- Vendor Supported Developmental Home, Adult
- Vendor Supported Developmental Home, Child
- Room & Board, Vendor Supported Developmental Home, Adult
- Room & Board, Vendor Supported Developmental Home, Child

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The rate models for both the Developmental Home and Room & Board services have been combined into a single model. Due to little variation between the two services, the CWG has recommended combining the services for to reduce administrative burden. When variances have occurred, the CWG has defaulted to the value that results in the larger factor (e.g. training requirements for child placements are higher).
- The assumed length of the relationship between the Qualified Vendor and the home has been decreased to four (4) years. Any costs amortized over the length of the relationship have been modified appropriately (e.g. licensure costs).
- The Habilitation hourly rate included in the payments to families has been modified to reflect the wage rate plus required benefits (as opposed to the agency rate schedule rate) to better reflect the cost of this service.

- For the agency training staff, ERE was included at 30% as the wage level for these positions exceeded \$17.00.
- The mileage cost included for the agency staff that monitors the home is calculated based on mileage per visit and number of visits per year. This differs from the approach in the current model of calculating the annual mileage costs based on the number of miles per year.
- The base methodology for home oversight and supervision has been modified from reflecting a pre-defined number of visits and hours with the family to a 'caseload' model. It is assumed that staff performing these duties can oversee 12 placements annually.
- The costs associated with any Home-Based supports (e.g. Respite) provided by the QV to support the placement has been removed from the model. The CWG has recommended the Division update authorization and billing practices to allow for the approved Respite services to ensure separate tracking and monitoring.

The following assumptions were updated for the payments to family portion of the proposed rebased service model:

- The food expense is assumed at \$288.86 per person per month, or \$9.50 per person per day, based on USDA Moderate-Cost Food Plan variations as of May 2012, inflated to December 2014, as indicated in Table 23. The USDA costs can be viewed at www.usda.gov.

Table 23
Food Costs

Age	Monthly	Inflated	Daily
20-50 years	\$294.90	\$298.84	\$9.83
51 years and over	\$275.20	\$278.88	\$9.17
Assumed Cost: Average	\$285.05	\$288.86	\$9.50

Table 24
Vendor Supported Developmental Home (Adult and Child)

Assumption/Result	Value	Comments
Unit of Service	1 day	
Years family is under agency supervision	4	
Days per year family under agency supervision	365	
Initial Home Licensure, per year	\$1242.98	ACYF rate of \$2,809, multiplied by 50% DDD premium, spread over 5 years
Hourly wage for training staff	\$17.83	This assumption is consistent with Arizona statewide hourly wage for Child, Family and School Social Worker (SOC Code 21-1021), taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	30.0% of wages	Per guideline that wages in excess of \$13.01 receive ERE at 30%
Initial Training, per year	\$487.50	84 hours plus \$1,950 initial cost, spread over 5 years
Ongoing Training, per year	\$312.92	18 hours per year plus \$417.22 cost spread over 5 years
Hourly wage for administrative/ Monitoring staff	\$15.25	<i>Blended Rate:</i> - 50% Arizona statewide hourly wage for Child, Family and School Social Worker (SOC Code 21-1021) of \$16.26

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
		- 50% Social and Human Service Assistant (SOC Code 21-1093) of \$14.09 Wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30% of wages	
Placements Supervised	12	Individual staff can monitor 12 placements annually
Mileage, per year	840 miles	35 miles per visit and 24 visits per year
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
Total Retained by Agency	\$37.51	
Total Payment to Family	\$71.20	
Total Payment to Agency SFY 15	\$108.71	

Table 25
Room & Board, Vendor Supported Developmental Home, Adults and Children

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	1 day	
Number of days receiving service	365	
Square footage	250	
Cost per square foot	\$14.00	Includes maintenance, utilities, phone
Meals per individual per day	\$9.50	
Total RRB	\$19.09	
Habilitation hours	5.0	
Habilitation hourly rate	\$12.95	Consistent with the Habilitation, Support base wage rate plus required benefits.
Monthly number of miles	250 miles	
Mileage reimbursement	56.5 cents per mile	
Administrative overhead	2%	
Total Payment to Family	\$71.20	
Room & Board	\$19.09	

Group Home Services

The rebasing project included four Group Home services:

- Habilitation, Community Protection and Treatment Group Home
- Habilitation, Group Home
- Habilitation, Nursing Supported Group Home
- Room and Board, All Group Homes

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The proposed rebased models are continuing to express the Habilitation, Group Home reimbursement in terms of a staff hour unit.

- The methodology for determining the reimbursement for transportation costs has been changed. In the current models, vehicle acquisition was allocated to the staff hour. The proposed rebased models have instead replaced the standard mileage rate of \$0.565 per mile with an ‘enhanced mileage rate’, similar to the enhanced mileage rate that is included in the Day Treatment and Training rebased models.

The following assumptions were used to determine the enhanced mileage rate:

- Standard mileage rate \$0.565
- Discount acquisition -\$0.230
- Addition for acquisition adjustment +\$0.485

- The resulting rate is \$0.82 per mile.

Table 26
Group Home Daily Mileage Assumption

Activity	Mileage
Doctor’s appointment	15
Day Treatment and Training or similar	20
Recreational activities	15
Total	50

- Total average staff hours per day are assumed at 42.86, calculated as:
(5.34 average FTE per site per day) x (8 hours per day) = 42.86 hours per day.
- On average, every staff hour has 1.17 miles allocated, calculated as: (50 miles per day) / (42.86 hours per day) = 1.17 miles per staff hour.
- For Room and Board, the proposed rebased model changes the methodology used to determine the “blended” daily rates. In the current models, it is assumed that up to two (2) individuals could occupy a single bedroom. In the proposed rebased model it is assumed that only one (1) individual occupies a bedroom. This is based on the results of the provider survey and other research by the CWG.
- The following assumptions were made for Room and Board, All Group Homes, rate models:
 - The CWG has recommended only two (2) rate models be supported for Room & Board. These models are included in this document as Urban and Rural models. Generally, the factors utilized for each model are based upon the maximum value for any geographic data obtained for the appropriate portion of the state. For example, rental costs were obtained for various geographic areas, the maximum value between Maricopa and Pima counties was utilized for the Urban model.
 - Rental payments were derived based on the size of the home and its geographical location from a number of data sources. The current rate model, the provider survey and data from the U.S. Department of Housing

and Urban Development (HUD) were reviewed. The data from HUD was taken from *Fair Market Rent History (2013)* (available at www.huduser.org/portal/datasets/fmr.html) and information was extracted for Maricopa, Pima, and Coconino counties as well as the combined data for Yuma/Yavapai counties. As a general rule, the proposed rebased model assumes the HUD data as the factor for rent.

Table 27
Percentage of HUD Reported Data Used for Rental Payments

	Number of bedrooms					
	1	2	3	4	5	6
Coconino County	100%	100%	100%	100%	100%	100%
Maricopa County	100%	100%	100%	100%	100%	100%
Pima County	100%	100%	100%	100%	100%	100%
Yavapai County	100%	100%	100%	100%	100%	100%

Table 28
Rental Payment Values Used in Room and Board Models

	Number of bedrooms					
	1	2	3	4	5	6
Urban Maricopa&Pima	\$748.00	\$925.00	\$1,363.00	\$1,592.00	\$1,899.50	\$2,196.50
Rural (Excludes Maricopa & Pima)	\$852.00	\$1066.00	\$1,353.00	\$1,724.00	\$1,974.50	\$2,264.80

- Utility payments (including electricity, water, trash, phone, etc.) were developed as state-wide figures. The data for electricity payments were obtained from the Arizona Public Service standard pricing plan. Data obtained from the city of Phoenix standard rates and CenturyLink standard pricing plan. The values used for utility payments are depicted in Table 29.

Table 29
Utility Payment Values Used in Room and Board Models

	Number of bedrooms (per month costs)					
	1	2	3	4	5	6
Electricity	\$84.68	\$135.84	\$187.01	\$238.18	\$340.52	\$419.45
Water, trash, etc.	\$51.50	\$58.50	\$65.50	\$72.50	\$79.50	\$86.50
Total	\$136.18	\$194.34	\$252.51	\$310.68	\$420.02	\$505.95

- Maintenance expenses are assumed to be \$50 per month for a one-bedroom home with a \$10.00 increase for each additional bedroom in the home. Household consumables expenses are assumed to be \$50 per month for a one-bedroom home with a \$5.00 increase for each additional bedroom in the home. The values used for maintenance and household consumables expense are depicted in Table 30:

Table 30
Maintenance Expense Values Used in Room and Board Models
(Including Maintenance and Household Consumables)

	Number of bedrooms					
	1	2	3	4	5	6
Maintenance	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00	\$100.00
Household Consumables	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00

- Food expenses are assumed to be \$288.86 per person per month. Meal expense is based on USDA Moderate-Cost Plan variations as of May 2012, inflated to December 2014, as indicated in Table 30:

**Table 31
Food Cost Used in Room and Board Models**

Age	Monthly	Inflated	Daily
20-50 years	\$294.90	\$298.84	\$9.83
51 years and over	\$275.20	\$278.88	\$9.17
Assumed Cost: Average	\$285.05	\$288.86	\$9.50

- The application of the Room and Board assumptions are displayed in the following Table. The Table indicates the daily per-person Room and Board rate calculated with the following assumptions:
 - A two-bedroom home
 - Two members residing in the home
 - The home is located in the Flagstaff metropolitan area (Rural)
 - There are 30.4 days per month (on average).

**Table 32
Example of the Monthly and Daily Values Used in Room and Board Models
Amounts are Per Person**

Expense Area	Calculation	Daily Value	Daily / Resident
Rent	\$1066.00/2	\$35.07	\$17.53
Utilities	\$239.34/2	\$7.87	\$3.94
Maintenance	\$60.00/2	\$1.97	\$0.99
Household Consumables	\$55.00/2	\$1.81	\$0.90
Food	\$577.72/2	\$19.00	\$9.50
Total			\$32.86

**Table 33
Habilitation, Community Protection & Treatment, Group Home**

Assumption/Result	Value	Comments
Unit of Service	60 minutes	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.70 - 80% Personal and Home Care Aide (SOC Code 39-9021) of \$9.79 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Recordkeeping	0	Included in direct service time.
Training Time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	7.69 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	1.17 miles	Based on transportation assumptions
Mileage reimbursement	82.0 cents per mile	Utilizing 'Enhanced Mileage Rate'
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$20.76	

**Table 34
Habilitation, Group Home**

Assumption/Result	Value	Comments
Unit of Service	60 minutes	
Hourly wage	\$11.44	<i>Blended Rate:</i>

Assumption/Result	Value	Comments
		- 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.70 - 80% Personal and Home Care Aide (SOC Code 39-9021) of \$9.79 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Recordkeeping	0	Included in direct service time.
Training Time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	7.75 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	1.17 miles	Based on transportation assumptions
Mileage reimbursement	82.0 cents per mile	Utilizing 'Enhanced Mileage Rate'
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$20.61	

Table 35
Habilitation, Nursing Supported Group Home (Level I)

Assumption/Result	Value	Comments
Unit of Service	60 minutes	
Hourly wage	\$33.78 (RN) \$23.96 (LPN) \$13.15 (CNA)	<i>Rate:</i> - 100% Registered Nurse (SOC Code 29-1141) of \$31.77 - 100% Licensed Practical Nurse (SOC Code 29-2061) of \$22.54 - 100% Nursing Assistant (SOC Code 31.1041) of \$12.37 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% - (RN) 23.0% (LPN) 30.0% - (CNA)	
Avg. Daily Hours	4.80 – RN 0.00 – LPN 4.80 – CNA	Average daily staffing for five (5) residents in Level I home
Recordkeeping	0	Included in direct service time.
Training Time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	7.79 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	80.0 miles	Total miles for home
Mileage reimbursement	82.0 cents per mile	Utilizing 'Enhanced Mileage Rate'
Program support	8%	
Administrative overhead	10%	
Absence Factor	6%	Assumes on average individuals are not present 22 days per year
SFY 15 Benchmark Rate	\$392.10	Other rates \$459.96 (Level II) to \$517.12 (Level III)

Professional Services

The rebasing project included eleven Professional services:

- Home Health Aide
- Nursing, Visit
- Nursing, Intermittent
- Nursing, Continuous
- Nursing, Respite
- Therapy Services, Clinical
- Therapy Services, Natural
- Therapy Service Assistants, Clinical
- Therapy Service Assistants, Natural
- Respiratory Therapy, Clinical
- Respiratory Therapy, Natural

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- Based upon feedback and to better meet the needs of members, the Division directed the CWG to construct a Nursing, Visit rate for use when services are provided to a member for less than one hour.
- The rates for the Nursing services have been separated into a rate for RNs and a rate for LPNs – there is no longer a “blended rate” as in the current rate structure
- For the Nursing services, the proposed rebased models have been restructured to conform to AHCCCS billing rules. Under the new rate structure:
 - The Nursing, Visit rate is to be utilized for individual visits for a member of up to 55 minutes, up to 4 visits per day. If more than 4 visits occur within the same calendar day for the same member, the provider must utilize either the Nursing, Intermittent or Nursing, Continuous rates as appropriate.
 - The Nursing, Intermittent hourly rate is to be utilized for services to the same member, on the same calendar day, not to exceed 2 hours per visit and no more than 4 hours in one calendar day.
 - The Nursing, Continuous hourly rate is to be utilized for services to the same member, on the same calendar day, for more than 2 continuous hours in one calendar or for more than 4 hours in one calendar day.
 - The Nursing, Respite hourly rate is to be utilized in place of Respite, Hourly for members that require the service be provided by a skilled nurse.
- For Therapy services, the CWG is recommending ‘unifying’ the billing processes for Therapy Assistants. Currently, Therapy Assistants of differing disciplines bill the Division and are reimbursed under differing processes. To support this effort, the CWG has recommended a single ‘unified’ Therapy Assistant service rate model.

**Table 36
Home Health Aide**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$10.47	This assumption is consistent with Arizona statewide hourly wage for Home Health Aide (SOC Code 31-1011) of \$9.85, taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Average travel	1.07 hours per shift	

Assumption/Result	Value	Comments
Recordkeeping	0.20 hours per shift	1 hour per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Missed Appointments	0.05 hours per shift	0.25 hours per week, Adjustment due to appointments missed (e.g. member unavailable).
Employer Time	0.10 hours per shift	0.50 hours per week
Average on-site time	6.43 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supervisor hourly wage	\$33.78	
Daily portion of supervision	0.25 hours per day	
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$25.83	

Table 37
Nursing, Visit RN

Assumption/Result	Value	Comments
Unit of Service	1 visit	Less than 55 minutes per visit and not to exceed four hours per day
Hourly wage	\$33.78	- 100% Arizona statewide hourly wage for Registered Nurse (SOC Code 29-1111) of \$31.77 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.57 hours per shift	
Recordkeeping	0.80 hours per shift	4 hours per week ,Additional allowance included for increased documentation requirements.
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	5.12 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	35 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
Less than 1 hour adjustments factor	84%	Assumes 6 visits and 5.04 hours productive time
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$67.97	

Table 38
Nursing, Visit LPN

Assumption/Result	Value	Comments
Unit of Service	1 visit	Less than 55 minutes per visit and not to exceed four hours per day
Hourly wage	\$23.96	- 100% Licensed Practical and Licensed Vocational Nurses (SOC Code 29-2061) of \$22.54 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.57 hours per shift	
Recordkeeping	0.80 hours per shift	4 hours per week ,Additional allowance included for increased documentation requirements.
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	5.12 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supervisor hourly wage	\$33.78	
Daily supervision	0.50 hours per shift	2.5 hours per week
Mileage	35 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Administrative overhead	10%	
Less than 1 hour adjustments factor	84%	Assumes 6 visits and 5.04 hours productive time
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$53.33	

Table 39
Nursing, Intermittent RN

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	Maximum of 2 hours per visit or multiple visits totaling less than 4 hours per day.
Hourly wage	\$33.78	<i>Blended Rate:</i> - 100% Arizona statewide hourly wage for Registered Nurse (SOC Code 29-1111) of \$31.77 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.21 hours per shift	
Recordkeeping	0.50 hours per shift	2.50 hours per week .
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	5.78 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	26 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$70.65	

Table 40
Nursing, Intermittent LPN

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	Maximum of 2 hours per visit or multiple visits totaling less than 4 hours per day.
Hourly wage	\$23.96	<i>Blended Rate:</i> - 100% Licensed Practical and Licensed Vocational Nurses (SOC Code 29-2061) of \$22.54 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.21 hours per shift	
Recordkeeping	0.50 hours per shift	2.50 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	5.78 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supervisor hourly wage	\$33.78	
Daily supervision	0.50 hours per shift	2.50 hours per week
Mileage	26 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$55.21	

**Table 41
Nursing, Continuous/Respite RN**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	Utilized for visits of more than 2 hours or multiple visits totaling more than 4 hours per day.
Hourly wage	\$33.78	- 100% Arizona statewide hourly wage for Registered Nurse (SOC Code 29-1111) of \$31.77 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0	
Recordkeeping	0.20 hours per shift	1.00 hours per week .
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	7.29 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	0 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$53.64	

**Table 42
Nursing, Continuous/Respite LPN**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	Utilized for visits of more than 2 hours or multiple visits totaling more than 4 hours per day.
Hourly wage	\$23.96	- 100% Licensed Practical and Licensed Vocational Nurses (SOC Code 29-2061) of \$22.54 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0	
Recordkeeping	0.20 hours per shift	1.00 hours per week .
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Consultation with provider	0.20 hours per shift	1 hour per week
Average on-site time	7.29 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supervisor hourly wage	\$33.78	
Daily supervision	0.50 hours per shift	2.50 hours per week
Mileage	0 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$41.40	

**Table 43
Therapy Services, Clinical**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$36.63	- 100% Physical Therapist (SOC Code 29-1123) of \$36.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0	
Recordkeeping and Documentation	0.65 hours per shift	3.25 hour per week
Consultation provider/family	0.40 hours per shift	2 hours per week

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	6.59 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	0 miles	
Rent	\$3.51	Rent cost per hour. Assumes 300 sq. ft., cost of \$20.07 per sq. ft. allocated over 1,713 hours per year.
Capital Cost	\$0.58	Capital cost per hour. Assumes \$3,000 costs for maintenance over 3 years allocated over 1,713 hours per year.
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$69.17	

**Table 44
Therapy Services, Natural**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$36.63	- 100% Physical Therapist (SOC Code 29-1123) of \$36.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.77 hours per day	
Recordkeeping and Documentation	0.52 hours per shift	2.60 hour per week
Consultation provider/family	0.31 hours per shift	1.55 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	5.04 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	40 miles	
Mileage reimbursement	56.5 cents per mile	
Rent	\$1.53	Rent cost per hour. Assumes 100 sq. ft., cost of \$20.07 per sq. ft. allocated over 1,310 hours per year.
Capital Cost	\$0.51	Capital cost per hour. Assumes \$2,000 costs for maintenance over 3 years allocated over 1,310 hours per year.
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$91.81	

**Table 45
Therapy Assistant, Clinical**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$19.15	- 100% Physical Therapy Assistants (SOC Code 31-2021) of \$17.41 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%) and includes 10% incentive.
ERE	30.0% of wages	
Average travel	0	
Recordkeeping and Documentation	0.53 hours per shift	2.65 hour per week
Consultation provider/family	0.32 hours per shift	1.60 hours per week
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time to meet with supervisor
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	6.59 hours per day	Billable Hours – difference between Total Hours and other productivity components

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Mileage	0 miles	
Rent	\$3.51	Rent cost per hour. Assumes 300 sq. ft., cost of \$20.07 per sq. ft. allocated over 1,713 hours per year.
Capital Cost	\$0.58	Capital cost per hour. Assumes \$3,000 costs for maintenance over 3 years allocated over 1,713 hours per year.
Supervision Cost	\$10.94 per hour	Based on 1.60 hours of supervision per day by Therapist.
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$53.24	

**Table 46
Therapy Assistant, Natural**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$19.15	- 100% Physical Therapy Assistants (SOC Code 31-2021) of \$17.41 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%) and includes 10% incentive
ERE	30.0% of wages	
Average travel	1.77 hours per day	
Recordkeeping and Documentation	0.43 hours per shift	2.15 hour per week
Consultation provider/family	0.20 hours per shift	1.00 hours per week
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time to meet with supervisor
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	5.04 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	40 miles	
Mileage reimbursement	56.5 cents per mile	
Rent	\$1.53	Rent cost per hour. Assumes 100 sq. ft., cost of \$20.07 per sq. ft. allocated over 1,310 hours per year.
Capital Cost	\$0.51	Capital cost per hour. Assumes \$2,000 costs for maintenance over 3 years allocated over 1,310 hours per year.
Supervision Cost	\$14.30 per hour	Based on 1.60 hours of supervision per day by Therapist.
Program support	4%	
Administrative overhead	10%	
Third party liability percentage	1%	
SFY 15 Benchmark Rate	\$70.99	

**Table 47
Respiratory Therapy, Clinical**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$24.98	- 100% Respiratory Therapist (SOC Code 29-1126) of \$24.98 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0	
Recordkeeping and Documentation	1.00 hours per shift	5.0 hours per week
Consultation provider/family	0.25 hours per shift	1.25 hours per week
Employer Time	0.10 hours per shift	0.50 hour per week
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	6.39 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	0 miles	
Program support	4%	

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$44.73	

**Table 48
Respiratory Therapy, Natural**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$24.98	- 100% Respiratory Therapist (SOC Code 29-1126) of \$24.98 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.77 hours per day	
Recordkeeping and Documentation	0.47 hours per shift	2.35 hours per week
Consultation provider/family	0.13 hours per shift	0.65 hours per week
Employer Time	0.10 hours per shift	0.50 hour per week
Missed Appointments	0.05 hours per shift	0.25 hours per week
Training time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Average on-site time	5.27 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	40 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$59.22	

Employment Services

The rebasing project includes four Employment services:

- Center-Based Employment
- Group Supported Employment
- Individual Supported Employment
- Transition to Employment

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The Center-Based Employment model includes ratios of 1:3 and 1:9 in addition to the 1:6 ratio for both urban and rural services.
- There is a capital adjustment factor of 25% for the capital costs in the Center-Based Employment model. This factor represents a change in the methodology in that 25% of the capital costs are reimbursed by the Division. This adjustment factor is not included in the current Ratebook.
- The In-Program Transportation component in the current model for Center-Based Employment is not included in the rebased model.
- The presentation of the Group Supported Employment rate model was adjusted to be consistent with the format used in the Day Treatment and other Employment to

calculated rates at different staffing ratios. The ratios of 1:7 and 1:8 have been removed from the model.

- Transition to Employment is a new service that has been added to the employment models. This service is built based on a 1:4 ratio.

**Table 49
Center-Based Employment, Urban (1:3)**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$11.71	- 5% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 15% Rehabilitation counselors (SOC Code 21-1015) of \$14.20 - 80% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
ISP Meetings	0.06 hours per shift	0.30 hours per week; Assumes 4 hours per person per year. Varies based on the staffing ratio.
Recordkeeping and Documentation	0.15 hours per shift	0.75 hours per week; Assumes 15 minutes per person per week.
Employer Time	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.25 hours per shift	1.25 hours per week
Program set-up/clean-up	0.75 hours per shift	3.75 per week
Average on-site time	6.54 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supplies Cost	\$2.50 per day	Supply costs per individual per day of \$2.50.
Capital Costs	\$12.54 per day	This is the cost per person per day for urban. The capital cost per day per person in the rural models is \$20.36.
Capital adjustment factor	25%	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$10.88	Other rates \$6.16 (1:6) & \$4.62 (1:9)

**Table 50
Center-Based Employment, Rural (1:3)**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$11.71	- 5% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 15% Rehabilitation counselors (SOC Code 21-1015) of \$14.20 - 80% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
ISP Meetings	0.06 hours per shift	0.30 hours per week; Assumes 4 hours per person per year. Varies based on the staffing ratio.
Recordkeeping and Documentation	0.15 hours per shift	0.75 hours per week; Assumes 15 minutes per person per week.
Employer Time	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.25 hours per shift	1.25 hours per week
Program set-up/clean-up	0.75 hours per shift	3.75 per week
Average on-site time	6.54 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supplies Cost	\$2.50 per day	Supply costs per individual per day of \$2.50.
Capital Costs	\$20.36 per day	This is the cost per person per day for urban. The capital cost per day per person in the rural models is \$20.36.
Capital adjustment factor	25%	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$11.24	Other rates \$6.54 (1:6) & \$5.01 (1:9)

**Table 51
Group Supported Employment, Urban (1:2)**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$12.54	- 20% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 80% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Recordkeeping and Documentation	0.10 hours per shift	0.50 hours per week; Assumes 15 minutes per person per week.
Employer Time	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.25 hours per shift	1.25 hours per week
ISP Meetings	0.04 hours per shift	0.20 hours per week; Assumes 4 hours per person per year. Varies based on the staffing ratio.
Average on-site time	7.36 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supplies Cost	\$3.50 per day	Supply costs per individual per day.
Number of Miles	17.5 miles per day	
Mileage reimbursement	\$0.82 per mile	
Capital Costs	\$0.22 per hour	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$17.25	Other rates \$12.69 (1:3), \$10.43 (1:4), \$9.09 (1:5) & \$8.21 (1:6)

**Table 52
Group Supported Employment, Rural (1:2)**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$12.54	- 20% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 80% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Recordkeeping and Documentation	0.10 hours per shift	0.50 hours per week; Assumes 15 minutes per person per week.
Employer Time	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.25 hours per shift	1.25 hours per week
ISP Meetings	0.04 hours per shift	0.20 hours per week; Assumes 4 hours per person per year. Varies based on the staffing ratio.
Average on-site time	7.36 hours per day	Billable Hours – difference between Total Hours and other productivity components
Supplies Cost	\$3.50 per day	Supply costs per individual per day.
Number of Miles	30 miles per day	
Mileage reimbursement	\$0.82 per mile	
Capital Costs	\$0.41 per hour	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$19.18	Other rates \$14.64 (1:3), \$12.40 (1:4), \$11.08 (1:5) & \$10.22 (1:6)

**Table 53
Individual Supported Employment, Job Coaching, Urban**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$14.56	- 40% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 60% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.15 hours per shift	0.75 hours per week
Participating in Assessments	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.50 hours per shift	2.5 hours per week
Travel Time	1.37 hours per shift	
Average on-site time	5.13 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	30.0 miles per day	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$40.03	

Table 54
Individual Supported Employment, Job Coaching, Rural

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$14.56	- 40% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 60% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.15 hours per shift	0.75 hours per week
Participating in Assessments	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	0.50 hours per shift	2.5 hours per week
Travel Time	1.97 hours per shift	
Average on-site time	4.53 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	45.0 miles per day	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$47.61	

Table 55
Individual Supported Employment, Job Development, Urban

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$14.56	- 40% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 60% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.15 hours per shift	0.75 hours per week
Participating in Assessments	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	2.00 hours per shift	10.0 hours per week
Travel Time	0.77 hours per shift	

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Average on-site time	4.63 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	15 miles per day	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$46.10	

Table 56
Individual Supported Employment, Job Development, Rural

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$14.56	- 40% Educational, Guidance, and Vocational Counselors (SOC Code 21-1012) of \$19.41 - 60% Recreation Workers (SOC Code 39-9032) of \$9.90 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.15 hours per shift	0.75 hours per week
Participating in Assessments	0.10 hours per shift	0.50 hours per week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Job Development Time	2.00 hours per shift	10.0 hours per week
Travel Time	1.37 hours per shift	
Average on-site time	3.63 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	30 miles per day	
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$56.57	

Table 57
Transition to Employment, Urban

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$16.70	- 50% Social and Human Service Assistants (SOC Code 21-1093) of \$11.91 - 50% Special education teachers, middle school (SOC Code 25-2053) of \$19.50 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.08 hours per shift	0.40 hours per week
Program set-up/clean-up	0.25 hours per shift	1.25 hours week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Average on-site time	6.92 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	2 miles per day	
Mileage reimbursement	\$0.82 per mile	
Capital Costs	\$5.02 per day	Capital costs per individual per day.
Supplies Cost	\$4.50 per day	Supply costs per individual per day.
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$11.53	

**Table 58
Transition to Employment, Rural**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$16.70	- 50% Social and Human Service Assistants (SOC Code 21-1093) of \$11.91 - 50% Special education teachers, middle school (SOC Code 25-2053) of \$19.50 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30.0% of wages	
Recordkeeping and Documentation	0.50 hours per shift	2.50 hours per week
Employer Time	0.10 hours per shift	0.50 hours per week
ISP Meetings	0.08 hours per shift	0.40 hours per week
Program set-up/clean-up	0.25 hours per shift	1.25 hours week
Training time	0.15 hours per shift	Approx. 40 hours per year, for 3 years of employment
Average on-site time	6.92 hours per day	Billable Hours – difference between Total Hours and other productivity components
Number of Miles	4 miles per day	
Mileage reimbursement	\$0.82 per mile	
Capital Costs	\$11.25 per day	Capital costs per individual per day.
Supplies Cost	\$4.50 per day	Supply costs per individual per day.
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$12.92	

Specialized Habilitation Services

The rebasing project included three Specialized Habilitation services:

- Habilitation with Music Therapy
- Habilitation, Consultation
 - Licensed Psychologist/BCBA-D
 - Licensed Behavior Analyst
 - BCBA (Board Certified Behavior Analyst)
 - BCABA (Board Certified Assistant Behavior Analyst)
- Habilitation, Early Childhood Autism Specialized
 - BCBA-D (Board Certified Behavior Analyst – Doctorate)
 - Masters
 - Bachelors
 - Habilitation Hourly

Changes to Rate Models

There are no additional changes to this model other than the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook.

Table 59
Habilitation with Music Therapy

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$19.72	<i>Blended Rate:</i> - 10% Arizona statewide hourly wage for Child, Family and School Social Worker (SOC Code 21-1021) of \$17.70 - 90% Health Educators (21-1091) of \$22.34 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	30% of wages	
Average travel	0.89 hours per shift	Trips between members (60 minutes).
Recordkeeping and Documentation	0.20 hours per shift	1.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
ISP Meetings	0.06 hours per shift	Approx. 16 hours per year
ISP Meetings	0.10 hours per shift	Approx. 26 hours per year
Average on-site time	6.39 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	18 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$39.66	

Table 60
Habilitation, Consultation Licensed Psychologist/BCBA-D Urban

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$60.97	<i>Blended Rate:</i> - 40% Psychologists, All Other (SOC Code 19-3039) of \$37.40 - 60% Psychiatrists (29-1066) of \$70.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0.77 hours per shift	Trips between members (60 minutes).
Recordkeeping and Documentation	1.00 hours per shift	5.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time for supervision/review activities
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.67 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	15 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$124.77	

Table 61
Habilitation, Consultation Licensed Psychologist/BCBA-D Rural

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$60.97	<i>Blended Rate:</i> - 40% Psychologists, All Other (SOC Code 19-3039) of \$37.40 - 60% Psychiatrists (29-1066) of \$70.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.57 hours per shift	Trips between members (80 minutes).

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Recordkeeping and Documentation	1.00 hours per shift	5.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time for supervision/review activities
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	4.87 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	35 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$147.97	

Table 62
Habilitation, Consultation, Licensed Behavioral Analyst

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$26.61	<i>Blended Rate:</i> - 25% Social Scientists and Related Workers, All Other (SOC Code 19-3099) of \$32.85 - 75% Therapists, All Other (29-1129) of \$22.42 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.07 hours per shift	Trips between members (55 minutes).
Recordkeeping and Documentation	1.00 hours per shift	5.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time for supervision/review activities
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.37 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$59.45	Assessment Benchmark equivalent to five (5) hours \$297.25

Table 63
Habilitation, Consultation BCBA

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$26.61	<i>Blended Rate:</i> - 25% Social Scientists and Related Workers, All Other (SOC Code 19-3099) of \$32.85 - 75% Therapists, All Other (29-1129) of \$22.42 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.07 hours per shift	Trips between members (55 minutes).
Recordkeeping and Documentation	0.75 hours per shift	3.75 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.82 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$54.85	

Table 64
Habilitation, Consultation BCABA

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$20.50	<i>Blended Rate:</i> - 75% Counselors, All Other (SOC Code 21-1019) of \$18.24 - 25% Therapists, All Other (29-1129) of \$22.42 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.07 hours per shift	Trips between members (55 minutes).
Recordkeeping and Documentation	0.75 hours per shift	3.75 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.82 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$42.84	

Table 65
Habilitation, Early Childhood Autism Specialized (BCBA-D) Urban

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$60.97	<i>Blended Rate:</i> - 40% Psychologists, All Other (SOC Code 19-3039) of \$37.40 - 60% Psychiatrists (29-1066) of \$70.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	0.77 hours per shift	Trips between members (60 minutes).
Recordkeeping and Documentation	1.00 hours per shift	5.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time for supervision/review activities
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.67 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	15 miles	
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$124.77	

Table 66
Habilitation, Early Childhood Autism Specialized (BCBA-D) Rural

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$60.97	<i>Blended Rate:</i> - 40% Psychologists, All Other (SOC Code 19-3039) of \$37.40 - 60% Psychiatrists (29-1066) of \$70.63 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.57 hours per shift	Trips between members (80 minutes).
Recordkeeping and Documentation	1.00 hours per shift	5.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.30 hours per shift	1.50 hours per week; Additional time for supervision/review activities

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	4.87 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	35 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$147.97	

Table 67
Habilitation, Early Childhood Autism Specialized (Masters)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$26.61	<i>Blended Rate:</i> - 25% Social Scientists and Related Workers, All Other (SOC Code 19-3099) of \$32.85 - 75% Therapists, All Other (29-1129) of \$22.42 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.07 hours per shift	Trips between members (55 minutes).
Recordkeeping and Documentation	0.75 hours per shift	3.75 hours per week
Training Time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.82 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$54.85	

Table 68
Habilitation, Early Childhood Autism Specialized (Bachelors)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$20.50	<i>Blended Rate:</i> - 75% Counselors, All Other (SOC Code 21-1019) of \$18.24 - 25% Therapists, All Other (29-1129) of \$22.42 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	23.0% of wages	
Average travel	1.07 hours per shift	Trips between members (55 minutes).
Recordkeeping and Documentation	0.75 hours per shift	3.75 hours per week
Training Time	0.21 hours per shift	Approx. 56 hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
Average on-site time	5.82 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.5 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	4%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$42.84	

**Table 69
Habilitation, Early Childhood Autism Specialized Hourly Habilitation**

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	60 minutes	
Hourly wage	\$11.68	<i>Blended Rate:</i> - 30% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 70% Personal and Home Care Aide (SOC Code 39-9021) of \$9.61 All wages were taken from BLS as of May 2012 and inflated to December 2014 (6.33%)
ERE	35.0% of wages	
Average travel	0.89 hours per shift	Trips between members (40 minutes).
Recordkeeping and Documentation	0.20 hours per shift	1.00 hours per week
Training Time	0.21 hours per shift	Approx. 56hours per year, for 3 years of employment
Employer Time	0.10 hours per shift	0.50 hours per week
Missed Appointments	0.05 hours per shift	0.25 hours per week; Adjustment due to appointments missed (e.g. member unavailable).
ISP Meetings	0.06 hours per shift	0.30 hours per week
Participating in Assessments	0.10 hours per shift	.50 hours per week
Average on-site time	6.39 hours per day	Billable Hours – difference between Total Hours and other productivity components
Mileage	22.0 miles	Average distance for each trip of 7.5 miles
Mileage reimbursement	56.5 cents per mile	
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$26.45	

Transportation Services

The rebasing project included five Transportation services:

- Flat Trip Rate for Regularly Scheduled Daily Transportation, Urban (Adult)
- Flat Trip Rate for Regularly Scheduled Daily Transportation, Rural (Adult)
- Single Person Modified (Urban)
- Single Person Modified (Rural)
- Extensive Transportation

Changes to Rate Models

In addition to the general methodological changes and assumptions applied to all of the rebased rate models and discussed in the GENERAL METHODOLOGIES FOR REBASED RATES section of the RebaseBook, the following changes to the rebased cost models were made as compared to the SFY 2004 cost models:

- The rate models for Flat Trip Rate for Regularly Scheduled Daily Transportation include only the portion of staff time and expenses related to transporting members to/from programs. “In program” transportation costs are now entirely reflected within the Day Program rate models.
- The cost element for ‘Transportation Capital’ has been eliminated from the models and an ‘Enhanced Mileage Rate’ has replaced this element. The derivation of the ‘Enhanced Mileage Rate’ is explained in the discussion for the Day Treatment and Training services above.

The following Tables contain the specific assumptions associated with the Transportation services.

Table 70
Flat Trip Rate for Regularly Scheduled Daily Transportation, Urban (Adult and Child)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	Per Trip	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61 All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35% of wages	
Staff hours per day assigned to Transportation	3.0	Allocated from Day Program
Additional Staff hours per day	1.5	Transportation aide time added to allow for average of 1.5 staff per vehicle
Average number of members transported per day	6	
Average mileage per member per day	10 miles	
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Absence Factor	85.0%	Identical to Day Treatment and Training, Adult
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$13.31	

Table 71
Flat Trip Rate for Regularly Scheduled Daily Transportation, Rural (Adult)

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	Per Trip	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61 All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Staff hours per day assigned to Transportation	3.50	Allocated from Day Program
Additional Staff hours per day	1.75	Transportation aide time added to allow for average of 1.5 staff per vehicle
Average number of members transported per day	4	
Average mileage per member per day	16 miles	
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Absence Factor	85.0%	Identical to Rural Day Treatment and Training, Adult
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$22.54	

Table 72
Single Person Modified, Urban

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	Per Trip	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61. All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
ERE	35.0% of wages	
Staff hours per day assigned to Transportation	1.0	Allocated from Day Program
Additional Staff hours per day	1.0	
Average number of members transported per day	1	
Average mileage per member per day	10 miles	
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$23.83	

Table 73
Single Person Modified, Rural

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	Per Trip	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61 All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Staff hours per day assigned to Transportation	1.5	Allocated from Day Program
Additional Staff hours per day	1.5	Transportation aide time added to allow for average of 1.5 staff per vehicle
Average number of members transported per day	1	
Average mileage per member per day	16 miles	
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Program support	8%	
Administrative overhead	10%	
SFY 15 Benchmark Rate	\$36.25	

Table 74
Extensive Transportation

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Unit of Service	Per Trip	
Hourly wage	\$11.44	<i>Blended Rate:</i> - 20% Rehabilitation Counselors (SOC Code 21-1015) of \$14.20 - 80% Personal and Home Care Aides (SOC Code 39-9021) of \$9.61 All wages taken from BLS as of May 2012 and inflated to December 2014 (6.33%).
ERE	35.0% of wages	
Staff hours per day assigned to Transportation	3.0	Allocated from Day Program
Additional Staff hours per day	1.5	Transportation aide time added to allow for average of 1.5 staff per vehicle
Average number of members transported per day	6	
Average mileage per member per day	10 miles	
Mileage reimbursement	82.0 cents per mile	Enhanced mileage rate
Program support	8%	
Administrative overhead	10%	
Wages Add-On per additional mile	\$0.93	Accounts for additional wages for 1.5 staff per vehicle

<u>Assumption/Result</u>	<u>Value</u>	<u>Comments</u>
Mileage Add-On per additional mile	\$0.565	
Additional miles	40 miles	
SFY 15 Benchmark Rate	\$43.14	

RebaseBook 2014

Independent Rate Models

January 24, 2014

Independent Rate Models

Home-Based Services
Attendant Care

	Current Model	SFY13 ReBase
Service	Attendant Care	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03809	T03809
Hourly Wage	\$9.12	\$10.22
Annual Wage	\$18,978	\$21,258
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$11.86	\$13.80
Annual Compensation (wages + ERE)	\$24,671	\$28,698
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.25	0.39
- Recordkeeping	0.25	0.20
- Missed Appointments		0.05
- Employer Time		0.10
- ISP Meetings		0.06
- Training		0.15
- Average on-site time; "Billable Hours"	7.50	7.05
- <i>Productivity Adjustment</i>	1.07	1.13
Hourly Compensation After Adjustment	\$12.65	\$15.66
Annual Compensation After Adjustment	\$24,671	\$28,698
Mileage		
- Number of Miles	5.0	5.50
- Miles Transporting Clients		2.50
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$1.73	\$4.52
Hourly mileage cost	\$0.23	\$0.64
Program Support Cost		
- Program Support Percent		8%
- Total cost		\$16.30
Hourly Program Support Cost		\$1.59
Administrative Overhead		
- Administrative Cost Percent	10%	10%
- Non-travel cost/Total Cost	\$12.65	\$16.30
Hourly Administrative Cost	\$1.27	\$1.99
SFY 04		
Benchmark Rate	\$14.15	
Adopted Rate Factor	93.0%	
Adopted Rate	\$13.16	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$16.09	
Adopted Rate Factor	90.50%	
Adopted Rate - 1 Staff, 1 Client	\$14.56	
- 1 staff, 2 clients	\$9.10	
- 1 staff, 3 clients	\$7.28	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$19.87
Adopted Rate Factor		
Adopted Rate - 1 Staff, 1 Client		
- 1 staff, 2 clients		
- 1 staff, 3 clients		

Independent Rate Models

Home-Based Services
Habilitation, Support

	Current Model	SFY13 ReBase
Service	Habilitation, Support	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03827	T03827
Hourly Wage	\$10.99	\$11.68
Annual Wage	\$22,866	\$24,294
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$14.29	\$15.77
Annual Compensation (wages + ERE)	\$29,726	\$32,797
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.50	0.89
- Recordkeeping	0.25	0.20
- Missed Appointments		0.05
- Down Time	0.00	0.00
- Employer Time		0.10
- ISP Meetings		0.06
- Participating in Assessments		0.10
- Training		0.15
- Average on-site time; "Billable Hours"	7.25	6.45
- <i>Productivity Adjustment</i>	<i>1.10</i>	<i>1.24</i>
Hourly Compensation After Adjustment	\$15.77	\$19.56
Annual Compensation After Adjustment	\$29,726	\$32,797
Mileage		
- Number of Miles	15	18.0
- Miles Transporting Clients		4.0
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$5.18	\$12.43
Hourly mileage cost	\$0.71	\$1.93
Program Support Cost		
- Program Support Percent		8%
- Total cost		\$21.48
Hourly Program Support Cost		\$2.10
Administrative Overhead		
- Administrative Percent	10%	10%
- Non-travel cost or Total Cost (2013)	\$15.77	\$21.48
Hourly Administrative Cost	\$1.58	\$2.62
SFY 04		
Benchmark Rate	\$18.06	
Adopted Rate Factor	93.0%	
Adopted Rate - 1 Staff, 1 Client	\$16.80	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$20.53	
Adopted Rate Factor	90.50%	
Adopted Rate - 1 Staff, 1 Client	\$18.58	
- 1 staff, 2 clients	\$11.61	
- 1 staff, 3 clients	\$9.29	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$26.20
Adopted Rate Factor		
Adopted Rate - 1 Staff, 1 Client		
- 1 staff, 2 clients		
- 1 staff, 3 clients		

Independent Rate Models

Home-Based Services
Homemaker

	Current Model	SFY13 ReBase
Service	Homemaker	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03802	T03802
Hourly Wage	\$8.09	\$9.75
Annual Wage	\$16,835	\$20,280
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$10.52	\$13.16
Annual Compensation (wages + ERE)	\$21,886	\$27,378
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.50	0.36
- Recordkeeping	0.00	0.00
- Missed Appointments		0.00
- Down Time	0.00	0.00
- Employer Time		0.10
- Training		0.15
- Average on-site time; "Billable Hours"	7.50	7.39
- <i>Productivity Adjustment</i>	1.07	1.08
Hourly Compensation After Adjustment	\$11.22	\$14.25
Annual Compensation After Adjustment	\$21,886	\$27,378
Mileage		
- Number of Miles	15	4.8
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$5.18	\$2.71
Hourly mileage cost	\$0.69	\$0.37
Program Support Cost		
- Program Support Percent		8%
- Total cost		\$14.62
Hourly Program Support Cost		\$1.43
Administrative Overhead		
- Administrative Percent	10%	10%
- Non-travel cost or Total Cost (2013)	\$11.22	\$14.62
Hourly administrative cost	\$1.12	\$1.78
SFY 04		
Benchmark Rate	\$13.04	
Adopted Rate Factor	93.0%	
Adopted Rate - 1 Staff, 1 Client	\$12.13	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$14.82	
Adopted Rate Factor	90.50%	
Adopted Rate - 1 Staff, 1 Client	\$13.41	
- 1 staff, 2 clients	\$8.38	
- 1 staff, 3 clients	\$6.71	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$17.82
Adopted Rate Factor		
Adopted Rate - 1 Staff, 1 Client		
- 1 staff, 2 clients		
- 1 staff, 3 clients		

Independent Rate Models

Home-Based Services

Respite Services

Service	Current Model	SFY13 ReBase	Current Model	SFY13 ReBase
	Respite, Hourly		Respite, Continuous	
Unit of Service	1 hour	1 hour	13+ hours	12+ hours
DDD Taxonomy Code	T03807	T03807	T03807	T03807
Hourly Wage	\$9.12	\$10.22	\$9.12	\$10.22
Annual Wage	\$18,978	\$21,258	\$18,978	\$21,258
ERE (as percent of wages)	30.0%	35.0%	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$11.86	\$13.80	\$11.86	\$13.80
Annual Compensation (wages + ERE)	\$24,671	\$28,698	\$24,671	\$28,698
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Travel Time	0.25	0.59	0.00	0.00
- Recordkeeping	0.10	0.08	0.00	0.06
- Missed Appointments		0.00		0.00
- Down Time	0.00	0.00	0.00	0.00
- Employer Time		0.10		0.10
- ISP Meetings		0.00		0.00
- Participating in Assessments		0.00		0.00
- Training		0.15		0.15
- Average on-site time; "Billable Hours"	7.65	7.08	8.00	7.69
- <i>Productivity Adjustment</i>	<i>1.05</i>	<i>1.13</i>	<i>1.00</i>	<i>1.04</i>
Hourly Compensation After Adjustment	\$12.40	\$15.59	\$11.86	\$14.35
Annual Compensation After Adjustment	\$24,671	\$28,698	\$24,671	\$28,698
Mileage				
- Number of Miles	5.0	10.6		2.0
- Miles Transporting Clients		2.5		
- Amount per mile	\$0.345	\$0.565	\$0.345	\$0.565
Total Mileage Amount	\$1.73	\$7.40	\$0.00	\$1.13
Hourly mileage cost	\$0.23	\$1.05	\$0.00	\$0.15
Program Support Cost				
- Program Support Percent		8%		4%
- Total cost		\$16.64		\$14.50
Hourly Program Support Cost		\$1.62		\$0.67
Administrative Overhead				
- Administrative Percent	10%	10%	10%	10%
- Non-travel cost or Total Cost (2013)	\$12.40	\$16.64	\$11.86	\$14.50
Hourly Administrative Cost	\$1.24	\$2.03	\$1.19	\$1.69
SFY 04				
Benchmark Rate	\$13.87		\$169.61	
Adopted Rate Factor	93.0%		93.0%	
Adopted Rate - 1 Staff, 1 Client	\$12.90		\$157.74	
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%		0.00%	
Benchmark Rate	\$15.77		\$192.81	
Adopted Rate Factor	90.50%		100.00%	
Adopted Rate - 1 Staff, 1 Client	\$14.27		\$192.81	
- 1 staff, 2 clients	\$8.92		\$120.51	
- 1 staff, 3 clients	\$7.14		\$96.41	
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$20.29		\$269.77
Adopted Rate Factor				
Adopted Rate - 1 Staff, 1 Client				
- 1 staff, 2 clients				
- 1 staff, 3 clients				

Independent Rate Models
 Independent Living Services
 Habilitation, Individually Designed Living Arrangement

Service	Current Model	SFY13 ReBase	
	Habilitation, Individually Designed Living Arrangement		
	Hourly		Daily
Unit of Service DDD Taxonomy Code	1 hour T03827	1 hour T03827	1 hour T03827
Hourly Wage	\$12.36	\$11.68	\$11.68
Annual Wage	\$25,712	\$24,294	\$24,294
ERE (as percent of wages)	30.0%	35.0%	35.0%
Hourly Compensation (wages + ERE)	\$16.07	\$15.77	\$15.77
Annual Compensation (wages + ERE)	\$33,425	\$32,797	\$32,797
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Travel Time	0.00	0.37	0.00
- Recordkeeping	0.25	0.25	0.00
- Missed Appointments		0.00	0.00
- Down Time	0.00	0.00	0.00
- Employer Time		0.10	0.10
- ISP Meetings		0.12	0.00
- Participating in Assessments		0.14	0.00
- Training		0.15	0.15
- Average on-site time; "Billable Hours"	7.75	6.87	7.75
- <i>Productivity Adjustment</i>	<i>1.03</i>	<i>1.16</i>	<i>1.03</i>
Hourly Compensation After Adjustment	\$16.59	\$18.36	\$16.28
Annual Compensation After Adjustment	\$33,425	\$32,797	\$32,797
Mileage			
- Number of Miles	0	5	
- Miles Transporting Clients		4.4	4.4
- Amount per mile	\$0.345	\$0.565	\$0.565
Total Mileage Amount	\$0.00	\$5.31	\$2.49
Hourly mileage cost	\$0.00	\$0.77	\$0.32
Program Support Cost			
- Program Support Percent		8%	8%
- Total cost		\$19.13	\$16.60
Hourly Program Support Cost		\$1.87	\$1.62
Administrative Overhead			
- Administrative Percent	10%	10%	10%
- Non-travel cost or Total Cost (2013)	\$16.59	\$19.13	\$16.60
Hourly administrative cost	\$1.66	\$2.33	\$2.02
SFY 04			
Benchmark Rate	\$18.25		
Adopted Rate Factor	93.0%		
Adopted Rate - 1 Staff, 1 Client	\$16.97		
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%		
Benchmark Rate	\$20.74		
Adopted Rate Factor	90.50%		
Adopted Rate - 1 Staff, 1 Client	\$18.77		
- 1 staff, 2 clients	\$11.73		
- 1 staff, 3 clients	\$9.39		
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate		\$23.33	\$20.24
Adopted Rate Factor			
Adopted Rate - 1 Staff, 1 Client			
- 1 staff, 2 clients			
- 1 staff, 3 clients			

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Adult

Service	Current Model			
	Day Treatment and Training, Adult			
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003	1:9.5 1 client hour T04003
Hourly Wage	\$13.22	\$13.22	\$13.22	\$13.22
Annual Wage	\$27,506	\$27,506	\$27,506	\$27,506
ERE (as percent of wages)	30%	30%	30%	30%
Hourly Compensation (wages + ERE)	\$17.19	\$17.19	\$17.19	\$17.19
Annual Compensation (wages + ERE)	\$35,758	\$35,758	\$35,758	\$35,758
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Direct Care Travel Time: Charged to Transportation	0.80	0.80	0.80	0.80
- Total Hours before productivity adjustments	7.20	7.20	7.20	7.20
- Time allocated to facility preparation and notes	0.20	0.20	0.20	0.20
- Recordkeeping				
- Program preparation/set-up/clean-up				
- Down Time	0.00	0.00	0.00	0.00
- Employer Time				
- ISP Meetings				
- Training				
- Average on-site time; "Billable Hours"	7.00	7.00	7.00	7.00
- Transportation Time	0.00	0.00	0.00	0.00
- Facility Time	7.00	7.00	7.00	7.00
- <i>Productivity Adjustment</i>	<i>1.03</i>	<i>1.03</i>	<i>1.03</i>	<i>1.03</i>
Hourly Compensation After Adjustment	\$17.68	\$17.68	\$17.68	\$17.68
Annual Compensation After Adjustment	\$32,182	\$32,182	\$32,182	\$32,182
Days Adjustment				
Days Billable	200	200	200	200
Days Paid	250	250	250	250
Ratio	0.80	0.80	0.80	0.80
Hourly Rate	\$22.10	\$22.10	\$22.10	\$22.10
Annual Compensation	\$32,182	\$32,182	\$32,182	\$32,182
Staffing				
- Number of Staff Members	3.66	2.33	1.71	1.35
- Number of Individuals Served	16	16	16	16
Ratio of staff to individual	1:3.5	1:5.5	1:7.5	1:9.5
Total Staff Compensation	\$117,788	\$74,985	\$55,032	\$43,446
Total Hourly Compensation After Adjustment	\$80.90	\$51.50	\$37.80	\$29.84
Hourly Compensation per Individual	\$5.26	\$3.35	\$2.46	\$1.94
Mileage				
- Program-Related Transportation	2	2	2	2
- Amount per mile	\$0.345	\$0.345	\$0.345	\$0.345
Total Mileage Amount	\$0.69	\$0.69	\$0.69	\$0.69
Hourly Mileage Cost per Individual	\$0.10	\$0.10	\$0.10	\$0.10
Program Transport Cost per Individual per Day	\$3.28	\$3.28	\$3.28	\$3.28
Hourly Transportation Cost per Individual	\$0.47	\$0.47	\$0.47	\$0.47
Capital				
- Square Footage	2,000	2,000	2,000	2,000
- Cost per Square Foot	\$12.00	\$12.00	\$12.00	\$12.00
- Number of Days in Service	200	200	200	200
Total Square Footage per Individual per Day	\$7.50	\$7.50	\$7.50	\$7.50
Hourly Capital Cost per Individual	\$1.07	\$1.07	\$1.07	\$1.07
Supplies				
Supplies per Individual per Day	\$1.00	\$1.00	\$1.00	\$1.00
Hourly Supply Cost per Individual	\$0.14	\$0.14	\$0.14	\$0.14

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Adult

Service	Current Model			
	Day Treatment and Training, Adult			
Hourly Program Compliance cost				
- Compliance Percent	2%	2%	2%	2%
- Non-travel cost	\$6.94	\$5.03	\$4.14	\$3.62
Hourly Program Compliance cost	\$0.14	\$0.10	\$0.08	\$0.07
Program Support Costs				
- Program Support Cost Percent				
- Non-travel cost or Total Cost (2013)				
Hourly Program Support cost				
Administrative Overhead				
- Administrative Cost Percent	10%	10%	10%	10%
- Non-travel cost or Total Cost (2013)	\$6.94	\$5.03	\$4.14	\$3.62
Hourly Administrative cost	\$0.69	\$0.50	\$0.41	\$0.36
SFY 04 Original				
Benchmark Rate	\$7.87	\$5.73	\$4.74	\$4.16
Transition Staffing Factor (TSF)	85.0%	85.0%	85.0%	85.0%
Transition Staffing Adjustment (Dividing by TSF)	\$9.26	\$6.74	\$5.58	\$4.89
Adopted Rate Factor	93.0%	93.0%	93.0%	93.0%
Calculated Adopted Rate	\$8.61	\$6.27	\$5.19	\$4.55
Adopted Rate - Rounded	\$8.60	\$6.25	\$5.20	\$4.55
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%	0.00%	0.00%
Benchmark Rate	\$10.53	\$7.66	\$6.33	\$5.56
Adopted Rate Factor	90.50%	90.50%	90.50%	90.50%
Adopted Rate	\$9.53	\$6.93	\$5.73	\$5.03
SFY 15 (7/1/13 - 6/30/14)				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Adult

Service	SFY13 ReBase		
	Day Treatment and Training, Adult		
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003
Staff-to-Client Ratio			
Unit of Service			
DDD Taxonomy Code			
Hourly Wage	\$11.44	\$11.44	\$11.44
Annual Wage	\$23,795	\$23,795	\$23,795
ERE (as percent of wages)	35%	35%	35%
Hourly Compensation (wages + ERE)	\$15.44	\$15.44	\$15.44
Annual Compensation (wages + ERE)	\$32,124	\$32,124	\$32,124
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Direct Care Travel Time: Charged to Transportation	0.00	0.00	0.00
- Total Hours before productivity adjustments	8.00	8.00	8.00
- Time allocated to facility preparation and notes			
- Recordkeeping	0.15	0.25	0.35
- Program preparation/set-up/clean-up	0.50	0.50	0.50
- Down Time	0.00	0.00	0.00
- Employer Time	0.10	0.10	0.10
- ISP Meetings	0.06	0.10	0.13
- Training	0.15	0.15	0.15
- Average on-site time; "Billable Hours"	7.04	6.90	6.77
- Transportation Time	0.00	0.00	0.00
- Facility Time	7.04	6.90	6.77
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.16</i>	<i>1.18</i>
Hourly Compensation After Adjustment	\$17.55	\$17.91	\$18.25
Annual Compensation After Adjustment	\$32,124	\$32,124	\$32,124
Days Adjustment			
Days Billable	212	212	212
Days Paid	250	250	250
Ratio	0.85	0.85	0.85
Hourly Rate	\$20.70	\$21.12	\$21.52
Annual Compensation	\$32,124	\$32,124	\$32,124
Staffing			
- Number of Staff Members	4.57	2.91	2.13
- Number of Individuals Served	16	16	16
Ratio of staff to individual	1:3.5	1:5.5	1:7.5
Total Staff Compensation	\$146,850	\$93,450	\$68,530
Total Hourly Compensation After Adjustment	\$94.61	\$61.43	\$45.91
Hourly Compensation per Individual	\$5.91	\$3.84	\$2.87
Mileage			
- Program-Related Transportation	2	2	2
- Amount per mile	\$0.82	\$0.82	\$0.82
Total Mileage Amount	\$1.64	\$1.64	\$1.64
Hourly Mileage Cost per Individual	\$0.23	\$0.24	\$0.24
Program Transport Cost per Individual per Day			
Hourly Transportation Cost per Individual			
Capital			
- Square Footage	2,000	2,000	2,000
- Cost per Square Foot	\$20.07	\$20.07	\$20.07
- Number of Days in Service	212	212	212
Total Square Footage per Individual per Day	\$11.83	\$11.83	\$11.83
Hourly Capital Cost per Individual	\$1.68	\$1.72	\$1.75
Supplies			
Supplies per Individual per Day	\$2.50	\$2.50	\$2.50
Hourly Supply Cost per Individual	\$0.36	\$0.36	\$0.37

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Adult

Service	SFY13 ReBase		
	Day Treatment and Training, Adult		
Hourly Program Compliance cost			
- Compliance Percent			
- Non-travel cost			
Hourly Program Compliance cost			
Program Support Costs			
- Program Support Cost Percent	8%	8%	8%
- Non-travel cost or Total Cost (2013)	8.18	6.15	5.23
Hourly Program Support cost	\$0.80	\$0.60	\$0.51
Administrative Overhead			
- Administrative Cost Percent	10%	10%	10%
- Non-travel cost or Total Cost (2013)	8.18	6.15	5.23
Hourly Administrative cost	\$1.00	\$0.75	\$0.64
SFY 04 Original			
Benchmark Rate			
Transition Staffing Factor (TSF)			
Transition Staffing Adjustment (Dividing by TSF)			
Adopted Rate Factor			
Calculated Adopted Rate			
Adopted Rate - Rounded			
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment			
Benchmark Rate			
Adopted Rate Factor			
Adopted Rate			
SFY 15 (7/1/13 - 6/30/14)			
Benchmark Rate	\$9.98	\$7.51	\$6.38
Adopted Rate Factor			
Adopted Rate			

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Child

Service	Current Model			
	Day Treatment and Training, Child After School and Summer			
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003	1:9.5 1 client hour T04003
Staff-to-Client Ratio				
Unit of Service				
DDD Taxonomy Code				
Hourly Wage	\$13.22	\$13.22	\$13.22	\$13.22
Annual Wage	\$27,506	\$27,506	\$27,506	\$27,506
ERE (as percent of wages)	15%	15%	15%	15%
Hourly Compensation (wages + ERE)	\$15.21	\$15.21	\$15.21	\$15.21
Annual Compensation (wages + ERE)	\$31,632	\$31,632	\$31,632	\$31,632
Productivity Assumptions				
- Total Hours	4.25	4.25	4.25	4.25
- Direct Care Travel Time: Charged to Transportation	0.00	0.00	0.00	0.00
- Total Hours before productivity adjustments	4.25	4.25	4.25	4.25
- Travel Time	0.00	0.00	0.00	0.00
- Time allocated to facility preparation and notes	0.25	0.25	0.25	0.25
- Recordkeeping				
- Program preparation/set-up/clean-up				
- Down Time	0.00	0.00	0.00	0.00
- Employer Time				
- ISP Meetings				
- Training				
- Average on-site time; "Billable Hours"	4.00	4.00	4.00	4.00
- Productivity Adjustment	1.06	1.06	1.06	1.06
Hourly Compensation After Adjustment	\$16.16	\$16.16	\$16.16	\$16.16
Annual Compensation After Adjustment	\$31,632	\$31,632	\$31,632	\$31,632
Days Adjustment				
Days Billable				
Days Paid				
Ratio				
Hourly Rate				
Annual Compensation				
Staffing				
- Number of Staff Members	1.71	1.09	0.80	0.63
- Number of Individuals Served	6	6	6	6
Ratio of staff to individual	1:3.5	1:5.5	1:7.5	1:9.5
Total Hourly Compensation After Adjustment	\$27.70	\$17.63	\$12.93	\$10.21
Hourly Compensation per Individual	\$4.62	\$2.94	\$2.15	\$1.70
Mileage				
- Program-Related Transportation	2	2	2	2
- Amount per mile	\$0.345	\$0.345	\$0.345	\$0.345
Total Mileage Amount per Individual	\$0.69	\$0.69	\$0.69	\$0.69
Hourly Mileage Cost per Individual	\$0.17	\$0.17	\$0.17	\$0.17
Transportation Capital Cost per Individual (program)	\$1.22	\$1.22	\$1.22	\$1.22
Hourly Transportation Capital Cost per Individual (program)	\$0.31	\$0.31	\$0.31	\$0.31
Capital				
- Square Footage	1,000	1,000	1,000	1,000
- Cost per Square Foot	\$10.00	\$10.00	\$10.00	\$10.00
- Number of Days in Service				
Daily Capital Cost per Individual	\$6.94	\$6.94	\$6.94	\$6.94
Hourly Capital Cost per Individual	\$1.74	\$1.74	\$1.74	\$1.74
Food				
- Snack per Individual per Day	\$1.00	\$1.00	\$1.00	\$1.00
Hourly Food Cost per Individual	\$0.25	\$0.25	\$0.25	\$0.25
Supplies				
- Supplies per Facility per Day	\$6.00	\$6.00	\$6.00	\$6.00
Supplies per Individual per Day	\$1.00	\$1.00	\$1.00	\$1.00
Hourly Supply Cost per Individual	\$0.25	\$0.25	\$0.25	\$0.25

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Child

Current Model				
Service	Day Treatment and Training, Child After School and Summer			
Program Support Cost				
- Program Support Cost Percent				
- Non-travel cost or Total Cost (2013)				
Hourly Program Support cost				
Administrative Overhead				
- Administrative Cost Percent	10%	10%	10%	10%
- Non-travel cost or Total Cost (2013)	\$7.16	\$5.48	\$4.70	\$4.24
Hourly Administrative Cost	\$0.72	\$0.55	\$0.47	\$0.42
SFY 04 Original				
Benchmark Rate	\$8.05	\$6.20	\$5.34	\$4.84
Transition Staffing Factor (TSF)	90.0%	90.0%	90.0%	90.0%
Transition Staffing Adjustment (Dividing by TSF)	\$8.94	\$6.89	\$5.93	\$5.38
Adopted Rate Factor	93.0%	93.0%	93.0%	93.0%
Calculated Adopted Rate	\$8.32	\$6.41	\$5.52	\$5.00
Adopted Rate - Rounded	\$8.30	\$6.40	\$5.50	\$5.00
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%	0.00%	0.00%
Benchmark Rate	\$10.16	\$7.83	\$6.75	\$6.11
Adopted Rate Factor	90.50%	90.50%	90.50%	90.50%
Adopted Rate	\$9.19	\$7.09	\$6.11	\$5.53
SFY 15 (7/1/13 - 6/30/14)				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Child

Service	SFY13 ReBase		
	Day Treatment and Training, Child After School and Summer		
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003
Staff-to-Client Ratio			
Unit of Service			
DDD Taxonomy Code			
Hourly Wage	\$11.44	\$11.44	\$11.44
Annual Wage	\$23,795	\$23,795	\$23,795
ERE (as percent of wages)	17.5%	17.5%	17.5%
Hourly Compensation (wages + ERE)	\$13.44	\$13.44	\$13.44
Annual Compensation (wages + ERE)	\$27,959	\$27,959	\$27,959
Productivity Assumptions			
- Total Hours	4.50	4.50	4.50
- Direct Care Travel Time: Charged to Transportation			
- Total Hours before productivity adjustments			
- Travel Time	0.00	0.00	0.00
- Time allocated to facility preparation and notes			
- Recordkeeping	0.15	0.25	0.35
- Program preparation/set-up/clean-up	0.50	0.50	0.50
- Down Time	0.00	0.00	0.00
- Employer Time	0.10	0.10	0.10
- ISP Meetings	0.00	0.00	0.00
- Training	0.30	0.30	0.30
- Average on-site time; "Billable Hours"	3.45	3.35	3.25
- Productivity Adjustment	1.30	1.34	1.38
Hourly Compensation After Adjustment	\$17.53	\$18.06	\$18.61
Annual Compensation After Adjustment	\$27,959	\$27,959	\$27,959
Days Adjustment			
Days Billable	171	171	171
Days Paid	190	190	190
Ratio	0.90	0.90	0.90
Hourly Rate	\$19.48	\$20.06	\$20.68
Annual Compensation	\$27,959	\$27,959	\$27,959
Staffing			
- Number of Staff Members	4.57	2.91	2.13
- Number of Individuals Served	16	16	16
Ratio of staff to individual	1:3.5	1:5.5	1:7.5
Total Hourly Compensation After Adjustment	\$89.06	\$58.36	\$44.12
Hourly Compensation per Individual	\$5.57	\$3.65	\$2.76
Mileage			
- Program-Related Transportation	2	2	2
- Amount per mile	\$0.82	\$0.82	\$0.82
Total Mileage Amount per Individual	\$1.64	\$1.64	\$1.64
Hourly Mileage Cost per Individual	\$0.48	\$0.49	\$0.50
Transportation Capital Cost per Individual (program)			
Hourly Transportation Capital Cost per Individual (program)			
Capital			
- Square Footage	1,600	1,600	1,600
- Cost per Square Foot	\$20.07	\$20.07	\$20.07
- Number of Days in Service			
Daily Capital Cost per Individual	\$8.92	\$8.92	\$8.92
Hourly Capital Cost per Individual	\$2.59	\$2.66	\$2.74
Food			
- Snack per Individual per Day	\$0.80	\$0.80	\$0.80
Hourly Food Cost per Individual	\$0.23	\$0.24	\$0.25
Supplies			
- Supplies per Facility per Day			
Supplies per Individual per Day	\$2.00	\$2.00	\$2.00
Hourly Supply Cost per Individual	\$0.58	\$0.60	\$0.62

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Child

SFY13 ReBase			
Service	Day Treatment and Training, Child After School and Summer		
Program Support Cost			
- Program Support Cost Percent	8%	8%	8%
- Non-travel cost or Total Cost (2013)	9.44	7.64	6.87
Hourly Program Support cost	\$0.92	\$0.74	\$0.67
Administrative Overhead			
- Administrative Cost Percent	10%	10%	10%
- Non-travel cost or Total Cost (2013)	9.44	7.64	6.87
Hourly Administrative Cost	\$1.15	\$0.93	\$0.84
SFY 04 Original			
Benchmark Rate			
Transition Staffing Factor (TSF)			
Transition Staffing Adjustment (Dividing by TSF)			
Adopted Rate Factor			
Calculated Adopted Rate			
Adopted Rate - Rounded			
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment			
Benchmark Rate			
Adopted Rate Factor			
Adopted Rate			
SFY 15 (7/1/13 - 6/30/14)			
Benchmark Rate	\$11.51	\$9.31	\$8.38
Adopted Rate Factor			
Adopted Rate			

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Rural

Service	Current Model			
	Day Treatment and Training, Rural			
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003	1:9.5 1 client hour T04003
Hourly Wage	\$13.22	\$13.22	\$13.22	\$13.22
Annual Wage	\$27,506	\$27,506	\$27,506	\$27,506
ERE (as percent of wages)	30%	30%	30%	30%
Hourly Compensation (wages + ERE)	\$17.19	\$17.19	\$17.19	\$17.19
Annual Compensation (wages + ERE)	\$35,758	\$35,758	\$35,758	\$35,758
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Direct Care Travel Time: Charged to Transportation	0.80	0.80	0.80	0.80
- Total Hours before productivity adjustments	7.20	7.20	7.20	7.20
- Time allocated to facility preparation and notes	0.20	0.20	0.20	0.20
- Recordkeeping				
- Program preparation/set-up/clean-up				
- Down Time	0.00	0.00	0.00	0.00
- Employer Time				
- ISP Meetings				
- Training				
- Average on-site time; "Billable Hours"	7.00	7.00	7.00	7.00
- Transportation Time	0.00	0.00	0.00	0.00
- Facility Time	7.00	7.00	7.00	7.00
- <i>Productivity Adjustment</i>	1.03	1.03	1.03	1.03
Hourly Compensation After Adjustment	\$17.68	\$17.68	\$17.68	\$17.68
Annual Compensation After Adjustment	\$32,182	\$32,182	\$32,182	\$32,182
Days Adjustment				
Days Billable	200	200	200	200
Days Paid	250	250	250	250
Ratio	0.80	0.80	0.80	0.80
Hourly Rate	\$22.10	\$22.10	\$22.10	\$22.10
Annual Compensation	\$32,182	\$32,182	\$32,182	\$32,182
Staffing				
- Number of Staff Members	1.37	0.87	0.64	0.51
- Number of Individuals Served	6	6	6	6
Ratio of staff to individual	1:3.5	1:5.5	1:7.5	1:9.5
Total Staff Compensation	\$44,090	\$27,999	\$20,597	\$16,261
Total Hourly Compensation After Adjustment	\$30.28	\$19.23	\$14.15	\$11.17
Hourly Compensation per Individual	\$5.25	\$3.33	\$2.45	\$1.94
Mileage				
- Program-Related Transportation	4	4	4	4
- Amount per mile	\$0.345	\$0.345	\$0.345	\$0.345
Total Mileage Amount	\$1.38	\$1.38	\$1.38	\$1.38
Hourly Mileage Cost per Individual	\$0.20	\$0.20	\$0.20	\$0.20
Program Transport Cost per Individual per Day	\$5.64	\$5.64	\$5.64	\$5.64
Hourly Transportation Cost per Individual	\$0.81	\$0.81	\$0.81	\$0.81
Capital				
- Square Footage	1,000	1,000	1,000	1,000
- Cost per Square Foot	\$12.00	\$12.00	\$12.00	\$12.00
- Number of Days in Service	200	200	200	200
Total Square Footage per Individual per Day	\$10.00	\$10.00	\$10.00	\$10.00
Hourly Capital Cost per Individual	\$1.43	\$1.43	\$1.43	\$1.43
Supplies				
Supplies per Individual per Day	\$1.00	\$1.00	\$1.00	\$1.00
Hourly Supply Cost per Individual	\$0.14	\$0.14	\$0.14	\$0.14

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Rural

Service	Current Model			
	Day Treatment and Training, Rural			
Hourly Program Compliance cost				
- Compliance Percent	2%	2%	2%	2%
- Non-travel cost	\$7.63	\$5.71	\$4.83	\$4.31
Hourly Program Compliance cost	\$0.15	\$0.11	\$0.10	\$0.09
Program Support Cost				
- Administrative and Program Support Percent				
- Non-travel cost or Total Cost (2013)				
Hourly Program Support cost				
Administrative Overhead				
- Administrative and Program Support Percent	10%	10%	10%	10%
- Non-travel cost or Total Cost (2013)	\$7.63	\$5.71	\$4.83	\$4.31
Hourly Administrative cost	\$0.76	\$0.57	\$0.48	\$0.43
SFY 04 Original				
Benchmark Rate	\$8.74	\$6.59	\$5.61	\$5.03
Transition Staffing Factor (TSF)	85.0%	85.0%	85.0%	85.0%
Transition Staffing Adjustment (Dividing by TSF)	\$10.28	\$7.75	\$6.60	\$5.92
Adopted Rate Factor	93.0%	93.0%	93.0%	93.0%
Calculated Adopted Rate	\$9.56	\$7.21	\$6.14	\$5.50
Adopted Rate - Rounded	\$9.60	\$7.20	\$6.15	\$6.15
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%	0.00%	0.00%
Benchmark Rate	\$11.69	\$8.81	\$7.51	\$6.73
Adopted Rate Factor	90.50%	90.50%	90.50%	90.50%
Adopted Rate	\$10.58	\$7.97	\$6.80	\$6.09
SFY 15 (7/1/13 - 6/30/14)				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Rural

Service	SFY13 ReBase		
	Day Treatment and Training, Rural		
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003
Staff-to-Client Ratio			
Unit of Service			
DDD Taxonomy Code			
Hourly Wage	\$11.44	\$11.44	\$11.44
Annual Wage	\$23,795	\$23,795	\$23,795
ERE (as percent of wages)	35%	35%	35%
Hourly Compensation (wages + ERE)	\$15.44	\$15.44	\$15.44
Annual Compensation (wages + ERE)	\$32,124	\$32,124	\$32,124
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Direct Care Travel Time: Charged to Transportation	0.00	0.00	0.00
- Total Hours before productivity adjustments	8.00	8.00	8.00
- Time allocated to facility preparation and notes			
- Recordkeeping	0.15	0.25	0.35
- Program preparation/set-up/clean-up	0.50	0.50	0.50
- Down Time	0.00	0.00	0.00
- Employer Time	0.10	0.10	0.10
- ISP Meetings	0.06	0.10	0.13
- Training	0.15	0.15	0.15
- Average on-site time; "Billable Hours"	7.04	6.90	6.77
- Transportation Time	0.00	0.00	0.00
- Facility Time	7.04	6.90	6.77
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.16</i>	<i>1.18</i>
Hourly Compensation After Adjustment	\$17.55	\$17.91	\$18.25
Annual Compensation After Adjustment	\$30,888	\$30,888	\$30,888
Days Adjustment			
Days Billable	212	212	212
Days Paid	250	250	250
Ratio	0.85	0.85	0.85
Hourly Rate	\$20.70	\$21.12	\$21.52
Annual Compensation	\$30,888	\$30,888	\$30,888
Staffing			
- Number of Staff Members	2.00	1.27	0.93
- Number of Individuals Served	7	7	7
Ratio of staff to individual	1:3.5	1:5.5	1:7.5
Total Staff Compensation	\$61,776	\$39,312	\$28,829
Total Hourly Compensation After Adjustment	\$41.39	\$26.87	\$20.09
Hourly Compensation per Individual	\$5.91	\$3.84	\$2.87
Mileage			
- Program-Related Transportation	4.0	4.0	4.0
- Amount per mile	\$0.565	\$0.565	\$0.565
Total Mileage Amount	\$2.26	\$2.26	\$2.26
Hourly Mileage Cost per Individual	\$0.32	\$0.33	\$0.33
Program Transport Cost per Individual per Day			
Hourly Transportation Cost per Individual			
Capital			
- Square Footage	1,900	1,900	1,900
- Cost per Square Foot	\$15.00	\$15.00	\$15.00
- Number of Days in Service	212	212	212
Total Square Footage per Individual per Day	\$19.20	\$19.20	\$19.20
Hourly Capital Cost per Individual	\$2.73	\$2.78	\$2.84
Supplies			
Supplies per Individual per Day	\$2.50	\$2.50	\$2.50
Hourly Supply Cost per Individual	\$0.36	\$0.36	\$0.37

Independent Rate Models
 Day Treatment & Training Services
 Day Treatment and Training, Rural

Service	SFY13 ReBase		
	Day Treatment and Training, Rural		
Hourly Program Compliance cost			
- Compliance Percent			
- Non-travel cost			
Hourly Program Compliance cost			
Program Support Cost			
- Administrative and Program Support Percent	8%	8%	8%
- Non-travel cost or Total Cost (2013)	9.32	7.31	6.41
Hourly Program Support cost	\$0.91	\$0.71	\$0.63
Administrative Overhead			
- Administrative and Program Support Percent	10%	10%	10%
- Non-travel cost or Total Cost (2013)	9.32	7.31	6.41
Hourly Administrative cost	\$1.14	\$0.89	\$0.78
SFY 04 Original			
Benchmark Rate			
Transition Staffing Factor (TSF)			
Transition Staffing Adjustment (Dividing by TSF)			
Adopted Rate Factor			
Calculated Adopted Rate			
Adopted Rate - Rounded			
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment			
Benchmark Rate			
Adopted Rate Factor			
Adopted Rate			
SFY 15 (7/1/13 - 6/30/14)			
Benchmark Rate	\$11.36	\$8.92	\$7.82
Adopted Rate Factor			
Adopted Rate			

Independent Rate Models
Day Treatment & Training Services
Rural Day Treatment and Training, Child

Service	SFY13 ReBase		
	Rural Day Treatment and Training, Child After School and Summer		
	1:3.5 1 client hour T04003	1:5.5 1 client hour T04003	1:7.5 1 client hour T04003
Staff-to-Client Ratio			
Unit of Service			
DDD Taxonomy Code			
Hourly Wage	\$11.44	\$11.44	\$11.44
Annual Wage	\$23,795	\$23,795	\$23,795
ERE (as percent of wages)	17.5%	17.5%	17.5%
Hourly Compensation (wages + ERE)	\$13.44	\$13.44	\$13.44
Annual Compensation (wages + ERE)	\$27,959	\$27,959	\$27,959
Productivity Assumptions			
- Total Hours	4.50	4.50	4.50
- Travel Time	0.00	0.00	0.00
- Recordkeeping	0.15	0.25	0.35
- Program preparation/set-up/clean-up	0.50	0.50	0.50
- Down Time	0.00	0.00	0.00
- Employer Time	0.10	0.10	0.10
- ISP Meetings	0.00	0.00	0.00
- Training	0.30	0.30	0.30
- Average on-site time; "Billable Hours"	3.45	3.35	3.25
- <i>Productivity Adjustment</i>	<i>1.30</i>	<i>1.34</i>	<i>1.38</i>
Hourly Compensation After Adjustment	\$17.53	\$18.06	\$18.61
Annual Compensation After Adjustment	\$27,959	\$27,959	\$27,959
Days Adjustment			
Days Billable	171	171	171
Days Paid	190	190	190
Ratio	0.90	0.90	0.90
Hourly Rate	\$19.48	\$20.06	\$20.68
Annual Compensation	\$27,959	\$27,959	\$27,959
Staffing			
- Number of Staff Members	2.00	1.27	0.93
- Number of Individuals Served	7	7	7
Ratio of staff to individual	1:3.5	1:5.5	1:7.5
Total Hourly Compensation After Adjustment	\$38.96	\$25.53	\$19.30
Hourly Compensation per Individual	\$5.57	\$3.65	\$2.76
Mileage			
- Program-Related Transportation	4	4	4
- Amount per mile	\$0.565	\$0.565	\$0.565
Total Mileage Amount per Individual	\$2.26	\$2.26	\$2.26
Hourly Mileage Cost per Individual	\$0.66	\$0.67	\$0.70
Capital			
- Square Footage	1,500	1,500	1,500
- Cost per Square Foot	\$15.00	\$15.00	\$15.00
Daily Capital Cost per Individual	\$14.29	\$14.29	\$14.29
Hourly Capital Cost per Individual	\$4.14	\$4.26	\$4.40
Food			
- Snack per Individual per Day	\$0.80	\$0.80	\$0.80
Hourly Food Cost per Individual	\$0.23	\$0.24	\$0.25

Independent Rate Models
 Day Treatment & Training Services
 Rural Day Treatment and Training, Child

Service	SFY13 ReBase		
	Rural Day Treatment and Training, Child After School and Summer		
Supplies			
- Supplies per Facility per Day			
Supplies per Individual per Day	\$2.00	\$2.00	\$2.00
Hourly Supply Cost per Individual	\$0.58	\$0.60	\$0.62
Program Support Cost			
- Program Support Cost Percent	8%	8%	8%
- Total Cost	\$11.17	\$9.42	\$8.71
Hourly Program Support cost	\$1.09	\$0.92	\$0.85
Administrative Overhead			
- Administrative Cost Percent	10%	10%	10%
- Total Cost	\$11.17	\$9.42	\$8.71
Hourly Administrative Cost	\$1.36	\$1.15	\$1.06
SFY 04 Original			
Benchmark Rate			
Transition Staffing Factor (TSF)			
Transition Staffing Adjustment (Dividing by TSF)			
Adopted Rate Factor			
Calculated Adopted Rate			
Adopted Rate - Rounded			
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment			
Benchmark Rate			
Adopted Rate Factor			
Adopted Rate			
SFY 15 (7/1/13 - 6/30/14)			
Benchmark Rate			
	\$13.63	\$11.49	\$10.62
Adopted Rate Factor			
Adopted Rate			

Independent Rate Models
Day Treatment & Training Services
Day Treatment and Training, Intense

	Current Model	SFY13 ReBase
Service	Day Treatment and Training, Intense	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03827	T03827
Hourly Wage	\$10.99	\$11.68
Annual Wage	\$22,866	\$24,294
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$14.29	\$15.77
Annual Compensation (wages + ERE)	\$29,726	\$32,797
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.50	0.00
- Recordkeeping	0.25	0.20
- Missed Appointments		0.00
- Down Time	0.00	0.00
- Employer Time		0.10
- ISP Meetings		0.02
- Training		0.21
- Average on-site time; "Billable Hours"	7.25	7.47
- <i>Productivity Adjustment</i>	<i>1.10</i>	<i>1.07</i>
Hourly Compensation After Adjustment	\$15.77	\$16.89
Annual Compensation After Adjustment	\$29,726	\$32,797
Mileage		
- Number of Miles	15	0.0
- Miles Transporting Clients		4.0
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$5.18	\$2.26
Hourly mileage cost	\$0.71	\$0.30
Supplies		
Supplies per Individual per Day		\$2.50
Hourly Supply Cost per Individual		\$0.33
Program Support Cost		
- Administrative and Program Support Percent		8%
- Non-travel cost or Total Cost (2013)		\$17.52
Hourly Program Support cost		\$1.71
Administrative Overhead		
- Administrative Percent	10%	10%
- Non-travel cost or Total Cost (2013)	\$15.77	\$17.52
Hourly administrative cost	\$1.58	\$2.14
SFY 04		
Benchmark Rate	\$18.06	
Adopted Rate Factor	93.0%	
Adopted Rate - 1 Staff, 1 Client	\$16.80	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$20.53	
Adopted Rate Factor	90.50%	
Adopted Rate - 1 Staff, 1 Client	\$18.58	
- 1 staff, 2 clients	\$11.61	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$21.37
Adopted Rate Factor		
Adopted Rate - 1 Staff, 1 Client		
Adopted Rate - 1 Staff, 2 Clients		

Independent Rate Models
 Developmental Home Services
 Habilitation, Vendor Supported Developmental Home (Adult & Child)

Service	Current Model	SFY13 ReBase
	Habilitation, Vendor Supported Developmental Home	
Unit of Service	1 day	1 day
Daily Rate Based on	1 individual	1 individual
Number of Years Under Supervision, on Average	5	4.0
Number of Days Under Supervision, per Year	365	365
Initial Home Licensure		
- ACYF rate	\$750.00	\$2,809
- Inflation Factor	1.3228	1.18
- DDD Premium	10.0%	50.0%
Initial Home Licensure	\$1,100.00	\$4,971.93
Annual Cost (spread over 5 years)	\$220.00	\$1,242.98
License Renewal		
- Percentage of Initial Home Licensure Payment	55.0%	
License Renewal	\$605.00	
Annual Cost (spread over 5 years)	\$484.00	
Total Fixed Cost of Licensure	\$704.00	\$1,242.98
Training		
- Salary		
- Training Staff	\$16.04	\$17.83
- Annual Wage	\$33,357	\$37,086
- ERE (as percent of wages)	30.0%	30.0%
Hourly Compensation (wages + ERE)	\$20.85	\$23.18
Annual Compensation (wages + ERE)	\$43,364	\$48,212
- Initial Training		
- Hours of Training (1st year)	20	84.0
- Cost of Training	\$420.00	\$1,950.00
Annual Cost (spread over 5 years)	\$84.00	\$487.50
- Ongoing Training		
- Hours of Training (Included in renewal)	10	18.0
- Cost of Training	\$210.00	\$417.22
Annual Cost (spread over 5 years)	\$168.00	\$312.92
Total Fixed Cost of Training	\$252.00	\$800.42
Respite/Relief		
- Respite Hours Allowance	720	
- Respite Hourly Respite (less Admin. Overhead)	\$12.63	
Annual Cost of Respite/Relief	\$9,100.00	
Habilitation		
- Habilitation Hours Allowance	50	
- Habilitation Hourly Rate (HAH), less Admin. Overhead	\$16.48	
Annual Cost of Habilitation	\$830.00	
Attendant Care		
- Attendant Care Hours Allowance	50	
- Attendant Care Hourly Rate (ATC), less Admin. Overhead	\$12.88	
Annual Cost of Attendant Care	\$650.00	
Supervision and Monitoring Staff		
- Hourly Wage	\$13.97	\$15.25
- ERE (as percent of wages)	30.0%	30.0%
- Annual Total Compensation (Wages & Benefits)		\$41,236.00
- Number of Homes Supervised		12.0
- Number of Visits to Family, per Year	26.0	
- Duration of Each Visit, in Hours	1.0	
Annual Cost of Supervision and Monitoring Staff	\$472.24	\$3,436.33

Independent Rate Models
 Developmental Home Services
 Habilitation, Vendor Supported Developmental Home (Adult & Child)

	Current Model	SFY13 ReBase
Service	Habilitation, Vendor Supported Developmental Home	
Unit of Service	1 day	1 day
Daily Rate Based on	1 individual	1 individual
Mileage		
- Number of Miles, per Month	100	
- Number of Miles, per Year	1,200	
- Average Miles per Visit		35.0
- Average Number of Visits per Year		24.0
- Amount per Mile	\$0.345	\$0.565
Annual Mileage Cost	\$414.00	\$474.60
Program Support Cost		
- Program Support Percent		8.0%
- Non-travel/Total cost - Agency		\$5,954
- Total Cost - Payments to Family		\$32,297
- Total Cost		\$38,251
Total Program Support Cost		\$3,731.80
- Less: Amount for Payments to Family		\$660.65
Total Program Support Cost		\$3,071.15
Administrative Overhead		
- Administrative Percent	10.0%	10.0%
- Non-travel cost	\$12,008	\$38,251
Total Administrative Cost	\$1,200.82	\$4,664.75
Total Cost per Family per Year	\$13,623.06	\$13,690.23
Total Cost per Family per Day	\$37.32	\$37.51
Payment to Family		
- Room and Board	\$11.90	\$19.09
- Other	\$57.53	\$71.20
Total Payment to Family, per Day	\$69.43	\$90.29
- Dev Home Payment (Agency Payment)	\$37.32	\$37.51
- Dev Home Payment (Family - Other)	\$57.53	\$71.20
- Total Dev Home Payment	\$94.85	\$108.71
- Room & Board Payment	\$11.90	\$19.09
Total Payment to Agency, per Day	\$106.75	\$127.80
SFY 04		
Benchmark Rate	\$94.85	
Adopted Rate Factor	93.0%	
Calculated Adopted Rate	\$88.21	
Adopted Rate	\$109.75	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$109.98	
Adopted Rate Factor	90.50%	
Calculated Adopted Rate	\$99.53	
Adopted Rate = 90.5% of SFY 07 (as of 7/1/08)	\$101.31	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$108.71
Adopted Rate Factor		
Adopted Rate Factor		

Independent Rate Models
 Developmental Home Services
 Room & Board, Vendor Supported Developmental Home (Adult & Child)

	Current Model	SFY13 ReBase
Service	Developmental Home, Room & Board; Payment to Family	
Unit of Service	1 day	1 day
DDD Taxonomy Code	T03827	T03827
Room - Capital		
- Square Footage	170	250
- Cost per Square Foot	\$10.00	\$14.00
- Number of Days in Service	365	365
Total Square Footage per Day	\$4.66	\$9.59
Board - Meals		
- Cost per Day	\$7.24	\$9.50
Total Meals per Day	\$7.24	\$9.50
Habilitation Hours		
- Habilitation Hours	4.0	5.0
- Habilitation Hourly Rate	\$13.48	\$12.95
Total Habilitation Cost per Day	\$53.90	\$64.75
Mileage		
- Number of Miles, per Month	200.0	250.0
- Amount per Mile	\$0.345	\$0.565
Mileage Cost per Day	\$2.27	\$4.64
Administrative Overhead		
- Administrative Percent	2.0%	2.0%
- Sub-Total cost	\$68.07	
Total Administrative Cost	\$1.36	\$1.81
Total Payment to Family	\$69.43	\$71.20
Payment to Family		
- Room and Board	\$11.90	\$19.09
- Other	\$57.53	\$71.20

Independent Rate Models

Group Home Services

Habilitation, Community Protection and Treatment, Group Home

	Current Model	SFY13 ReBase
Service	Habilitation, Community Protection and Treatment, Group Home	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03827	T03827
Hourly Wage	\$12.09	\$11.44
Annual Wage	\$25,153	\$23,795
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$15.72	\$15.44
Annual Compensation (wages + ERE)	\$32,699	\$32,124
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.00	0.00
- Time allocated to notes/med records	0.00	0.00
- Down Time	0.00	0.00
- Training Time		0.21
- Employer Time		0.10
- Average on-site time; "Billable Hours"	8.00	7.69
- <i>Productivity Adjustment</i>	<i>1.00</i>	<i>1.04</i>
Hourly Compensation After Adjustment	\$15.72	\$16.07
Annual Compensation After Adjustment	\$32,699	\$32,124
Transportation		
- Vehicle allocation	\$0.6556	
- Number of Miles per Staff Hour	1.14	1.17
- Amount per mile/Enhanced Amount per Mile	\$0.345	\$0.820
Total Mileage Amount	\$0.39	\$0.96
Hourly Transportation Cost	\$1.05	\$0.96
Hourly Program Compliance cost		
- Compliance Percent	4.0%	
- Non-travel/Total cost	\$15.72	
Hourly Program Compliance Cost	\$0.63	
Program Support Cost		
- Program Support Percent	0.0%	8.0%
- Non-travel/Total cost	\$15.72	\$17.03
Total Program Support Cost	\$0.00	\$1.66
Administrative Overhead		
- Administrative Percent	10.0%	10.0%
- Non-travel/Total cost	\$15.72	\$17.03
Hourly Administrative Cost	\$1.57	\$2.08
SFY 04		
Benchmark Rate	\$18.97	
Adopted Rate Factor	93.0%	
Adopted Rate	\$17.64	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$21.57	
Adopted Rate Factor	81.36%	
Adopted Rate	\$17.55	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$20.76
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models

Group Home Services
Habilitation, Group Home

	Current Model	SFY13 ReBase
Service	Habilitation, Group Home	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T03827	T03827
Hourly Wage	\$10.99	\$11.44
Annual Wage	\$22,866	\$23,795
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$14.29	\$15.44
Annual Compensation (wages + ERE)	\$29,726	\$32,124
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.00	0.00
- Time allocated to notes/med records	0.00	0.00
- Down Time	0.00	0.00
- Training Time		0.15
- Employer Time		0.10
- Average on-site time; "Billable Hours"	8.00	7.75
- <i>Productivity Adjustment</i>	<i>1.00</i>	<i>1.03</i>
Hourly Compensation After Adjustment	\$14.29	\$15.94
Annual Compensation After Adjustment	\$29,726	\$32,124
Transportation		
- Vehicle allocation	\$0.6556	
- Number of Miles per Staff Hour	1.14	1.17
- Amount per mile/Enhanced Amount per Mile	\$0.345	\$0.820
Total Mileage Amount	\$0.39	\$0.96
Hourly Transportation Cost	\$1.05	\$0.96
Hourly Program Compliance cost		
- Compliance Percent	2.0%	
- Non-travel/Total cost	\$14.29	
Hourly Program Compliance Cost	\$0.29	
Program Support Cost		
- Program Support Percent	0.0%	8.0%
- Non-travel/Total cost	\$14.29	\$16.90
Hourly Program Support Cost	\$0.00	\$1.65
Administrative Overhead		
- Administrative Percent	10.0%	10.0%
- Non-travel/Total cost	\$14.29	\$16.90
Hourly Administrative Cost	\$1.43	\$2.06
SFY 04		
Benchmark Rate	\$17.06	
Adopted Rate Factor	93.0%	
Adopted Rate	\$15.87	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$19.39	
Adopted Rate Factor	90.50%	
Adopted Rate	\$17.55	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$20.61
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Group Home Services
Habilitation, Nursing Supported Group Home

	Current Model	SFY13 ReBase	Current Model	SFY13 ReBase
Service	Habilitation, Nursing Supported Group Home			
Unit of Service	1 Day Level I	1 Day Level I	1 Day Level II	1 Day Level II
Service Level				
Average Home Size		5.0		5.0
Registered Nurse (RN)				
Hourly Wage		\$33.78		\$33.78
ERE (as percent of wages)		23.0%		23.0%
Hourly Compensation (wages + ERE)		\$41.55		\$41.55
Licensed Practical Nurse (LPN)				
Hourly Wage		\$23.96		\$23.96
ERE (as percent of wages)		23.0%		23.0%
Hourly Compensation (wages + ERE)		\$29.47		\$29.47
Certified Nurse Assistant (CNA)				
Hourly Wage		\$13.15		\$13.15
ERE (as percent of wages)		30.0%		30.0%
Hourly Compensation (wages + ERE)		\$17.10		\$17.10
Average Daily Hours				
RN		24.00		24.00
LPN		0.00		4.00
CNA		24.00		32.00
Average Daily Hours per Resident				
RN		4.80		4.80
LPN		0.00		0.80
CNA		4.80		6.40
Avg. Daily Compensation (wages + ERE)		\$281.52		\$332.46
Productivity Assumptions				
- Total Hours		8.00		8.00
- Travel Time		0.00		0.00
- Recordkeeping & Documentation		0.00		0.00
- Down Time		0.00		0.00
- Training Time		0.21		0.21
- Average on-site time; "Billable Hours"		7.79		7.79
- <i>Productivity Adjustment</i>		1.03		1.03
Daily Compensation After Adjustment		\$289.11		\$341.42
Transportation				
- Number of Miles per Day		80.00		80.00
- Amount per mile/Enhanced Amount per Mile		\$0.820		\$0.820
Total Mileage Amount		\$65.60		\$65.60
Daily Transportation Cost / Resident		\$13.12		\$13.12
Program Support Cost				
- Program Support Percent		8.0%		8.0%
- Total cost		\$302.23		\$354.54
Program Support Cost		\$29.49		\$34.59
Administrative Overhead				
- Administrative Percent		10.0%		10.0%
- Total cost		\$302.23		\$354.54
Administrative Cost		\$36.86		\$43.24
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate	\$357.00		\$428.73	
Adopted Rate	\$323.09		\$388.00	
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$368.57		\$432.36
Absence Factor		6.0%		6.0%
Adjusted Benchmark Rate		\$392.10		\$459.96
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Group Home Services
Habilitation, Nursing Supported Group Home

Service	Current Model	SFY13 ReBase
	Habilitation, Nursing Supported Group Home	
Unit of Service	1 Day	1 Day
Service Level	Level III	Level III
Average Home Size		5.0
Registered Nurse (RN)		
Hourly Wage		\$33.78
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$41.55
Licensed Practical Nurse (LPN)		
Hourly Wage		\$23.96
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$29.47
Certified Nurse Assistant (CNA)		
Hourly Wage		\$13.15
ERE (as percent of wages)		30.0%
Hourly Compensation (wages + ERE)		\$17.10
Average Daily Hours		
RN		32.00
LPN		0.00
CNA		32.00
Average Daily Hours per Resident		
RN		6.40
LPN		0.00
CNA		6.40
Avg. Daily Compensation (wages + ERE)		\$375.36
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		0.00
- Recordkeeping & Documentation		0.00
- Down Time		0.00
- Training Time		0.21
- Average on-site time; "Billable Hours"		7.79
- <i>Productivity Adjustment</i>		<i>1.03</i>
Daily Compensation After Adjustment		\$385.48
Transportation		
- Number of Miles per Day		80.00
- Amount per mile/Enhanced Amount per Mile		\$0.820
Total Mileage Amount		\$65.60
Daily Transportation Cost / Resident		\$13.12
Program Support Cost		
- Program Support Percent		8.0%
- Total cost		\$398.60
Program Support Cost		\$38.89
Administrative Overhead		
- Administrative Percent		10.0%
- Total cost		\$398.60
Administrative Cost		\$48.61
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$489.54	
Adopted Rate	\$443.03	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$486.10
Absence Factor		6.0%
Adjusted Benchmark Rate		\$517.12
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Group Home Services
Room & Board, All Group Homes

Urban (Current Phoenix Model)						
<i>Current Factors, Inflated</i>						
	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Occupancy	1	2	3	4	5	6
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4
Monthly Factors						
Rent	\$692.25	\$870.45	\$1,210.63	\$1,425.54	\$1,639.37	\$1,885.28
Utilities	\$156.52	\$174.70	\$192.15	\$208.53	\$224.28	\$241.12
Telephone	\$21.60	\$27.00	\$35.05	\$43.11	\$51.16	\$59.22
Maintenance	\$48.60	\$46.73	\$46.73	\$46.73	\$46.73	\$46.73
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$235.81	\$471.62	\$707.43	\$943.24	\$1,179.05	\$1,414.86
Daily Factors						
Rent	\$22.75	\$28.62	\$39.80	\$46.87	\$53.90	\$61.98
Utilities	\$5.15	\$5.74	\$6.32	\$6.86	\$7.37	\$7.93
Telephone	\$0.71	\$0.89	\$1.15	\$1.42	\$1.68	\$1.95
Maintenance	\$1.60	\$1.54	\$1.54	\$1.54	\$1.54	\$1.54
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$7.75	\$15.51	\$23.26	\$31.01	\$38.76	\$46.52
Per Occupant, Per Day Factors						
Rent	\$22.75	\$14.31	\$13.27	\$11.72	\$10.78	\$10.33
Utilities	\$5.15	\$2.87	\$2.11	\$1.71	\$1.47	\$1.32
Telephone	\$0.71	\$0.44	\$0.38	\$0.35	\$0.34	\$0.32
Maintenance	\$1.60	\$0.77	\$0.51	\$0.38	\$0.31	\$0.26
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75
Rate Per person	\$37.96	\$26.15	\$24.02	\$21.92	\$20.65	\$19.98
Contracted Capacity	1	2	3	4	5	6
Capacity Rate	\$37.96	\$52.29	\$72.07	\$87.69	\$103.25	\$119.91
Unoccupied Capacity Discount						
Telephone*	\$0.71	\$0.44	\$0.38	\$0.35	\$0.34	\$0.32
Food	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75
Total Discount per Occupant	\$8.46	\$8.20	\$8.14	\$8.11	\$8.09	\$8.08

Benchmark Rates						
Occupancy (Persons)	Contracted Capacity					
	1	2	3	4	5	6
1	\$37.96	\$44.09	\$55.79	\$63.37	\$70.90	\$79.52
2		\$26.15	\$31.96	\$35.74	\$39.49	\$43.80
3			\$24.02	\$26.53	\$29.02	\$31.89
4				\$21.92	\$23.79	\$25.94
5					\$20.65	\$22.37
6						\$19.98

Independent Rate Models
Group Home Services
Room & Board, All Group Homes

Urban (Maricopa & Pima)						
<i>SFY13 ReBase</i>						
	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Occupancy	1	2	3	4	5	6
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4
Monthly Factors						
Rent	\$748.00	\$925.00	\$1,363.00	\$1,592.00	\$1,899.50	\$2,196.50
Utilities	\$176.18	\$239.34	\$302.51	\$365.68	\$480.02	\$570.95
Telephone						
Maintenance	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00	\$100.00
Household Consumables	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00
Food	\$288.86	\$577.72	\$866.58	\$1,155.44	\$1,444.30	\$1,733.16
Daily Factors						
Rent	\$24.61	\$30.43	\$44.84	\$52.37	\$62.48	\$72.25
Utilities	\$5.80	\$7.87	\$9.95	\$12.03	\$15.79	\$18.78
Telephone	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance	\$1.64	\$1.97	\$2.30	\$2.63	\$2.96	\$3.29
Household Consumables	\$1.64	\$1.81	\$1.97	\$2.14	\$2.30	\$2.47
Food	\$9.50	\$19.00	\$28.51	\$38.01	\$47.51	\$57.01
Per Occupant, Per Day Factors						
Rent	\$24.61	\$15.21	\$14.95	\$13.09	\$12.50	\$12.04
Utilities	\$5.80	\$3.94	\$3.32	\$3.01	\$3.16	\$3.13
Telephone	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance	\$1.64	\$0.99	\$0.77	\$0.66	\$0.59	\$0.55
Household Consumables	\$1.64	\$0.90	\$0.66	\$0.53	\$0.46	\$0.41
Food	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Rate Per person	\$43.19	\$30.54	\$29.19	\$26.79	\$26.21	\$25.63
Contracted Capacity	1	2	3	4	5	6
Capacity Rate	\$43.19	\$61.09	\$87.57	\$107.18	\$131.05	\$153.80
Unoccupied Capacity Discount						
Telephone*	\$0.00	\$1.29	\$0.86	\$0.64	\$0.85	\$0.58
Food	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Total Discount per Occupant	\$9.50	\$10.79	\$10.36	\$10.14	\$10.35	\$10.08

Benchmark Rates						
Occupancy (Persons)	Contracted Capacity					
	1	2	3	4	5	6
1	\$43.19	\$50.30	\$66.84	\$76.75	\$89.64	\$103.39
2		\$30.54	\$38.60	\$43.45	\$50.00	\$56.74
3			\$29.19	\$32.34	\$36.78	\$41.19
4				\$26.79	\$30.17	\$33.41
5					\$26.21	\$28.74
6						\$25.63

Independent Rate Models
Group Home Services
Room & Board, All Group Homes

Rural (Current Flagstaff Model)						
<i>Current Factors, Inflated</i>						
	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Occupancy	1	2	3	4	5	6
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4
Monthly Factors						
Rent	\$712.77	\$925.52	\$1,240.87	\$1,490.34	\$1,713.89	\$1,970.98
Utilities	\$156.52	\$174.70	\$192.15	\$208.53	\$224.28	\$241.12
Telephone	\$21.60	\$27.00	\$35.05	\$43.11	\$51.16	\$59.22
Maintenance	\$48.60	\$54.00	\$78.43	\$102.86	\$127.28	\$151.71
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$235.81	\$471.62	\$707.43	\$943.24	\$1,179.05	\$1,414.86
Daily Factors						
Rent	\$23.43	\$30.43	\$40.80	\$49.00	\$56.35	\$64.80
Utilities	\$5.15	\$5.74	\$6.32	\$6.86	\$7.37	\$7.93
Telephone	\$0.71	\$0.89	\$1.15	\$1.42	\$1.68	\$1.95
Maintenance	\$1.60	\$1.78	\$2.58	\$3.38	\$4.18	\$4.99
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$7.75	\$15.51	\$23.26	\$31.01	\$38.76	\$46.52
Per Occupant, Per Day Factors						
Rent	\$23.43	\$15.21	\$13.60	\$12.25	\$11.27	\$10.80
Utilities	\$5.15	\$2.87	\$2.11	\$1.71	\$1.47	\$1.32
Telephone	\$0.71	\$0.44	\$0.38	\$0.35	\$0.34	\$0.32
Maintenance	\$1.60	\$0.89	\$0.86	\$0.85	\$0.84	\$0.83
Household Consumables	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Food	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75
Rate Per person	\$38.64	\$27.17	\$24.70	\$22.92	\$21.67	\$21.03
Contracted Capacity	1	2	3	4	5	6
Capacity Rate	\$38.64	\$54.34	\$74.10	\$91.66	\$108.35	\$126.18
Unoccupied Capacity Discount						
Telephone*	\$0.71	\$0.44	\$0.38	\$0.35	\$0.34	\$0.32
Food	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75
Total Discount per Occupant	\$8.46	\$8.20	\$8.14	\$8.11	\$8.09	\$8.08

Benchmark Rates						
Occupancy (Persons)	Contracted Capacity					
	1	2	3	4	5	6
1	\$38.64	\$46.14	\$57.83	\$67.34	\$75.99	\$85.79
2		\$27.17	\$32.98	\$37.72	\$42.04	\$46.93
3			\$24.70	\$27.85	\$30.72	\$33.98
4				\$22.92	\$25.07	\$27.51
5					\$21.67	\$23.62
6						\$21.03

Independent Rate Models
Group Home Services
Room & Board, All Group Homes

Rural (Excludes Maricopa & Pima)						
<i>SFY13 ReBase</i>						
	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom	6 Bedroom
Occupancy	1	2	3	4	5	6
Number of Days per Month	30.4	30.4	30.4	30.4	30.4	30.4
Monthly Factors						
Rent	\$852.00	\$1,066.00	\$1,353.00	\$1,724.00	\$1,974.50	\$2,264.80
Utilities	\$176.18	\$239.34	\$302.51	\$365.68	\$480.02	\$570.95
Telephone						
Maintenance	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00	\$100.00
Household Consumables	\$50.00	\$55.00	\$60.00	\$65.00	\$70.00	\$75.00
Food	\$288.86	\$577.72	\$866.58	\$1,155.44	\$1,444.30	\$1,733.16
Daily Factors						
Rent	\$28.03	\$35.07	\$44.51	\$56.71	\$64.95	\$74.50
Utilities	\$5.80	\$7.87	\$9.95	\$12.03	\$15.79	\$18.78
Telephone	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance	\$1.64	\$1.97	\$2.30	\$2.63	\$2.96	\$3.29
Household Consumables	\$1.64	\$1.81	\$1.97	\$2.14	\$2.30	\$2.47
Food	\$9.50	\$19.00	\$28.51	\$38.01	\$47.51	\$57.01
Per Occupant, Per Day Factors						
Rent	\$28.03	\$17.53	\$14.84	\$14.18	\$12.99	\$12.42
Utilities	\$5.80	\$3.94	\$3.32	\$3.01	\$3.16	\$3.13
Telephone	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Maintenance	\$1.64	\$0.99	\$0.77	\$0.66	\$0.59	\$0.55
Household Consumables	\$1.64	\$0.90	\$0.66	\$0.53	\$0.46	\$0.41
Food	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Rate Per person	\$46.61	\$32.86	\$29.08	\$27.88	\$26.70	\$26.01
Contracted Capacity	1	2	3	4	5	6
Capacity Rate	\$46.61	\$65.73	\$87.24	\$111.52	\$133.51	\$156.05
Unoccupied Capacity Discount						
Telephone*	\$0.00	\$1.29	\$0.86	\$0.64	\$0.85	\$0.58
Food	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
Total Discount per Occupant	\$9.50	\$10.79	\$10.36	\$10.14	\$10.35	\$10.08

Benchmark Rates						
Occupancy (Persons)	Contracted Capacity					
	1	2	3	4	5	6
1	\$46.61	\$54.93	\$66.52	\$81.09	\$92.11	\$105.64
2		\$32.86	\$38.44	\$45.62	\$51.23	\$57.86
3			\$29.08	\$33.80	\$37.60	\$41.93
4				\$27.88	\$30.79	\$33.97
5					\$26.70	\$29.19
6						\$26.01

Independent Rate Models

Professional Services
Home Health Aide

	Current Model	SFY13 ReBase
Service	Home Health Aide	
Unit of Service	1 hour	1 hour
DDD Taxonomy Code	T01609	T01609
Hourly Wage	\$8.67	\$10.47
Annual Wage	\$18,035	\$21,778
ERE (as percent of wages)	30.0%	35.0%
Hourly Compensation (wages + ERE)	\$11.27	\$14.13
Annual Compensation (wages + ERE)	\$23,446	\$29,400
Factors Offsetting Direct Care Service Hours		
- Total Hours	8.00	8.00
- Travel Time	0.60	1.07
- Time allocated to notes/med records	0.50	0.20
- Training Time	0.00	0.15
- Time allocated to missed appointments	0.00	0.05
- Employer Time		0.10
- Average on-site time; "Billable Hours"	6.90	6.43
- <i>Productivity Adjustment</i>	<i>1.16</i>	<i>1.24</i>
Hourly Compensation After Adjustment	\$13.07	\$17.59
Annual Compensation After Adjustment	\$27,184	\$36,578
Mileage		
- Number of Miles	30	22.5
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$10.35	\$12.71
Hourly mileage cost	\$1.50	\$1.98
Supervision		
- Hourly Wage	\$24.41	\$33.78
- ERE (as percent of wages)		23.0%
- Daily portion of an hour	0.25	0.25
Hourly Supervision Cost	\$0.76	\$1.62
Program Support Costs		
- Program Support Percent	0.0%	8.0%
- Non-travel/Total cost	\$13.83	\$21.18
Hourly Program Support Cost	\$0.00	\$2.07
Administrative Overhead		
- Administrative Percent	10.0%	10.0%
- Non-travel/Total cost	\$13.83	\$21.18
Hourly Administrative Cost	\$1.38	\$2.58
SFY 04		
Benchmark Rate	\$16.72	
Adopted Rate Factor	93.0%	
Adopted Rate	\$15.55	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$19.01	
Adopted Rate Factor	90.50%	
Adopted Rate	\$17.20	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$25.83
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models

Professional Services
Nursing Services

Service	Current Model	SFY13 ReBase	
		Nursing, Visit	
	RN/LPN	RN	LPN
Unit of Service	1 visit	1 visit	1 visit
DDD Taxonomy Code	T02304	T02304	T02304
Hourly Wage	\$20.11	\$33.78	\$23.96
Annual Wage	\$41,836	\$70,262	\$49,837
ERE (as percent of wages)	30.0%	23.0%	23.0%
Hourly Compensation (wages + ERE)	\$26.15	\$41.55	\$29.47
Annual Compensation (wages + ERE)	\$54,387	\$86,423	\$61,299
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Travel Time	0.60	1.57	1.57
- Time allocated to notes/med records	0.50	0.80	0.80
- Down Time	0.00	0.00	0.00
- Employer Time		0.10	0.10
- Consultation with provider		0.20	0.20
- Training		0.21	0.21
- Average on-site time; "Billable Hours"	6.90	5.12	5.12
- <i>Productivity Adjustment</i>	<i>1.16</i>	<i>1.56</i>	<i>1.56</i>
Hourly Compensation After Adjustment	\$30.32	\$64.92	\$46.05
Annual Compensation After Adjustment	\$54,387	\$86,423	\$61,299
Supervision			
- Supervisor Wage	\$24.41		\$33.78
- Supervisor ERE			23.0%
- Hourly Services Oversight Cost			\$41.55
- Hours per Day	0.25		0.5
Hourly supervision cost	\$0.76		\$4.06
Mileage			
- Number of Miles	30	35	35
- Amount per mile	\$0.345	\$0.565	\$0.565
Total Mileage Amount	\$10.35	\$19.78	\$19.78
Hourly mileage cost	\$1.50	\$3.86	\$3.86
Program Support Costs			
- Program Support Cost Percent		4.0%	4.0%
- Total Cost		\$68.78	\$53.97
Hourly Program Support cost		\$3.24	\$2.54
Administrative Overhead			
- Administrative Percent	10%	10.0%	10.0%
- Third Party Liability Pct.		1.00%	1.00%
- Non-travel cost or Total Cost (2013)	\$31.08	\$68.78	\$53.97
Hourly administrative cost	\$3.11	\$8.90	\$6.98
SFY 04			
Benchmark Rate	\$35.69		
Adopted Rate Factor	93.0%		
Calculated Adopted Rate	\$33.19		
Adopted Rate (with SFY03 Floor)	\$35.00		
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%		
Benchmark Rate	\$40.57		
Adopted Rate Factor	90.50%		
Adopted Rate - 1 Staff, 1 Client	\$36.72		

Independent Rate Models

Professional Services

Nursing Services

Service	Current Model	SFY13 ReBase	
	Nursing, Visit		
	RN/LPN	RN	LPN
SFY 15 (7/1/14 - 6/30/15)			
Benchmark Rate		\$80.92	\$63.49
Less than 1 hour adjustment factor (assumes 6 visits and 5.04 hours productive time)		84%	84%
Adjusted Benchmark Rate		\$67.97	\$53.33
Area 1		\$74.77	\$58.66
Area 2		\$84.97	\$66.66
Adopted Rate Factor			
Adopted Rate - 1 Staff, 1 Client			

Independent Rate Models

Professional Services

Nursing Services

Service	Current Model	SFY13 ReBase	
	Nursing, Intermittent		
	RN/LPN	RN	LPN
Unit of Service	1 hour	1 hour	1 hour
DDD Taxonomy Code	T02304	T02304	T02304
Hourly Wage	\$20.11	\$33.78	\$23.96
Annual Wage	\$41,836	\$70,262	\$49,837
ERE (as percent of wages)	30.0%	23.0%	23.0%
Hourly Compensation (wages + ERE)	\$26.15	\$41.55	\$29.47
Annual Compensation (wages + ERE)	\$54,387	\$86,423	\$61,299
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Travel Time	0.60	1.21	1.21
- Time allocated to notes/med records	0.50	0.50	0.50
- Down Time	0.00	0.00	0.00
- Employer Time		0.10	0.10
- Consultation with provider		0.20	0.20
- Training		0.21	0.21
- Average on-site time; "Billable Hours"	6.90	5.78	5.78
- Productivity Adjustment	1.16	1.38	1.38
Hourly Compensation After Adjustment	\$30.32	\$57.51	\$40.79
Annual Compensation After Adjustment	\$54,387	\$86,423	\$61,299
Supervision			
- Supervisor Wage	\$24.41		\$33.78
- Supervisor ERE			23.0%
- Hourly Services Oversight Cost			\$41.55
- Hours per Day	0.25		0.5
Hourly supervision cost	\$0.76		\$3.59
Mileage			
- Number of Miles	30	26	26
- Amount per mile	\$0.345	\$0.565	\$0.565
Total Mileage Amount	\$10.35	\$14.69	\$14.69
Hourly mileage cost	\$1.50	\$2.54	\$2.54
Program Support Costs			
- Program Support Cost Percent		4.0%	4.0%
- Non-travel cost or Total Cost (2013)		\$60.05	\$46.93
Hourly Program Support cost		\$2.83	\$2.21
Administrative Overhead			
- Administrative Percent	10%	10.0%	10.0%
- Third Party Liability Pct.		1.0%	1.0%
- Non-travel cost or Total Cost (2013)	\$31.08	\$60.05	\$46.93
Hourly administrative cost	\$3.11	\$7.77	\$6.07
SFY 04			
Benchmark Rate	\$35.69		
Adopted Rate Factor	93.0%		
Calculated Adopted Rate	\$33.19		
Adopted Rate = Floor Rate for SFY 03 Provider Increase	\$35.00		
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%		
Benchmark Rate	\$40.57		
Adopted Rate Factor	90.50%		
Adopted Rate - 1 Staff, 1 Client	\$36.72		
SFY 15 (7/1/14 - 6/30/15)			
Benchmark Rate		\$70.65	\$55.21
Area 1		\$77.72	\$60.73
Area 2		\$88.31	\$69.01
Adopted Rate Factor			
Adopted Rate - 1 Staff, 1 Client			

Independent Rate Models
Professional Services
Nursing Services

Service	Current Model	SFY13 ReBase		
		Nursing, Continuous		
	RN/LPN 16+ hours T02304	RN 1 hour T02304	LPN 1 hour T02304	
Hourly Wage	\$20.11	\$33.78	\$23.96	
Annual Wage	\$41,836	\$70,262	\$49,837	
ERE (as percent of wages)	30.0%	23.0%	23.0%	
Hourly Compensation (wages + ERE)	\$26.15	\$41.55	\$29.47	
Annual Compensation (wages + ERE)	\$54,387	\$86,423	\$61,299	
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	
- Travel Time	0.60	0.00	0.00	
- Time allocated to notes/med records	0.50	0.20	0.20	
- Down Time	0.00	0.00	0.00	
- Employer Time		0.10	0.10	
- Consultation with provider		0.20	0.20	
- Training		0.21	0.21	
- Average on-site time; "Billable Hours"	6.90	7.29	7.29	
- <i>Productivity Adjustment</i>	<i>1.16</i>	<i>1.10</i>	<i>1.10</i>	
Hourly Compensation After Adjustment	\$30.32	\$45.60	\$32.34	
Annual Compensation After Adjustment	\$54,387	\$86,423	\$61,299	
Supervision				
- Supervisor Wage	\$24.41		\$33.78	
- Supervisor ERE			23.0%	
- Hourly Services Oversight Cost			\$41.55	
- Hours per Day	0.25		0.5	
Hourly supervision cost	\$0.76		\$2.85	
Mileage				
- Number of Miles	30	0	0	
- Amount per mile	\$0.345	\$0.565	\$0.565	
Total Mileage Amount	\$10.35	\$0.00	\$0.00	
Hourly mileage cost	\$1.50	\$0.00	\$0.00	
Program Support Costs				
- Program Support Cost Percent		4.0%	4.0%	
- Non-travel cost or Total Cost (2013)		\$45.60	\$35.19	
Hourly Program Support cost		\$2.15	\$1.66	
Administrative Overhead				
- Administrative Percent	10%	10.0%	10.0%	
- Third Party Liability Pct.		1.0%	1.0%	
- Non-travel cost or Total Cost (2013)	\$31.08	\$45.60	\$35.19	
Hourly administrative cost	\$3.11	\$5.90	\$4.55	
SFY 04				
Benchmark Rate	\$35.69			
Adopted Rate Factor	93.0%			
Calculated Adopted Rate	\$33.19			
Adopted Rate = Floor Rate for SFY 03 Provider Increase	\$35.00			
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%			
Benchmark Rate	\$40.57			
Adopted Rate Factor	90.50%			
Adopted Rate - 1 Staff, 1 Client	\$36.72			
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$53.64	\$41.40	
Area 1		\$59.00	\$45.54	
Area 2		\$67.05	\$51.75	
Adopted Rate Factor				
Adopted Rate - 1 Staff, 1 Client				

Independent Rate Models
Professional Services
Nursing Services

Service	Current Model	SFY13 ReBase	
		Nursing, Respite	
	RN/LPN 16+ hours T02304	RN 1 hour T02304	LPN 1 hour T02304
Hourly Wage	\$20.11	\$33.78	\$23.96
Annual Wage	\$41,836	\$70,262	\$49,837
ERE (as percent of wages)	30.0%	23.0%	23.0%
Hourly Compensation (wages + ERE)	\$26.15	\$41.55	\$29.47
Annual Compensation (wages + ERE)	\$54,387	\$86,423	\$61,299
Productivity Assumptions			
- Total Hours	8.00	8.00	8.00
- Travel Time	0.60	0.00	0.00
- Time allocated to notes/med records	0.50	0.20	0.20
- Down Time	0.00	0.00	0.00
- Employer Time		0.10	0.10
- Consultation with provider		0.20	0.20
- Training		0.21	0.21
- Average on-site time; "Billable Hours"	6.90	7.29	7.29
- <i>Productivity Adjustment</i>	<i>1.16</i>	<i>1.10</i>	<i>1.10</i>
Hourly Compensation After Adjustment	\$30.32	\$45.60	\$32.34
Annual Compensation After Adjustment	\$54,387	\$86,423	\$61,299
Supervision			
- Supervisor Wage	\$24.41		\$33.78
- Supervisor ERE			23.0%
- Hourly Services Oversight Cost			\$41.55
- Hours per Day	0.25		0.5
Hourly supervision cost	\$0.76		\$2.85
Mileage			
- Number of Miles	30	0	0
- Amount per mile	\$0.345	\$0.565	\$0.565
Total Mileage Amount	\$10.35	\$0.00	\$0.00
Hourly mileage cost	\$1.50	\$0.00	\$0.00
Program Support Costs			
- Program Support Cost Percent		4.0%	4.0%
- Non-travel cost or Total Cost (2013)		\$45.60	\$35.19
Hourly Program Support cost		\$2.15	\$1.66
Administrative Overhead			
- Administrative Percent	10%	10.0%	10.0%
- Third Party Liability Pct.		1.0%	1.0%
- Non-travel cost or Total Cost (2013)	\$31.08	\$45.60	\$35.19
Hourly administrative cost	\$3.11	\$5.90	\$4.55
SFY 04			
Benchmark Rate	\$35.69		
Adopted Rate Factor	93.0%		
Calculated Adopted Rate	\$33.19		
Adopted Rate = Floor Rate for SFY 03 Provider Increase	\$35.00		
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%		
Benchmark Rate	\$40.57		
Adopted Rate Factor	90.50%		
Adopted Rate - 1 Staff, 1 Client	\$36.72		
SFY 15 (7/1/14 - 6/30/15)			
Benchmark Rate		\$53.64	\$41.40
Area 1		\$59.00	\$45.54
Area 2		\$67.05	\$51.75
Adopted Rate Factor			
Adopted Rate - 1 Staff, 1 Client			

Independent Rate Models
Professional Services
Therapy Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Services (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Clinic	Clinic
Hourly Wage	\$32.83	\$36.63
Annual Wage	\$68,286	\$76,190
ERE as a Pct. of Wages	30.0%	23.0%
Hourly Compensation (wages + ERE)	\$42.68	\$45.05
Annual Compensation (wages + ERE)	\$88,772	\$93,714
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.00	0.00
- Recordkeeping & Documentation		0.65
- Consultation with Providers/Family		0.40
- Employer Time		0.10
- Missed Appointments	0.50	0.05
- Training/Continuous Education	0.20	0.21
- Other Non-Billable Activity	0.30	0.00
- Average on-site time; "Billable Hours"	7.00	6.59
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.21</i>
Hourly Compensation After Adjustment	\$48.78	\$54.69
Annual Compensation After Adjustment	\$88,772	\$93,714
Mileage		
- Number of Miles	1.50	0.00
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$0.67	\$0.00
Hourly Mileage Amount	\$0.10	\$0.00
Rent		
- Square Footage	250.00	300.00
- Cost per Square Foot	\$15.50	\$20.07
- Hours of Allocation per Year	1,820	1,713
Hourly Rent Amount	\$2.13	\$3.51
Capital		
- Cost of Equipment and Maintenance	\$2,000.00	\$3,000.00
- Year of Amortization	3.00	3.00
- Annual Cost	\$666.67	\$1,000.00
- Hours of Allocation per Year	1,820	1,713
Hourly Cost of Capital	\$0.37	\$0.58
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$58.79
Hourly Program Support Cost		\$2.77
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Third Party Liability Pct.	2.0%	1.0%
- Non-travel/Total cost	\$51.27	\$58.79
Hourly Administrative Cost	\$6.15	\$7.61
SFY 08 (11/01/07 - 6/30/08)		
Benchmark Rate	\$57.52	
Adopted Rate Factor	100.0%	
Calculated Adopted Rate	\$57.52	
Adopted Rate, Floor (SFY 08)	\$62.80	
Adopted Rate	\$62.80	
Therapy, Evaluation		
Benchmark Rate	\$172.56	
Adopted Rate	\$172.56	

Independent Rate Models
Professional Services
Therapy Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Services (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Clinic	Clinic
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$57.52	
Adopted Rate Factor	90.50%	
Calculated Adopted Rate	\$52.06	
Adopted Rate, Floor	\$56.83	
Adopted Rate	\$56.83	
Tier 1	\$57.26	
Tier 2	\$65.07	
Tier 3	\$78.08	
Therapy, Evaluation		
Benchmark Rate	\$172.56	
Adopted Rate	\$156.17	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$69.17
Area 1		\$76.09
Area 2		\$86.46
Benchmark Rate, Evaluation		\$207.51
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Professional Services
Therapy Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Services (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Natural	Natural
Hourly Wage	\$32.83	\$36.63
Annual Wage	\$68,286	\$76,190
ERE as a Pct. of Wages	30.0%	23.0%
Hourly Compensation (wages + ERE)	\$42.68	\$45.05
Annual Compensation (wages + ERE)	\$88,772	\$93,714
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	1.50	1.77
- Recordkeeping & Documentation		0.52
- Consultation with Providers/Family		0.31
- Employer Time		0.10
- Missed Appointments	0.50	0.05
- Training/Continuous Education	0.20	0.21
- Other Non-Billable Activity	0.30	0.00
- Average on-site time; "Billable Hours"	5.50	5.04
- <i>Productivity Adjustment</i>	<i>1.45</i>	<i>1.59</i>
Hourly Compensation After Adjustment	\$62.08	\$71.52
Annual Compensation After Adjustment	\$88,772	\$93,714
Mileage		
- Number of Miles	60.00	40.00
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$26.70	\$22.60
Hourly Mileage Amount	\$4.85	\$4.48
Rent		
- Square Footage	250.00	100.00
- Cost per Square Foot	\$15.50	\$20.07
- Hours of Allocation per Year	1,430	1,310
Hourly Rent Amount	\$2.71	\$1.53
Capital		
- Cost of Equipment and Maintenance	\$2,000.00	\$2,000.00
- Year of Amortization	3.00	3.00
- Annual Cost	\$666.67	\$666.67
- Hours of Allocation per Year	1,430	1,310
Hourly Cost of Capital	\$0.47	\$0.51
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$78.04
Hourly Program Support Cost		\$3.67
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Third Party Liability Pct.	2.0%	1.0%
- Non-travel/Total cost	\$65.25	\$78.04
Hourly Administrative Cost	\$7.83	\$10.10
SFY 08 (11/01/07 - 6/30/08)		
Benchmark Rate	\$77.94	
Adopted Rate Factor	100.0%	
Calculated Adopted Rate	\$77.94	
Adopted Rate, Floor (SFY 08)	\$62.80	
Adopted Rate	\$77.94	
Therapy, Evaluation		
Benchmark Rate	\$192.98	
Adopted Rate	\$192.98	

Independent Rate Models
Professional Services
Therapy Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Services (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Natural	Natural
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$77.94	
Adopted Rate Factor	90.50%	
Calculated Adopted Rate	\$70.54	
Adopted Rate, Floor	\$56.83	
Adopted Rate	\$70.54	
Tier 1	\$77.59	
Tier 2	\$88.17	
Tier 3	\$105.80	
Therapy, Evaluation		
Benchmark Rate	\$192.98	
Adopted Rate	\$174.65	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$91.81
Area 1		\$100.99
Area 2		\$114.76
Benchmark Rate, Evaluation		\$230.15
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Professional Services
Therapy Assistant Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Assistant (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Clinic	Clinic
Hourly Wage	\$24.62	\$19.15
Annual Wage	\$51,210	\$39,832
ERE as a Pct. of Wages	30.0%	30.0%
Hourly Compensation (wages + ERE)	\$32.01	\$24.90
Annual Compensation (wages + ERE)	\$66,572	\$51,782
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	0.00	0.00
- Recordkeeping & Documentation		0.53
- Consultation with Providers/Family		0.32
- Employer Time		0.30
- Missed Appointments	0.50	0.05
- Training/Continuous Education	0.20	0.21
- Other Non-Billable Activity	0.30	0.00
- Average on-site time; "Billable Hours"	7.00	6.59
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.21</i>
Hourly Compensation After Adjustment	\$36.58	\$30.22
Annual Compensation After Adjustment	\$66,572	\$51,782
Mileage		
- Number of Miles	1.50	0.00
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$0.67	\$0.00
Hourly Mileage Amount	\$0.10	\$0.00
Rent		
- Square Footage	250.00	300.00
- Cost per Square Foot	\$15.50	\$20.07
- Hours of Allocation per Year	1,820	1,713
Hourly Rent Amount	\$2.13	\$3.51
Capital		
- Cost of Equipment and Maintenance	\$2,000.00	\$3,000.00
- Year of Amortization	3.00	3.00
- Annual Cost	\$666.67	\$1,000.00
- Hours of Allocation per Year	1,820	1,713
Hourly Cost of Capital	\$0.37	\$0.58
Supervision & Services Oversight		
- Supervisor Wage		\$36.63
- Supervisor ERE		23.0%
- Hourly Services Oversight Cost		\$45.05
- Hours per Day		1.60
Hourly Cost of Capital		\$10.94
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$45.26
Hourly Program Support Cost		\$2.13
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Third Party Liability Pct.	2.0%	1.0%
- Non-travel/Total cost	\$39.07	\$45.26
Hourly Administrative Cost	\$4.69	\$5.86

Independent Rate Models
Professional Services
Therapy Assistant Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Assistant (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Clinic	Clinic
SFY 11/12 (7/1/10 - 9/30/11)		
Benchmark Rate	\$43.86	
Adopted Rate Factor	90.0%	
Adopted Rate	\$39.47	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$43.86	
Adopted Rate Factor	90.5%	
Adopted Rate	\$39.69	
Tier 1	\$43.67	
Tier 2	\$49.62	
Tier 3	\$59.54	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$53.24
Area 1		\$58.56
Area 2		\$66.55
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Professional Services
Therapy Assistant Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Assistant (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Natural	Natural
Hourly Wage	\$24.62	\$19.15
Annual Wage	\$51,210	\$39,832
ERE as a Pct. of Wages	30.0%	30.0%
Hourly Compensation (wages + ERE)	\$32.01	\$24.90
Annual Compensation (wages + ERE)	\$66,572	\$51,782
Productivity Assumptions		
- Total Hours	8.00	8.00
- Travel Time	1.50	1.77
- Recordkeeping & Documentation		0.43
- Consultation with Providers/Family		0.20
- Employer Time		0.30
- Missed Appointments	0.50	0.05
- Training/Continuous Education	0.20	0.21
- Other Non-Billable Activity	0.30	0.00
- Average on-site time; "Billable Hours"	5.50	5.04
- <i>Productivity Adjustment</i>	<i>1.45</i>	<i>1.59</i>
Hourly Compensation After Adjustment	\$46.55	\$39.52
Annual Compensation After Adjustment	\$66,572	\$51,782
Mileage		
- Number of Miles	60.00	40.00
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$26.70	\$22.60
Hourly Mileage Amount	\$4.85	\$4.48
Rent		
- Square Footage	250.00	100.00
- Cost per Square Foot	\$15.50	\$20.07
- Hours of Allocation per Year	1,430	1,310
Hourly Rent Amount	\$2.71	\$1.53
Capital		
- Cost of Equipment and Maintenance	\$2,000.00	\$2,000.00
- Year of Amortization	3.00	3.00
- Annual Cost	\$666.67	\$666.67
- Hours of Allocation per Year	1,430	1,310
Hourly Cost of Capital	\$0.47	\$0.51
Services Oversight		
- Supervisor Wage		\$36.63
- Supervisor ERE		23.0%
- Hourly Services Oversight Cost		\$45.05
- Hours per Day		1.60
Hourly Cost of Capital		\$14.30
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$60.34
Hourly Program Support Cost		\$2.84
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Third Party Liability Pct.	2.0%	1.0%
- Non-travel/Total cost	\$49.73	\$60.34
Hourly Administrative Cost	\$5.97	\$7.81

Independent Rate Models
Professional Services
Therapy Assistant Services (Physical, Occupational & Speech)

	Current Model	SFY13 ReBase
Service	Therapy Assistant (Physical, Occupational and Speech)	
Unit of Service:	1 hour	1 hour
Setting:	Natural	Natural
SFY 11/12 (7/1/10 - 9/30/11)		
Benchmark Rate	\$60.55	
Adopted Rate Factor	90.0%	
Adopted Rate	\$54.50	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$60.55	
Adopted Rate Factor	90.5%	
Adopted Rate	\$54.80	
Tier 1	\$60.28	
Tier 2	\$68.50	
Tier 3	\$82.20	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$70.99
Area 1		\$78.09
Area 2		\$88.74
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models

Professional Services
Respiratory Therapy Services

	Current Model	SFY13 ReBase
Service	Respiratory Therapy	
Unit of Service:	1 hour	1 hour
Setting:	Clinical	Clinical
Hourly Wage	\$20.41	\$24.98
Annual Wage	\$42,453	\$51,958
ERE as a Pct. of Wages	30%	23.0%
Hourly Compensation (wages + ERE)	\$26.53	\$30.73
Annual Compensation (wages + ERE)	\$55,189	\$63,909
Productivity Assumptions		
- Total Hours	8.00	8.00
- Average Travel Time	1.00	0.00
- Recordkeeping & Documentation		1.00
- Consultation with Providers/Family		0.25
- Missed Appointments	0.00	0.05
- Training Time	0.08	0.21
- Employer Time		0.10
- Other Non-Billable Activity	0.25	0.00
- Average on-site time; "Billable Hours"	6.67	6.39
- <i>Productivity Adjustment</i>	<i>1.20</i>	<i>1.25</i>
Hourly Compensation After Adjustment	\$31.82	\$38.47
Annual Compensation After Adjustment	\$55,189	\$63,909
Mileage		
- Number of Miles	30.0	0.0
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$13.35	\$0.00
Hourly Mileage Amount	\$2.00	\$0.00
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$38.47
Hourly Program Support Cost		\$1.79
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Non-travel cost/Total Cost	\$31.82	\$38.47
Hourly Administrative Cost	\$3.18	\$4.47
SFY 10/11/12 (4/1/10 - 9/30/11)		
Benchmark Rate	\$37.01	
Adopted Rate Factor	90.00%	
Adopted Rate	\$33.31	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$37.01	
Adopted Rate Factor	90.50%	
Adopted Rate	\$33.49	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$44.73
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models

Professional Services
Respiratory Therapy Services

	Current Model	SFY13 ReBase
Service	Respiratory Therapy	
Unit of Service:	1 hour	1 hour
Setting:	Natural	Natural
Hourly Wage	\$20.41	\$24.98
Annual Wage	\$42,453	\$51,958
ERE as a Pct. of Wages	30%	23.0%
Hourly Compensation (wages + ERE)	\$26.53	\$30.73
Annual Compensation (wages + ERE)	\$55,189	\$63,909
Productivity Assumptions		
- Total Hours	8.00	8.00
- Average Travel Time	1.00	1.77
- Recordkeeping & Documentation		0.47
- Consultation with Providers/Family		0.13
- Missed Appointments	0.00	0.05
- Training Time	0.08	0.21
- Employer Time		0.10
- Other Non-Billable Activity	0.25	0.00
- Average on-site time; "Billable Hours"	6.67	5.27
- <i>Productivity Adjustment</i>	<i>1.20</i>	<i>1.52</i>
Hourly Compensation After Adjustment	\$31.82	\$46.64
Annual Compensation After Adjustment	\$55,189	\$63,909
Mileage		
- Number of Miles	30.0	40.0
- Amount per mile	\$0.445	\$0.565
Total Mileage Amount	\$13.35	\$22.60
Hourly Mileage Amount	\$2.00	\$4.29
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$50.93
Hourly Program Support Cost		\$2.37
Administrative Overhead		
- Administrative Pct.	10.0%	10.0%
- Non-travel cost/Total Cost	\$31.82	\$50.93
Hourly Administrative Cost	\$3.18	\$5.92
SFY 10/11/12 (4/1/10 - 9/30/11)		
Benchmark Rate	\$37.01	
Adopted Rate Factor	90.00%	
Adopted Rate	\$33.31	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$37.01	
Adopted Rate Factor	90.50%	
Adopted Rate	\$33.49	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$59.22
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Employment Support Services
Center-Based Employment

Service	Current Model		SFY 2013 ReBase	
	1:6.0 High Density Client Hour	1:6.0 Low Density Client Hour	1:3.0 Urban Client Hour	1:3.0 Rural Client Hour
Center Based Employment				
Staff-to-Client Ratio				
Setting				
Unit of Service				
Hourly Wage	\$11.17	\$11.17	\$11.71	\$11.71
Annual Wage	\$22,340	\$22,340	\$24,357	\$24,357
ERE (as percent of wages)	34%	34%	35%	35%
Hourly Compensation (wages + ERE)	\$14.97	\$14.97	\$15.81	\$15.81
Annual Compensation (wages + ERE)	\$29,936	\$29,936	\$32,882	\$32,882
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- ISP Meetings			0.06	0.06
- Recordkeeping & Documentation			0.15	0.15
- Employer Time			0.10	0.10
- Training	0.20	0.20	0.15	0.15
- Job Development			0.25	0.25
- Program Prep/Set up/Clean up	0.80	0.80	0.75	0.75
- Average on-site time; "Billable Hours"	7.00	7.00	6.54	6.54
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.14</i>	<i>1.22</i>	<i>1.22</i>
Hourly Compensation After Adjustment	\$17.11	\$17.11	\$19.34	\$19.34
Annual Compensation After Adjustment	\$31,133	\$31,133	\$32,882	\$32,882
Days Adjustment				
Days Billable	215	215	200	200
Days Paid	250	250	250	250
Ratio	0.86	0.86	0.80	0.80
Hourly Rate	\$19.89	\$19.89	\$24.17	\$24.17
Annual Compensation	\$29,936	\$29,936	\$32,882	\$32,882
Staffing				
- Number of Staff Members	2.29	0.86	4.67	2.33
- Number of Individuals Served	16	6	14	7
Ratio of staff to individual	1:6.0	1:6.0	1:3.0	1:3.0
Total Staff Compensation	\$68,652	\$25,745	\$153,448	\$76,724
Total Hourly Compensation After Adjustment	\$45.62	\$17.11	\$112.80	\$56.40
Hourly Compensation per Individual	\$2.85	\$2.85	\$8.06	\$8.06
In-Program Transportation				
- Total Number of Client Trips	1.50	1.50		
- Number of Miles	6.00	15.00		
- Amount per Mile	\$0.41	\$0.41		
- Total Transportation Cost	\$3.69	\$9.23		
- Transportation Hourly Cost	\$0.53	\$1.32		
Hourly Transportation Cost per Individual	\$0.03	\$0.22		
Supplies				
Supplies per Individual per Day	\$2.00	\$2.00	\$2.50	\$2.50
Hourly Supply Cost per Individual	\$0.29	\$0.29	\$0.38	\$0.38
Capital				
- Square Footage	2,000	1,000	1,750	1,900
- Cost per Square Foot	\$12.00	\$11.50	\$20.07	\$15.00
- Number of Days in Service	225	225	200	200
- Total Cost per Individual per Day	\$6.67	\$8.52	\$12.54	\$20.36
- Capital adjustment factor			25%	25%
Hourly Capital Cost per Individual	\$0.95	\$1.22	\$0.48	\$0.78
Program Compliance				
- Compliance Percentage	2.0%	2.0%		
Hourly Compliance Cost per Individual	\$0.06	\$0.06		
Program Support Costs				
- Program Support Percent			8.0%	8.0%
- Total Cost			\$8.92	\$9.22
Hourly Program Support Cost			\$0.87	\$0.90

Independent Rate Models
Employment Support Services
Center-Based Employment

Service	Current Model		SFY 2013 ReBase	
	Center Based Employment			
Administrative Overhead				
- Administrative Cost Percent	12.0%	12.0%	10.0%	10.0%
- Non-travel/Total Cost			\$8.92	\$9.22
Hourly Administrative Cost	\$0.34	\$0.34	\$1.09	\$1.12
Rate Loaded with Admin				
Per Individual per Billable Hour	\$4.52	\$4.97		
Absence Factor	10.0%	10.0%		
Absence Factor Adjustment	\$0.74	\$0.81		
SFY 06				
Benchmark Rate	\$5.26	\$5.78		
Adopted Rate Factor*	99.0%	99.0%		
Adopted Rate	\$5.21	\$5.72		
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%		
Benchmark Rate	\$5.51	\$6.06		
Adopted Rate Factor	90.50%	90.50%		
Adopted Rate	\$4.99	\$5.48		
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate			\$10.88	\$11.24
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Center-Based Employment

SFY 2013 ReBase				
Service	Center Based Employment			
	1:6.0 Urban Client Hour	1:6.0 Rural Client Hour	1:9.0 Urban Client Hour	1:9.0 Rural Client Hour
Staff-to-Client Ratio				
Setting				
Unit of Service				
Hourly Wage	\$11.71	\$11.71	\$11.71	\$11.71
Annual Wage	\$24,357	\$24,357	\$24,357	\$24,357
ERE (as percent of wages)	35%	35%	35%	35%
Hourly Compensation (wages + ERE)	\$15.81	\$15.81	\$15.81	\$15.81
Annual Compensation (wages + ERE)	\$32,882	\$32,882	\$32,882	\$32,882
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- ISP Meetings	0.12	0.12	0.18	0.18
- Recordkeeping & Documentation	0.30	0.30	0.45	0.45
- Employer Time	0.10	0.10	0.10	0.10
- Training	0.15	0.15	0.15	0.15
- Job Development	0.25	0.25	0.25	0.25
- Program Prep/Set up/Clean up	0.75	0.75	0.75	0.75
- Average on-site time; "Billable Hours"	6.33	6.33	6.12	6.12
- <i>Productivity Adjustment</i>	<i>1.26</i>	<i>1.26</i>	<i>1.31</i>	<i>1.31</i>
Hourly Compensation After Adjustment	\$19.98	\$19.98	\$20.66	\$20.66
Annual Compensation After Adjustment	\$32,882	\$32,882	\$32,882	\$32,882
Days Adjustment				
Days Billable	200	200	200	200
Days Paid	250	250	250	250
Ratio	0.80	0.80	0.80	0.80
Hourly Rate	\$24.97	\$24.97	\$25.83	\$25.83
Annual Compensation	\$32,882	\$32,882	\$32,882	\$32,882
Staffing				
- Number of Staff Members	2.33	1.17	1.56	0.78
- Number of Individuals Served	14	7	14	7
Ratio of staff to individual	1:6.0	1:6.0	1:9.0	1:9.0
Total Staff Compensation	\$76,724	\$38,362	\$51,149	\$25,575
Total Hourly Compensation After Adjustment	\$58.27	\$29.14	\$40.18	\$20.09
Hourly Compensation per Individual	\$4.16	\$4.16	\$2.87	\$2.87
In-Program Transportation				
- Total Number of Client Trips				
- Number of Miles				
- Amount per Mile				
- Total Transportation Cost				
- Transportation Hourly Cost				
Hourly Transportation Cost per Individual				
Supplies				
Supplies per Individual per Day	\$2.50	\$2.50	\$2.50	\$2.50
Hourly Supply Cost per Individual	\$0.39	\$0.39	\$0.41	\$0.41
Capital				
- Square Footage	1,750	1,900	1,750	1,900
- Cost per Square Foot	\$20.07	\$15.00	\$20.07	\$15.00
- Number of Days in Service	200	200	200	200
- Total Cost per Individual per Day	\$12.54	\$20.36	\$12.54	\$20.36
- Capital adjustment factor	25%	25%	25%	25%
Hourly Capital Cost per Individual	\$0.50	\$0.80	\$0.51	\$0.83
Program Compliance				
- Compliance Percentage				
Hourly Compliance Cost per Individual				
Program Support Costs				
- Program Support Percent	8.0%	8.0%	8.0%	8.0%
- Total Cost	\$5.05	\$5.36	\$3.79	\$4.11
Hourly Program Support Cost	\$0.49	\$0.52	\$0.37	\$0.40

Independent Rate Models
Employment Support Services
Center-Based Employment

SFY 2013 ReBase				
Service	Center Based Employment			
Administrative Overhead				
- Administrative Cost Percent	10.0%	10.0%	10.0%	10.0%
- Non-travel/Total Cost	\$5.05	\$5.36	\$3.79	\$4.11
Hourly Administrative Cost	\$0.62	\$0.65	\$0.46	\$0.50
Rate Loaded with Admin				
Per Individual per Billable Hour				
Absence Factor				
Absence Factor Adjustment				
SFY 06				
Benchmark Rate				
Adopted Rate Factor*				
Adopted Rate				
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate	\$6.16	\$6.54	\$4.62	\$5.01
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Group Supported Employment

Service	Current Model			
	Group Supported Employment			
	1:5.0 High Density Client Hour	1:5.0 Low Density Client Hour	1:2.5 High Density Client Hour	1:2.5 Low Density Client Hour
Staff-to-Client Ratio				
Setting				
Unit of Service				
Hourly Wage	\$12.53	\$12.53	\$12.53	\$12.53
Annual Wage	\$25,060	\$25,060	\$25,060	\$25,060
ERE (as percent of wages)	34%	34%	34%	34%
Hourly Compensation (wages + ERE)	\$16.79	\$16.79	\$16.79	\$16.79
Annual Compensation (wages + ERE)	\$33,580	\$33,580	\$33,580	\$33,580
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Job Development Time, Employer Contact Time	0.25	0.25	0.25	0.25
- Travel Time Between Employer Sites	0.75	1.25	0.75	1.25
- Training	0.25	0.25	0.25	0.25
- ISP Meetings				
- Employer Time				
- Recordkeeping	0.75	0.75	0.75	0.75
- Average on-site time; "Billable Hours"	6.00	5.50	6.00	5.50
- Productivity Adjustment	1.33	1.45	1.33	1.45
Hourly Compensation After Adjustment	\$22.39	\$24.42	\$23.99	\$26.18
Annual Compensation After Adjustment	\$33,580	\$33,580	\$35,992	\$35,992
Days				
- Total Client Work Days				
- Days Agency Open				
- Ratio				
- Hourly Rate				
- Annual Compensation				
Staffing				
- Actual Number of Individuals Served				
- Number of Staff Members Required				
Ratio of Staff to Individuals				
Total Staff Compensation				
Total Hourly Compensation After Adjustment				
Hourly Compensation per Individual				
In-Program Transportation				
- Total Number of Client Trips	2.00	2.00	2.00	2.00
- Number of Miles per Individual	17.50	25.00	11.00	18.00
- Amount per Mile	\$0.41	\$0.41	\$0.41	\$0.41
- Total Transportation Cost	\$14.35	\$20.50	\$9.02	\$14.76
Hourly Transportation Cost per Individual	\$2.39	\$3.73	\$1.50	\$2.68
Supplies				
- Supplies per Individual per Day	\$1.50	\$1.50	\$1.00	\$1.00
Hourly Supply Cost per Individual	\$0.25	\$0.27	\$0.17	\$0.18
Capital				
- Square Footage (Storage)	600	700	600	700
- Cost per Square Foot	\$12.00	\$12.00	\$12.00	\$12.00
- Number of Days in Service	250	250	250	250
Capital Cost per Billable Hour	\$4.80	\$6.11	\$4.80	\$6.11
Program Compliance				
- Compliance Percentage	2.0%	2.0%	2.0%	2.0%
Hourly Compliance Cost	\$0.45	\$0.49	\$0.48	\$0.52
Program Support Costs				
- Program Support Percent				
- Non-travel/Total cost				
Hourly Program Support Cost				

Independent Rate Models
Employment Support Services
Group Supported Employment

Service	Current Model			
	Group Supported Employment			
Administrative Overhead				
- Administrative Percent	12.0%	12.0%	12.0%	12.0%
- Total Cost				
Hourly Administrative Cost	\$2.69	\$13.53	\$9.83	\$12.64
Rate Loaded with Admin Per Staff Hour				
	\$32.97	\$37.95	\$33.82	\$38.82
Client Absence Rate	10.0%	10.0%	10.0%	10.0%
Absence Billable Recovery Rate	75.0%	75.0%	70.0%	70.0%
Effective Client Absence Rate	2.5%	2.5%	3.0%	3.0%
Absence Factor Adjustment	\$0.85	\$0.97	\$1.05	\$1.20
SFY 06				
Benchmark Rate	\$33.82	\$38.92	\$34.87	\$40.02
Adopted Rate Factor*	99.0%	99.0%	99.0%	99.0%
Adopted Rate	\$33.48	\$38.53	\$34.52	\$39.62
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%	0.00%	0.00%
Benchmark Rate	\$35.46	\$40.81	\$36.56	\$41.96
Adopted Rate Factor	90.50%	90.50%	90.50%	90.50%
Adopted Rate	\$32.09	\$36.93	\$33.09	\$37.97
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Group Supported Employment

Service Staff-to-Client Ratio Setting Unit of Service	SFY 2013 ReBase			
	Group Supported Employment			
	1:2.0 Urban Client Hour	1:2.0 Rural Client Hour	1:3.0 Urban Client Hour	1:3.0 Rural Client Hour
Hourly Wage	\$12.54	\$12.54	\$12.54	\$12.54
Annual Wage	\$26,083	\$26,083	\$26,083	\$26,083
ERE (as percent of wages)	35%	35%	35%	35%
Hourly Compensation (wages + ERE)	\$16.93	\$16.93	\$16.93	\$16.93
Annual Compensation (wages + ERE)	\$35,212	\$35,212	\$35,212	\$35,212
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Job Development Time, Employer Contact Time	0.25	0.25	0.25	0.25
- Travel Time Between Employer Sites	0.00	0.00	0.00	0.00
- Training	0.15	0.15	0.15	0.15
- ISP Meetings	0.04	0.04	0.06	0.06
- Employer Time	0.10	0.10	0.10	0.10
- Recordkeeping	0.10	0.10	0.15	0.15
- Average on-site time; "Billable Hours"	7.36	7.36	7.29	7.29
- Productivity Adjustment	1.09	1.09	1.10	1.10
Hourly Compensation After Adjustment	\$18.40	\$18.40	\$18.58	\$18.58
Annual Compensation After Adjustment	\$35,212	\$35,212	\$35,212	\$35,212
Days				
- Total Client Work Days	200	200	200	200
- Days Agency Open	250	250	250	250
- Ratio	0.80	0.80	0.80	0.80
- Hourly Rate	\$23.00	\$23.00	\$23.22	\$23.22
- Annual Compensation	\$35,212	\$35,212	\$35,212	\$35,212
Staffing				
- Actual Number of Individuals Served	14.00	5.00	14.00	5.00
- Number of Staff Members Required	7.00	2.50	4.67	1.67
Ratio of Staff to Individuals	1:2	1:2	1:3	1:3
Total Staff Compensation	\$246,486	\$88,031	\$164,324	\$58,687
Total Hourly Compensation After Adjustment	\$161.01	\$57.50	\$108.37	\$38.70
Hourly Compensation per Individual	\$11.50	\$11.50	\$7.74	\$7.74
In-Program Transportation				
- Total Number of Client Trips				
- Number of Miles per Individual	17.50	30.00	17.50	30.00
- Amount per Mile	\$0.82	\$0.82	\$0.82	\$0.82
- Total Transportation Cost	\$14.35	\$24.60	\$14.35	\$24.60
Hourly Transportation Cost per Individual	\$1.95	\$3.34	\$1.97	\$3.37
Supplies				
- Supplies per Individual per Day	\$3.50	\$3.50	\$3.50	\$3.50
Hourly Supply Cost per Individual	\$0.48	\$0.48	\$0.48	\$0.48
Capital				
- Square Footage (Storage)	20	50	20	50
- Cost per Square Foot	\$20.07	\$15.00	\$20.07	\$15.00
- Number of Days in Service	250	250	250	250
Capital Cost per Billable Hour	\$0.22	\$0.41	\$0.22	\$0.41
Program Compliance				
- Compliance Percentage				
Hourly Compliance Cost				
Program Support Costs				
- Program Support Percent	8.0%	8.0%	8.0%	8.0%
- Non-travel/Total cost	\$14.14	\$15.73	\$10.41	\$12.01
Hourly Program Support Cost	\$1.38	\$1.53	\$1.02	\$1.17

Independent Rate Models
 Employment Support Services
 Group Supported Employment

SFY 2013 ReBase				
Group Supported Employment				
Service				
Administrative Overhead				
- Administrative Percent	10%	10%	10%	10%
- Total Cost	\$14.14	\$15.73	\$10.41	\$12.01
Hourly Administrative Cost	\$1.72	\$1.92	\$1.27	\$1.46
Rate Loaded with Admin Per Staff Hour				
Client Absence Rate				
Absence Billable Recovery Rate				
Effective Client Absence Rate				
Absence Factor Adjustment				
SFY 06				
Benchmark Rate				
Adopted Rate Factor*				
Adopted Rate				
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate	\$17.25	\$19.18	\$12.69	\$14.64
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Group Supported Employment

Service Staff-to-Client Ratio Setting Unit of Service	SFY 2013 ReBase			
	Group Supported Employment			
	1:4.0 Urban Client Hour	1:4.0 Rural Client Hour	1:5.0 Urban Client Hour	1:5.0 Rural Client Hour
Hourly Wage	\$12.54	\$12.54	\$12.54	\$12.54
Annual Wage	\$26,083	\$26,083	\$26,083	\$26,083
ERE (as percent of wages)	35%	35%	35%	35%
Hourly Compensation (wages + ERE)	\$16.93	\$16.93	\$16.93	\$16.93
Annual Compensation (wages + ERE)	\$35,212	\$35,212	\$35,212	\$35,212
Productivity Assumptions				
- Total Hours	8.00	8.00	8.00	8.00
- Job Development Time, Employer Contact Time	0.25	0.25	0.25	0.25
- Travel Time Between Employer Sites	0.00	0.00	0.00	0.00
- Training	0.15	0.15	0.15	0.15
- ISP Meetings	0.08	0.08	0.10	0.10
- Employer Time	0.10	0.10	0.10	0.10
- Recordkeeping	0.20	0.20	0.25	0.25
- Average on-site time; "Billable Hours"	7.22	7.22	7.15	7.15
- Productivity Adjustment	1.11	1.11	1.12	1.12
Hourly Compensation After Adjustment	\$18.76	\$18.76	\$18.94	\$18.94
Annual Compensation After Adjustment	\$35,212	\$35,212	\$35,212	\$35,212
Days				
- Total Client Work Days	200	200	200	200
- Days Agency Open	250	250	250	250
- Ratio	0.80	0.80	0.80	0.80
- Hourly Rate	\$23.45	\$23.45	\$23.68	\$23.68
- Annual Compensation	\$35,212	\$35,212	\$35,212	\$35,212
Staffing				
- Actual Number of Individuals Served	14.00	5.00	14.00	5.00
- Number of Staff Members Required	3.50	1.25	2.80	1.00
Ratio of Staff to Individuals	1:4	1:4	1:5	1:5
Total Staff Compensation	\$123,243	\$44,015	\$98,594	\$35,212
Total Hourly Compensation After Adjustment	\$82.07	\$29.31	\$66.30	\$23.68
Hourly Compensation per Individual	\$5.86	\$5.86	\$4.74	\$4.74
In-Program Transportation				
- Total Number of Client Trips				
- Number of Miles per Individual	17.50	30.00	17.50	30.00
- Amount per Mile	\$0.82	\$0.82	\$0.82	\$0.82
- Total Transportation Cost	\$14.35	\$24.60	\$14.35	\$24.60
Hourly Transportation Cost per Individual	\$1.99	\$3.41	\$2.01	\$3.44
Supplies				
- Supplies per Individual per Day	\$3.50	\$3.50	\$3.50	\$3.50
Hourly Supply Cost per Individual	\$0.48	\$0.48	\$0.49	\$0.49
Capital				
- Square Footage (Storage)	20	50	20	50
- Cost per Square Foot	\$20.07	\$15.00	\$20.07	\$15.00
- Number of Days in Service	250	250	250	250
Capital Cost per Billable Hour	\$0.22	\$0.42	\$0.22	\$0.42
Program Compliance				
- Compliance Percentage				
Hourly Compliance Cost				
Program Support Costs				
- Program Support Percent	8.0%	8.0%	8.0%	8.0%
- Non-travel/Total cost	\$8.56	\$10.17	\$7.46	\$9.09
Hourly Program Support Cost	\$0.83	\$0.99	\$0.73	\$0.89

Independent Rate Models
 Employment Support Services
 Group Supported Employment

SFY 2013 ReBase				
Group Supported Employment				
Service				
Administrative Overhead				
- Administrative Percent	10%	10%	10%	10%
- Total Cost	\$8.56	\$10.17	\$7.46	\$9.09
Hourly Administrative Cost	\$1.04	\$1.24	\$0.91	\$1.11
Rate Loaded with Admin Per Staff Hour				
Client Absence Rate				
Absence Billable Recovery Rate				
Effective Client Absence Rate				
Absence Factor Adjustment				
SFY 06				
Benchmark Rate				
Adopted Rate Factor*				
Adopted Rate				
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment				
Benchmark Rate				
Adopted Rate Factor				
Adopted Rate				
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate	\$10.43	\$12.40	\$9.09	\$11.08
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Group Supported Employment

Service	SFY 2013 ReBase	
	Group Supported Employment	
	1:6.0 Urban Client Hour	1:6.0 Rural Client Hour
Staff-to-Client Ratio		
Setting		
Unit of Service		
Hourly Wage	\$12.54	\$12.54
Annual Wage	\$26,083	\$26,083
ERE (as percent of wages)	35%	35%
Hourly Compensation (wages + ERE)	\$16.93	\$16.93
Annual Compensation (wages + ERE)	\$35,212	\$35,212
Productivity Assumptions		
- Total Hours	8.00	8.00
- Job Development Time, Employer Contact Time	0.25	0.25
- Travel Time Between Employer Sites	0.00	0.00
- Training	0.15	0.15
- ISP Meetings	0.12	0.12
- Employer Time	0.10	0.10
- Recordkeeping	0.30	0.30
- Average on-site time; "Billable Hours"	7.08	7.08
- Productivity Adjustment	1.13	1.13
Hourly Compensation After Adjustment	\$19.13	\$19.13
Annual Compensation After Adjustment	\$35,212	\$35,212
Days		
- Total Client Work Days	200	200
- Days Agency Open	250	250
- Ratio	0.80	0.80
- Hourly Rate	\$23.91	\$23.91
- Annual Compensation	\$35,212	\$35,212
Staffing		
- Actual Number of Individuals Served	14.00	5.00
- Number of Staff Members Required	2.33	0.83
Ratio of Staff to Individuals	1:6	1:6
Total Staff Compensation	\$82,162	\$29,344
Total Hourly Compensation After Adjustment	\$55.79	\$19.93
Hourly Compensation per Individual	\$3.99	\$3.99
In-Program Transportation		
- Total Number of Client Trips		
- Number of Miles per Individual	17.50	30.00
- Amount per Mile	\$0.82	\$0.82
- Total Transportation Cost	\$14.35	\$24.60
Hourly Transportation Cost per Individual	\$2.03	\$3.47
Supplies		
- Supplies per Individual per Day	\$3.50	\$3.50
Hourly Supply Cost per Individual	\$0.49	\$0.49
Capital		
- Square Footage (Storage)	20	50
- Cost per Square Foot	\$20.07	\$15.00
- Number of Days in Service	250	250
Capital Cost per Billable Hour	\$0.23	\$0.42
Program Compliance		
- Compliance Percentage		
Hourly Compliance Cost		
Program Support Costs		
- Program Support Percent	8.0%	8.0%
- Non-travel/Total cost	\$6.73	\$8.38
Hourly Program Support Cost	\$0.66	\$0.82

Independent Rate Models
 Employment Support Services
 Group Supported Employment

SFY 2013 ReBase		
Service	Group Supported Employment	
Administrative Overhead		
- Administrative Percent	10%	10%
- Total Cost	\$6.73	\$8.38
Hourly Administrative Cost	\$0.82	\$1.02
Rate Loaded with Admin Per Staff Hour		
Client Absence Rate		
Absence Billable Recovery Rate		
Effective Client Absence Rate		
Absence Factor Adjustment		
SFY 06		
Benchmark Rate		
Adopted Rate Factor*		
Adopted Rate		
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment		
Benchmark Rate		
Adopted Rate Factor		
Adopted Rate		
SFY 15 (7/1/14 - 6/30/15)	\$8.21	\$10.22
Benchmark Rate		
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Employment Support Services
Individual Supported Employment

Service	Current Model		SFY 2013 ReBase	
	Individual Supported Employment		Individual Supported Employment, Job Coaching	
	1:1.0 High Density Staff Hour	1:1.0 Low Density Staff Hour	1:1.0 Urban Staff Hour	1:1.0 Rural Staff Hour
Staff-to-Client Ratio				
Setting				
Unit of Service				
Hourly Wage	\$14.34	\$14.34	\$14.56	\$14.56
Annual Wage	\$28,680	\$28,680	\$30,285	\$30,285
ERE (as percent of wages)	34%	34%	30%	30%
Hourly Compensation (wages + ERE)	\$19.22	\$19.22	\$18.93	\$18.93
Annual Compensation (wages + ERE)	\$38,431	\$38,431	\$39,370	\$39,370
Productivity Assumptions				
Total Hours	8.00	8.00	8.00	8.00
- Job Development	0.50	0.50	0.50	0.50
- Travel Time Between Employer Sites	1.00	1.50	1.37	1.97
- Recordkeeping	0.50	0.50	0.50	0.50
- ISP Meetings			0.15	0.15
- Participating in Assessments			0.10	0.10
- Employer Time			0.10	0.10
- Training			0.15	0.15
- Non client Time	0.25	0.25		
- Average on-site time; "Billable Hours"	5.75	5.25	5.13	4.53
- Productivity Adjustment	1.03	1.03	1.56	1.77
Hourly Compensation After Adjustment	\$19.84	\$19.84	\$29.52	\$33.43
Annual Compensation After Adjustment	\$38,431	\$38,431	\$39,370	\$39,370
In-Program Transportation				
- Total Number of Client Trips	4.00	4.00		
- Number of Miles	7.50	15.00	30.00	45.00
- Amount per Mile	\$0.41	\$0.41	\$0.565	\$0.565
- Total Transportation Cost	\$12.30	\$24.60	\$16.95	\$25.43
Transportation Cost per Billable Hour	\$1.59	\$3.17	\$3.30	\$5.61
Supplies				
- Supplies per Individual per Day	\$1.50	\$1.50		
Supply Cost per Billable Hour	\$0.19	\$0.19		
Capital				
- Square Footage (office space)	400	575		
- Cost per Square Foot	\$12.00	\$12.00		
- Number of Days in Service	250	250		
Capital Cost per Billable Hour	\$2.48	\$3.56		
Program Compliance				
- Compliance Percentage	2.0%	2.0%		
Hourly Compliance Cost	\$0.40	\$0.40		
Program Support Costs				
- Program Support Percent			8.0%	8.0%
- Total cost			\$32.82	\$39.04
Hourly Program Support Cost			\$3.20	\$3.81
Administrative Overhead				
- Administrative Percentage	11.0%	11.0%	10.0%	10.0%
- Total Cost			\$32.82	\$39.04
Hourly Administrative Cost	\$2.18	\$2.18	\$4.00	\$4.76
Rate Loaded with Admin				
Per Staff Hour	\$26.67	\$29.35		
Client Absence Rate	1.0%	1.0%		
Absence Billable Recovery Rate	75.0%	75.0%		
Effective Client Absence Rate	0.25%	0.25%		
Absence Factor Adjustment	\$0.07	\$0.07		

Independent Rate Models
 Employment Support Services
 Individual Supported Employment

Service	Current Model		SFY 2013 ReBase	
	Individual Supported Employment		Individual Supported Employment, Job Coaching	
SFY 06				
Benchmark Rate	\$26.74	\$29.42		
Adopted Rate Factor*	99.0%	99.0%		
Adopted Rate	\$26.47	\$29.13		
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate Inflation Adjustment	0.00%	0.00%		
Benchmark Rate	\$28.04	\$30.85		
Adopted Rate Factor	90.50%	90.50%		
Adopted Rate	\$25.38	\$27.92		
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate			\$40.03	\$47.61
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Employment Support Services
Individual Supported Employment

Service	SFY 2013 ReBase	
	Individual Supported Employment, Job Development	
	1:1.0 Urban Staff Hour	1:1.0 Rural Staff Hour
Staff-to-Client Ratio		
Setting		
Unit of Service		
Hourly Wage	\$14.56	\$14.56
Annual Wage	\$30,285	\$30,285
ERE (as percent of wages)	30%	30%
Hourly Compensation (wages + ERE)	\$18.93	\$18.93
Annual Compensation (wages + ERE)	\$39,370	\$39,370
Productivity Assumptions		
Total Hours	8.00	8.00
- Job Development	2.00	2.00
- Travel Time Between Employer Sites	0.77	1.37
- Recordkeeping	0.50	0.50
- ISP Meetings	0.15	0.15
- Participating in Assessments	0.10	0.10
- Employer Time	0.10	0.10
- Training	0.15	0.15
- Non client Time		
- Average on-site time; "Billable Hours"	4.23	3.63
- Productivity Adjustment	1.89	2.20
Hourly Compensation After Adjustment	\$35.80	\$41.71
Annual Compensation After Adjustment	\$39,370	\$39,370
In-Program Transportation		
- Total Number of Client Trips		
- Number of Miles	15.00	30.00
- Amount per Mile	\$0.565	\$0.565
- Total Transportation Cost	\$8.48	\$16.95
Transportation Cost per Billable Hour	\$2.00	\$4.67
Supplies		
- Supplies per Individual per Day		
Supply Cost per Billable Hour		
Capital		
- Square Footage (office space)		
- Cost per Square Foot		
- Number of Days in Service		
Capital Cost per Billable Hour		
Program Compliance		
- Compliance Percentage		
Hourly Compliance Cost		
Program Support Costs		
- Program Support Percent	8.0%	8.0%
- Total cost	\$37.80	\$46.38
Hourly Program Support Cost	\$3.69	\$4.53
Administrative Overhead		
- Administrative Percentage	10.0%	10.0%
- Total Cost	\$37.80	\$46.38
Hourly Administrative Cost	\$4.61	\$5.66
Rate Loaded with Admin Per Staff Hour		
Client Absence Rate		
Absence Billable Recovery Rate		
Effective Client Absence Rate		
Absence Factor Adjustment		

Independent Rate Models
 Employment Support Services
 Individual Supported Employment

	SFY 2013 ReBase	
Service	Individual Supported Employment, Job Development	
SFY 06 Benchmark Rate Adopted Rate Factor* Adopted Rate		
SFY 14 (7/1/13 - 6/30/14) Benchmark Rate Inflation Adjustment Benchmark Rate Adopted Rate Factor Adopted Rate		
SFY 15 (7/1/14 - 6/30/15) Benchmark Rate Adopted Rate Factor Adopted Rate	\$46.10	\$56.57

Independent Rate Models
Employment Support Services
Transition to Employment

Service	Current Model	SFY 2013 ReBase	Current Model	SFY 2013 ReBase
	Transition to Employment			
Staff-to-Client Ratio		1:4.0		1:4.0
Setting	High Density	Urban	Low Density	Rural
Unit of Service	Client Hour	Client Hour	Client Hour	Client Hour
Hourly Wage		\$16.70		\$16.70
Annual Wage		\$34,736		\$34,736
ERE (as percent of wages)		30%		30%
Hourly Compensation (wages + ERE)		\$21.71		\$21.71
Annual Compensation (wages + ERE)		\$45,157		\$45,157
Productivity Assumptions				
Total Hours		8.00		8.00
- ISP Meetings		0.08		0.08
- Recordkeeping & Documentation		0.50		0.50
- Employer Time		0.10		0.10
- Training		0.15		0.15
- Program Prep/Set up/Clean up		0.25		0.25
- Average on-site time; "Billable Hours"		6.92		6.92
- Productivity Adjustment		1.16		1.16
Hourly Compensation After Adjustment		\$25.10		\$25.10
Annual Compensation After Adjustment		\$45,157		\$45,157
Days				
- Total Client Work Days		200		200
- Days Agency Open		250		250
- Ratio		0.80		0.80
- Hourly Rate		\$31.37		\$31.37
- Annual Compensation		\$45,157		\$45,157
Staffing				
- Number of Individuals Served		13.00		6.00
- Number of Staff Members Required		3.25		1.50
Ratio of Staff to Individuals		1:4		1:4
Total Staff Compensation		\$146,760		\$67,735
Total Hourly Compensation After Adjustment		\$101.96		\$47.06
Hourly Compensation per Individual		\$7.84		\$7.84
In-Program Transportation				
- Number of Miles per Individual		2.0		4.0
- Amount per Mile		\$0.82		\$0.82
- Total Transportation Cost		\$1.64		\$3.28
Hourly Transportation Cost per Individual		\$0.24		\$0.47
Capital				
- Square Footage		650		900
- Cost per Square Foot		\$20.07		\$15.00
- Number of Days in Service		200		200
- Total Cost per Individual per Day		\$5.02		\$11.25
Hourly Capital Cost per Individual		\$0.73		\$1.63
Supplies				
- Supplies per Individual per Day		\$4.50		\$4.50
Hourly Supply Cost per Individual		\$0.65		\$0.65
Program Support Costs				
- Program Support Percent		8.0%		8.0%
- Non-travel/Total Cost		\$9.46		\$10.59
Hourly Program Support Cost		\$0.92		\$1.03
Administrative Overhead				
- Administrative Cost Percent		10.0%		10.0%
- Non-travel/Total Cost		\$9.46		\$10.59
Hourly Administrative Cost		\$1.15		\$1.29

Independent Rate Models
 Employment Support Services
 Transition to Employment

Service	Current Model	SFY 2013 ReBase	Current Model	SFY 2013 ReBase
SFY 14 (7/1/13 - 6/30/14) Benchmark Rate Adopted Rate Factor Adopted Rate	\$12.19 90.5% \$11.03		\$13.99 90.5% \$12.66	
SFY 15 (7/1/14 - 6/30/15) Benchmark Rate Adopted Rate Factor Adopted Rate		\$11.53		\$12.92

Independent Rate Models
Specialized Habilitation Services
Habilitation with Music Therapy

	Current Model	SFY13 ReBase
Service	Habilitation with Music Therapy	
Unit of Service	1 hour	1 hour
Hourly Wage	\$20.53	\$19.72
Annual Wage	\$42,711	\$41,018
ERE (as percent of wages)	30.0%	30.0%
Hourly Compensation (wages + ERE)	\$26.69	\$25.64
Annual Compensation (wages + ERE)	\$55,524	\$53,323
Factors Offsetting Direct Care Service Hours		
- Total Hours	8.00	8.00
- Travel Time	0.75	0.89
- Recordkeeping & Documentation	0.25	0.20
- Training Time	0.00	0.21
- Employer Time		0.10
- Missed Appointments	0.00	0.05
- ISP Meetings		0.06
- Participating in Assessments		0.10
- Average on-site time; "Billable Hours"	7.00	6.39
- <i>Productivity Adjustment</i>	<i>1.14</i>	<i>1.25</i>
Hourly Compensation After Adjustment	\$30.51	\$32.10
Annual Compensation After Adjustment	\$63,456	\$66,758
Mileage		
- Number of Miles	35	18
- Amount per mile	\$0.345	\$0.565
Total Mileage Amount	\$12.08	\$13.35
Hourly mileage cost	\$1.73	\$2.01
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$34.11
Hourly Program Support Cost		\$1.59
Administrative Overhead		
- Administrative Percent	10.0%	10.0%
- Non-travel/Total cost	\$30.51	\$34.11
Hourly administrative cost	\$3.05	\$3.97
SFY 04		
Benchmark Rate	\$35.28	
Adopted Rate Factor	100.0%	
Adopted Rate	\$35.28	
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate Inflation Adjustment	0.00%	
Benchmark Rate	\$40.10	
Adopted Rate Factor	46.33%	
Adopted Rate	\$18.58	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$39.66
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Consultation

	Current Model	SFY13 ReBase	Current Model	SFY13 ReBase
Service	Habilitation, Consultation, Licensed Psychologist/BCBA-D			
Unit of Service		1 hour		1 hour
Setting		Urban		Rural
Hourly Wage		\$60.97		\$60.97
Annual Wage		\$126,818		\$126,818
ERE (as percent of wages)		23.0%		23.0%
Hourly Compensation (wages + ERE)		\$74.99		\$74.99
Annual Compensation (wages + ERE)		\$155,986		\$155,986
Productivity Assumptions				
- Total Hours		8.00		8.00
- Travel Time		0.77		1.57
- Recordkeeping & Documentation		1.00		1.00
- Training Time		0.21		0.21
- Employer Time		0.30		0.30
- Missed Appointments		0.05		0.05
- Average on-site time; "Billable Hours"		5.67		4.87
- <i>Productivity Adjustment</i>		<i>1.41</i>		<i>1.64</i>
Hourly Compensation After Adjustment		\$105.81		\$123.19
Annual Compensation After Adjustment		\$155,986		\$155,986
Mileage				
- Number of Miles		15		35
- Amount per mile		\$0.565		\$0.565
Total Mileage Amount		\$8.48		\$19.78
Hourly mileage cost		\$1.49		\$4.06
Program Support Costs				
- Program Support Percent		4.0%		4.0%
- Non-travel/Total cost		\$107.31		\$127.25
Hourly Program Support Cost		\$4.99		\$5.92
Administrative Overhead				
- Administrative Percent		10.0%		10.0%
- Non-travel cost		\$107.31		\$127.25
Hourly administrative cost		\$12.48		\$14.80
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate	\$125.00		\$140.00	
Adopted Rate Factor	100.0%		100.0%	
Calculated Adopted Rate	\$125.00		\$140.00	
Adopted Rate				
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$124.77		\$147.97
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Specialized Habilitation Services
Habilitation, Consultation

	Current Model	SFY13 ReBase
Service	Habilitation, Consultation, Licensed Behavior Analyst	
Unit of Service	1 hour	1 hour
Hourly Wage		\$26.61
Annual Wage		\$55,349
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$32.73
Annual Compensation (wages + ERE)		\$68,079
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		1.07
- Recordkeeping & Documentation		1.00
- Training Time		0.21
- Employer Time		0.30
- Missed Appointments		0.05
- Down Time		0.00
- Average on-site time; "Billable Hours"		5.37
- <i>Productivity Adjustment</i>		<i>1.49</i>
Hourly Compensation After Adjustment		\$48.76
Annual Compensation After Adjustment		\$68,079
Mileage		
- Number of Miles		22.5
- Amount per mile		\$0.565
Total Mileage Amount		\$12.71
Hourly mileage cost		\$2.37
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$51.13
Hourly Program Support Cost		\$2.38
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel cost		\$51.13
Hourly administrative cost		\$5.95
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$60.00	
Adopted Rate Factor	100.00%	
Adopted Rate	\$60.00	
Assessment	\$300.00	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$59.45
Assessment		\$297.25
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Consultation

	Current Model	SFY13 ReBase
Service	Habilitation, Consultation, BCBA	
Unit of Service	1 hour	1 hour
Hourly Wage		\$26.61
Annual Wage		\$55,349
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$32.73
Annual Compensation (wages + ERE)		\$68,079
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		1.07
- Recordkeeping & Documentation		0.75
- Training Time		0.21
- Employer Time		0.10
- Missed Appointments		0.05
- Down Time		0.00
- Average on-site time; "Billable Hours"		5.82
- <i>Productivity Adjustment</i>		<i>1.37</i>
Hourly Compensation After Adjustment		\$44.99
Annual Compensation After Adjustment		\$68,079
Mileage		
- Number of Miles		22.5
- Amount per mile		\$0.565
Total Mileage Amount		\$12.71
Hourly mileage cost		\$2.18
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$47.17
Hourly Program Support Cost		\$2.19
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel cost		\$47.17
Hourly administrative cost		\$5.49
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$60.00	
Adopted Rate Factor	90.50%	
Adopted Rate	\$54.30	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$54.85
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Consultation

	Current Model	SFY13 ReBase
Service	Habilitation, Consultation, BCABA	
Unit of Service	1 hour	1 hour
Hourly Wage		\$20.50
Annual Wage		\$42,640
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$25.22
Annual Compensation (wages + ERE)		\$52,447
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		1.07
- Recordkeeping & Documentation		0.75
- Training Time		0.21
- Employer Time		0.10
- Missed Appointments		0.05
- Down Time		0.00
- Average on-site time; "Billable Hours"		5.82
- <i>Productivity Adjustment</i>		<i>1.37</i>
Hourly Compensation After Adjustment		\$34.66
Annual Compensation After Adjustment		\$52,447
Mileage		
- Number of Miles		22.5
- Amount per mile		\$0.565
Total Mileage Amount		\$12.71
Hourly mileage cost		\$2.18
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$36.84
Hourly Program Support Cost		\$1.71
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel cost		\$36.84
Hourly administrative cost		\$4.28
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$40.00	
Adopted Rate Factor	90.50%	
Adopted Rate	\$36.20	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$42.84
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Consultation

	Current Model	SFY13 ReBase	Current Model	SFY13 ReBase
Service	Habilitation, Early Childhood Autism Specialized (BCBA-D)			
Unit of Service		1 hour		1 hour
Setting		Urban		Rural
Hourly Wage		\$60.97		\$60.97
Annual Wage		\$126,818		\$126,818
ERE (as percent of wages)		23.0%		23.0%
Hourly Compensation (wages + ERE)		\$74.99		\$74.99
Annual Compensation (wages + ERE)		\$155,986		\$155,986
Productivity Assumptions				
- Total Hours		8.00		8.00
- Travel Time		0.77		1.57
- Recordkeeping & Documentation		1.00		1.00
- Training Time		0.21		0.21
- Employer Time		0.30		0.30
- Missed Appointments		0.05		0.05
- Average on-site time; "Billable Hours"		5.67		4.87
- <i>Productivity Adjustment</i>		1.41		1.64
Hourly Compensation After Adjustment		\$105.81		\$123.19
Annual Compensation After Adjustment		\$155,986		\$155,986
Mileage				
- Number of Miles		15		35
- Amount per mile		\$0.565		\$0.565
Total Mileage Amount		\$8.48		\$19.78
Hourly mileage cost		\$1.49		\$4.06
Program Support Costs				
- Program Support Percent		4.0%		4.0%
- Non-travel/Total cost		\$107.31		\$127.25
Hourly Program Support Cost		\$4.99		\$5.92
Administrative Overhead				
- Administrative Percent		10.0%		10.0%
- Non-travel cost		\$107.31		\$127.25
Hourly administrative cost		\$12.48		\$14.80
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate				
Adopted Rate Factor				
Calculated Adopted Rate				
Adopted Rate				
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$124.77		\$147.97
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models
Specialized Habilitation Services
Habilitation, Early Childhood Autism Specialized

	Current Model	SFY13 ReBase
Service	Habilitation, Early Childhood Autism Specialized (Masters)	
Unit of Service	1 hour	1 hour
Hourly Wage		\$26.61
Annual Wage		\$55,349
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$32.73
Annual Compensation (wages + ERE)		\$68,079
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		1.07
- Recordkeeping & Documentation		0.75
- Training Time		0.21
- Employer Time		0.10
- Missed Appointments		0.05
- Down Time		0.00
- Average on-site time; "Billable Hours"		5.82
- <i>Productivity Adjustment</i>		<i>1.37</i>
Hourly Compensation After Adjustment		\$44.99
Annual Compensation After Adjustment		\$68,079
Mileage		
- Number of Miles		22.5
- Amount per mile		\$0.565
Total Mileage Amount		\$12.71
Hourly mileage cost		\$2.18
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$47.17
Hourly Program Support Cost		\$2.19
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel cost		\$47.17
Hourly administrative cost		\$5.49
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$60.00	
Adopted Rate Factor	90.50%	
Adopted Rate	\$54.30	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate Inflation Adjustment		\$54.85
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Early Childhood Autism Specialized

	Current Model	SFY13 ReBase
Service	Habilitation, Early Childhood Autism Specialized (Bachelors)	
Unit of Service	1 hour	1 hour
Hourly Wage		\$20.50
Annual Wage		\$42,640
ERE (as percent of wages)		23.0%
Hourly Compensation (wages + ERE)		\$25.22
Annual Compensation (wages + ERE)		\$52,447
Productivity Assumptions		
- Total Hours		8.00
- Travel Time		1.07
- Recordkeeping & Documentation		0.75
- Training Time		0.21
- Employer Time		0.10
- Missed Appointments		0.05
- Down Time		0.00
- Average on-site time; "Billable Hours"		5.82
- <i>Productivity Adjustment</i>		<i>1.37</i>
Hourly Compensation After Adjustment		\$34.66
Annual Compensation After Adjustment		\$52,447
Mileage		
- Number of Miles		22.5
- Amount per mile		\$0.565
Total Mileage Amount		\$12.71
Hourly mileage cost		\$2.18
Program Support Costs		
- Program Support Percent		4.0%
- Non-travel/Total cost		\$36.84
Hourly Program Support Cost		\$1.71
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel cost		\$36.84
Hourly administrative cost		\$4.28
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$40.00	
Adopted Rate Factor	90.50%	
Adopted Rate	\$36.20	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$42.84
Adopted Rate Factor		
Adopted Rate		

Independent Rate Models
Specialized Habilitation Services
Habilitation, Early Childhood Autism Specialized

	Current Model	SFY13 ReBase
Service	Habilitation, Early Childhood Autism Spec Hourly Habilitation	
Unit of Service	1 hour	1 hour
Hourly Wage		\$11.68
Annual Wage		\$24,294
ERE (as percent of wages)		35.0%
Hourly Compensation (wages + ERE)		\$15.77
Annual Compensation (wages + ERE)		\$32,797
Factors Offsetting Direct Care Service Hours		
- Total Hours		8.00
- Travel Time		0.89
- Recordkeeping & Documentation		0.20
- Training Time		0.21
- Missed Appointments		0.05
- ISP Meetings		0.06
- Participating in Assessments		0.10
- Employer Time		0.10
- Average on-site time; "Billable Hours"		6.39
- <i>Productivity Adjustment</i>		1.25
Hourly Compensation After Adjustment		\$19.74
Annual Compensation After Adjustment		\$32,797
Mileage		
- Number of Miles		22.0
- Amount per mile		\$0.565
Total Mileage Amount		\$12.43
Hourly mileage cost		\$1.95
Program Support Costs		
- Program Support Percent		8.0%
- Non-travel/Total cost		\$21.69
Hourly program support cost		\$2.12
Administrative Overhead		
- Administrative Percent		10.0%
- Non-travel/Total cost		\$21.69
Hourly administrative cost		\$2.64
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$20.53	
Adopted Rate Factor	100.00%	
Adopted Rate	\$20.53	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$26.45
Adopted Rate Factor		
Adopted Rate - 1 Staff, 1 Client		

Independent Rate Models
Transportation Services
Regularly Scheduled Daily Transportation (Day Program & Employment)

Service	Current Model				SFY2013 ReBase
	Day Program & Employment Related Transportation Services				Daily Transportation
	200 days		200 days		225.0 days
Program Days per Year	200 days		200 days		225.0 days
Total Staff in Program	5		5		15
Total Individuals in Program	16		16		15
Without Transportation	44%	7	44%	7	9.0
With Transportation	56%	9	56%	9	6.0
Transportation Capital	Per Year	Per Day	Per Year	Per Day	
Vehicle/Van	\$8,000	\$40.00	\$8,000	\$40.00	
Insurance	\$3,600	\$18.00	\$3,600	\$18.00	
Total transport cost	\$11,600	\$58.00	\$11,600	\$58.00	
	Without Trans	With Trans	Without Trans	With Trans	
Transportation Staff Hours - Driver	1	4	1	4	3.00
Transportation Staff Hours - Additional Staff					1.50
Hourly Wage	\$13.22	\$13.22	\$13.22	\$13.22	\$11.44
ERE	30%	30%	30%	30%	35.0%
Hourly Compensation (wages + ERE)	\$17.19	\$17.19	\$17.19	\$17.19	\$15.44
Total Daily Staff Compensation	\$17.19	\$68.77	\$17.19	\$68.77	\$69.50
Absence Factor					0.85
Total Daily Staff Compensation after Adjustment					\$81.76
Transportation Capital Cost Allocation					
within program	10%	10%	10%	10%	
pick-up/drop-off		80%		80%	
Cost per Day					
within program	\$5.80	\$5.80	\$5.80	\$5.80	
pick-up/drop-off		\$46.40		\$46.40	
Total Transportation Capital per Day	\$5.80	\$52.20	\$5.80	\$52.20	
Total Transportation Capital Allocation	10.0%	90.0%	10.0%	90.0%	
Total Transportation Staff Hours per Day	\$17.19	\$68.77	\$17.19	\$68.77	
Total Cost per Day	\$22.99	\$120.97	\$22.99	\$120.97	
Individuals	7	9	7	9	6
Mileage per person per day	2	12	2	12	10
Total miles	14	108	14	108	60
Cost per mile	\$0.345	\$0.345	\$0.345	\$0.345	\$0.820
Total miles cost	\$4.83	\$37.26	\$4.83	\$37.26	\$49.20
Total Transportation Cost per Day	\$27.82	\$158.23	\$27.82	\$158.23	\$130.96
Cost per Person per Day	\$3.97	\$17.58	\$3.97	\$17.58	\$21.83
Cost per Hour	\$0.57	\$2.51	\$0.57	\$2.51	
Difference per person per hour		\$1.94		\$1.94	
Difference per person per day - Transportation		\$13.58		\$13.58	
Program Support Cost					
Program Support Cost Percentage					8.00%
Total Cost					\$21.83
Total Program Support Cost					\$2.13
Administrative Overhead					
Administrative Cost Percent					10.00%
Total Cost					\$21.83
Total Administrative Cost		\$0.19		\$0.19	\$2.66
Total Cost per Person per Day		\$14.94		\$14.94	\$26.62
SFY 04					
Model Rate		\$7.47		\$7.47	
Benchmark Rate		\$8.00		\$8.00	
Adopted Rate Factor		100%		100%	
SFY 05 Benchmark Rate		\$8.00		\$8.00	

Independent Rate Models
 Transportation Services
 Regularly Scheduled Daily Transportation (Day Program & Employment)

Service	Current Model		SFY2013 ReBase
	Day Program & Employment Related Transportation Services		Daily Transportation
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%	0.00%	
Benchmark Rate	\$9.09	\$9.09	
Adopted Rate Factor	90.50%	90.50%	
Adopted Rate	\$8.23	\$8.23	
Effective cost per mile due to rate adj., SFY 04 - SFY 07	\$0.391	\$0.376	
Temporary increase in cost per mile*	\$0.485	\$0.485	
Percent increase in cost per mile	24.0%	29.0%	
Mileage allowance in model	10	10	
Portion of mileage in SFY 06 model	\$3.91	\$3.76	
Adjusted mileage cost	\$4.85	\$4.85	
Adjustment for higher cost per mile*	\$0.94	\$1.09	
Remaining portion of the model (constant)	\$4.32	\$4.47	
Adjusted Adopted Rate	\$9.17	\$9.32	

* This adjustment to cost per mile is temporary until further notice from the DES/DDD Assistant Director.

SFY 15 (7/1/14 - 6/30/15)	
Benchmark Rate	\$13.31
Adopted Rate Factor	
Adopted Rate	

Independent Rate Models
Transportation Services
Regularly Scheduled Daily Transportation, Rural (Day Program & Employment)

Service	Current Model				SFY2013 ReBase
	Day Program & Employment Related Transportation Services, Rural				Daily Transportation
	200 days		200 days		225.0 days
Program Days per Year					
Total Staff in Program	2.0		2		1.7
Total Individuals in Program	6.0		6		6.0
Without Transportation	33%	2.0	33%	2	2.0
With Transportation	67%	4.0	67%	4	4.0
Transportation Capital	Per Year	Per Day	Per Year	Per Day	
Vehicle/Van	\$5,200	\$26.00	\$5,200	\$26.00	
Insurance	\$3,600	\$18.00	\$3,600	\$18.00	
Total transport cost	\$8,800	\$44.00	\$8,800	\$44.00	
	Without Trans	With Trans	Without Trans	With Trans	
Transportation Staff Hours - Driver	0.4	1.6	0.4	1.6	3.50
Transportation Staff Hours - Additional Staff					1.75
Hourly Wage	\$13.22	\$13.22	\$13.22	\$13.22	\$11.44
ERE	30%	30%	30%	30%	35.0%
Hourly Compensation (wages + ERE)	\$17.19	\$17.19	\$17.19	\$17.19	\$15.44
Total Daily Staff Compensation	\$6.88	\$27.51	\$6.88	\$27.51	\$81.08
Absence Factor					0.85
Total Daily Staff Compensation after Adjustment					\$95.39
Transportation Capital Cost Allocation					
within program	10%	10%	10%	10%	
pick-up/drop-off		80%		80%	
Cost per Day					
within program	\$4.40	\$4.40	\$4.40	\$4.40	
pick-up/drop-off		\$35.20		\$35.20	
Total Transportation Capital per Day	\$4.40	\$39.60	\$4.40	\$39.60	
Total Transportation Capital Allocation	10.0%	90.0%	10.0%	90.0%	
Total Transportation Staff Hours per Day	\$6.88	\$27.51	\$6.88	\$27.51	
Total Cost per Day	\$11.28	\$67.11	\$11.28	\$67.11	
Individuals	2	4	2	4	4.0
Mileage per person per day	4	24	4	24	16.0
Total miles	8	96	8	96	64
Cost per mile	\$0.345	\$0.345	\$0.345	\$0.345	\$0.820
Total miles cost	\$2.76	\$33.12	\$2.76	\$33.12	\$52.48
Total Transportation Cost per Day	\$14.04	\$100.23	\$14.04	\$100.23	\$147.87
Cost per Person per Day	\$7.02	\$25.06	\$7.02	\$25.06	\$36.97
Cost per Hour	\$1.00	\$3.58	\$1.00	\$3.58	
Difference per person per hour		\$2.58		\$2.58	
Difference per person per day - Transportation		\$18.06		\$18.06	
Program Support Cost					
Program Support Cost Percentage					8.00%
Total Cost					\$36.97
Total Program Support Cost					\$3.61
Administrative Overhead					
Administrative Cost Percent					10.00%
Total Cost					\$36.97
Total Administrative Cost		\$0.26		\$0.26	\$4.51
Total Cost per Person per Day		\$19.86		\$19.86	\$45.08
SFY 04					
Model Rate		\$9.93		\$9.93	
Benchmark Rate		\$10.67		\$10.67	
Adopted Rate Factor		100%		100%	
SFY 05 Benchmark Rate		\$10.67		\$10.67	

Independent Rate Models
 Transportation Services
 Regularly Scheduled Daily Transportation, Rural (Day Program & Employment)

Service	Current Model		SFY2013 ReBase
	Day Program & Employment Related Transportation Services, Rural		Daily Transportation
SFY 14 (7/1/13 - 6/30/14)			
Benchmark Rate Inflation Adjustment	0.00%	0.00%	
Benchmark Rate	\$12.13	\$12.13	
Adopted Rate Factor	90.50%	90.50%	
Adopted Rate	\$10.98	\$10.98	
Effective cost per mile due to rate adj., SFY 04 - SFY 06	\$0.377	\$0.377	
Temporary increase in cost per mile*	\$0.485	\$0.485	
Percent increase in cost per mile	28.6%	28.6%	
Mileage allowance in model	20	20	
Portion of mileage in SFY 06 model	\$7.54	\$7.54	
Adjusted mileage cost	\$9.70	\$9.70	
Adjustment for higher cost per mile*	\$2.16	\$2.16	
Remaining portion of the model (constant)	\$3.44	\$3.44	
Adjusted Adopted Rate	\$13.14	\$13.14	

* This adjustment to cost per mile is temporary until further notice from the DES/DDD Assistant Director.

SFY 15 (7/1/14 - 6/30/15)	
Benchmark Rate	\$22.54
Adopted Rate Factor	
Adopted Rate	

Independent Rate Models

Transportation Services
Modified Transportation Rates

Service	Current Model	SFY2013 ReBase	Current Model	SFY2013 ReBase
	Single Person Modified Urban		Single Person Modified Rural	
Program Days per Year		225.0 days		225.0 days
Total Staff in Program		4.6		1.7
Total Individuals in Program				
Without Transportation				
With Transportation		1.0		1.0
Transportation Staff Hours - Driver		1.00		1.50
Transportation Staff Hours - Additional Staff		1.00		1.50
Hourly Wage		\$11.44		\$11.44
ERE		35.0%		35.0%
Hourly Compensation (wages + ERE)		\$15.44		\$15.44
Total Daily Staff Compensation		\$30.89		\$46.33
Absence Factor		1.00		1.00
Total Daily Staff Compensation after Adjustment		\$30.89		\$46.33
Individuals		1		1
Mileage per person per day		10		16
Total miles		10		16
Cost per mile		\$0.820		\$0.820
Total miles cost		\$8.20		\$13.12
Total Transportation Cost per Day		\$39.09		\$59.45
Cost per Person per Day		\$39.09		\$59.45
Program Support Cost				
Program Support Cost Percentage		8.00%		8.00%
Total Cost		\$39.09		\$59.45
Total Program Support Cost		\$3.81		\$5.80
Administrative Overhead				
Administrative Cost Percent		10.00%		10.00%
Total Cost		\$39.09		\$59.45
Total Administrative Cost		\$4.77		\$7.25
Total Cost per Person per Day		\$47.67		\$72.50
Add-On Factor per Additional Mile				
Wages Add-On				
Mileage Add-On				
Total Add-On Cost Per Mile				
Additional Miles per Person per Day				
Total Add-On Cost per Person per Day				
SFY 14 (7/1/13 - 6/30/14)				
Benchmark Rate	\$18.17		\$24.23	
Adopted Rate Factor	90.50%		90.50%	
Adopted Rate	\$16.44		\$21.93	
SFY 15 (7/1/14 - 6/30/15)				
Benchmark Rate		\$23.83		\$36.25
Adopted Rate Factor				
Adopted Rate				

Independent Rate Models

Transportation Services
Modified Transportation Rates

	Current Model	SFY2013 ReBase
Service	Extensive Transportation	
Program Days per Year		225.0 days
Total Staff in Program		4.6
Total Individuals in Program		15
Without Transportation		9.0
With Transportation		6.0
Transportation Staff Hours - Driver		3.00
Transportation Staff Hours - Additional Staff		1.50
Hourly Wage		\$11.44
ERE		35.0%
Hourly Compensation (wages + ERE)		\$15.44
Total Daily Staff Compensation		\$69.50
Absence Factor		0.85
Total Daily Staff Compensation after Adjustment		\$81.76
Individuals		6
Mileage per person per day		10
Total miles		60
Cost per mile		\$0.820
Total miles cost		\$49.20
Total Transportation Cost per Day		\$130.96
Cost per Person per Day		\$21.83
Program Support Cost		
Program Support Cost Percentage		8.00%
Total Cost		\$21.83
Total Program Support Cost		\$2.13
Administrative Overhead		
Administrative Cost Percent		10.00%
Total Cost		\$21.83
Total Administrative Cost		\$2.66
Total Cost per Person per Day		\$26.62
Add-On Factor per Additional Mile		
Wages Add-On		\$0.93
Mileage Add-On		\$0.565
Total Add-On Cost Per Mile		\$1.49
Additional Miles per Person per Day		40
Total Add-On Cost per Person per Day		\$59.67
SFY 14 (7/1/13 - 6/30/14)		
Benchmark Rate	\$18.18	
Adopted Rate Factor	90.50%	
Adopted Rate	\$16.45	
SFY 15 (7/1/14 - 6/30/15)		
Benchmark Rate		\$43.14
Adopted Rate Factor		
Adopted Rate		

RebaseBook 2014

Rate Schedules

January 24, 2014

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Home-Based Services**

Unit of Service

- The basis of payment for all Home-Based Services except for Respite, Day is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer. When billing, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:
 - If services were provided for 65 minutes, bill for 1 hour.
 - If services were provided for 68 minutes, bill for 1.25 hour.
 - If services were provided for 50 minutes, bill for .75 hour.
- If the Qualified Vendor provides respite for a total of 12 or more hours (consecutive or non-consecutive) in one calendar day, this is considered to be Respite, Day. A calendar day is a 24-hour stretch of time that begins at midnight and ends at 11:59 p.m. of the same day. One unit of Respite, Day equals equals one day (12 or more hours in one calendar day) of direct service time. A Qualified Vendor billing for Respite, Day will bill for the appropriate number of days of service and will include the actual cumulative hours of service provided on the billing document as required by the Division.
- In no event will more than three consumers receive the same service with a single direct service staff person at the same time.
- Other modifiers related to Time of Day (UF, UG, UH or UJ) may be required for billing Home-Based Services.

Examples of Billing: Respite, Day

1. Respite provided from Friday at 4:00 P.M. until Saturday at 8:00 A.M.

Friday, 4:00 P.M. to 11:59 P.M.

Services Provided 8 hours
 Services Billed 8 hours (S5151/RSP)
 Services Authorization 8 hours reduced from authorization

Saturday, 12:00 A.M. to 8:00 A.M.

Services Provided 8 hours
 Services Billed 8 hours (S5151/RSP)
 Services Authorization 8 hours reduced from authorization

2. Respite provided from Friday at 11:00 P.M. until Saturday at 3:00 P.M.

Friday, 4:00 P.M. to 11:59 P.M.

Services Provided 8 hours
 Services Billed 8 hours (S5151/RSP)
 Services Authorization 8 hours reduced from authorization

Saturday, 12:00 A.M. to 3:00 P.M.

Services Provided 15 hours
 Services Billed 1 unit (S5150/RSD)
 Services Authorization 12 hours reduced from authorization

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Attendant Care							
S5125	ATC	Attendant Care (Non-Family Member)	Client Hour	1	\$16.09	\$14.56	\$19.87
S5125	ATC	Attendant Care (Non-Family Member)	Client Hour	2	\$10.06	\$9.10	\$12.42
S5125	ATC	Attendant Care (Non-Family Member)	Client Hour	3	\$8.05	\$7.28	\$9.94
S5125	ATC	Attendant Care (Family Member)	Client Hour	1	\$16.09	\$14.56	\$19.87
S5125	ATC	Attendant Care (Family Member)	Client Hour	2	\$10.06	\$9.10	\$12.42
S5125	ATC	Attendant Care (Family Member)	Client Hour	3	\$8.05	\$7.28	\$9.94

Use of an additional modifier is required: U3 - Spouse caregiver, U4 - Family member not residing with individual, U5 - Family member residing with individual.

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Home-Based Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Habilitation, Support							
H2017	HAH	Habilitation, Support	Client Hour	1	\$20.53	\$18.58	\$26.20
H2017	HAH	Habilitation, Support	Client Hour	2	\$12.83	\$11.61	\$16.38
H2017	HAH	Habilitation, Support	Client Hour	3	\$10.27	\$9.29	\$13.10
Housekeeping							
S5130	HSK	Housekeeping	Client Hour	1	\$14.82	\$13.41	\$17.82
S5130	HSK	Housekeeping	Client Hour	2	\$9.26	\$8.38	\$11.14
S5130	HSK	Housekeeping	Client Hour	3	\$7.41	\$6.71	\$8.91
Respite, Hourly							
S5150	RSP	Respite, Hourly	Client Hour	1	\$15.77	\$14.27	\$20.29
S5150	RSP	Respite, Hourly	Client Hour	2	\$9.86	\$8.92	\$12.68
S5150	RSP	Respite, Hourly	Client Hour	3	\$7.89	\$7.14	\$10.15
Respite, Day							
S5151	RSD	Respite, Day (12 hours or more)	Day	1	\$192.81	\$192.81	\$269.77
S5151	RSD	Respite, Day (12 hours or more)	Day	2	\$120.51	\$120.51	\$168.61
S5151	RSD	Respite, Day (12 hours or more)	Day	3	\$96.41	\$96.41	\$134.89

Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Independent Living Services

Rate

1. The hourly rate for this service is based on hour (60 minutes) of direct service time.

2. The daily rate for this service is based on Staff Hour unit of service. Staff Hours are the hours provided by the Qualified Vendor that the Division authorizes the Qualified Vendor to schedule and provide at the service site to assure health, safety, and the delivery of habilitation services to the residents.

- The Division will make payments to the Qualified Vendor on the per diem basis based on the hourly rate for the Staff Hour unit of service, the number of residents at the site, and the direct service hours provided up to the number of authorized direct service hours for the site.

Unit of Service – Hourly

1. The basis of payment for this service is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer. The Qualified Vendor may bill the Division an hourly rate if and only if the Division authorizes this invoicing of an hourly rate. The Division will authorize an hourly rate if:

- Direct service time that is authorized in a given setting is up to 16 hours (consecutive or non-consecutive) on any calendar day. A calendar day is a 24-hour stretch of time that begins at midnight and ends at 11:59 p.m. of the same day, or:

- Direct service time that is authorized in a given setting is up to 112 hours in a week. A week is a consecutive seven day stretch of time that begins at midnight on Sunday and ends at 11:59 p.m. the following Saturday.

2. If the Qualified Vendor provides an hourly unit of direct service time, when billing the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.

- If services were provided for 68 minutes, bill for 1.25 hour.

- If services were provided for 50 minutes, bill for 0.75 hour.

3. If the Qualified Vendor provides an hourly unit of direct service time and the Qualified Vendor provides this service with a single direct service staff person to multiple consumers at the same time, the basis of payment for each consumer will be the total direct service time multiplied by the appropriate multiple client rate for the same unit of service. In no event will more than three consumers receive this service with a single direct service staff person at the same time.

Unit of Service – Daily

1. The basis of payment for this service is an hourly unit of direct service time converted into a daily rate. Direct service time is the period of time spent with the consumer and verified by the consumer. The Qualified Vendor may bill the Division a daily rate if and only if the Division authorizes this invoicing of a daily rate. The Division will authorize a daily rate if:

- Direct service time that is authorized in a given setting is more than 16 hours (consecutive or non-consecutive) on any calendar day in a week. A calendar day is a 24-hour stretch of time that begins at midnight and ends at 11:59 p.m. of the same day, or:

- Direct service time that is authorized in a given setting is more than 112 hours in a week. A week is a consecutive seven day stretch of time that begins at midnight on Sunday and ends at 11:59 p.m. the following Saturday.

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Independent Living Services**

2. The Daily Rates schedule for Habilitation, Individually Designed Living Arrangement contains 22 tables with Daily Rates, and each table refers to one of 22 ranges. Each range represents a level of staffing with the number of direct service hours that are authorized by the Division to be provided by the Qualified Vendor at a particular site during a week. The number of hours specified in each range represents the number of direct service hours the Qualified Vendor must provide in a week in order to bill the per diem rates associated with that range. These Daily Rates are statewide for all Habilitation, Individually Designed Living Arrangement. Staff hours shall only apply to the provision of service by awake staff.
3. The Qualified Vendor shall invoice for payment for each consumer the per diem rate on the Daily Rates schedule for Habilitation, Individually Designed Living Arrangement that reflects the number of residents in the facility and the range of hours provided in a week that reflect the lesser of 1) the authorized direct service hours, or 2) the actual direct service hours delivered. The Qualified Vendor may calculate the weekly direct service hours weekly, or may calculate a monthly average of weekly direct service hours at the end of the month for that month.
4. If the Qualified Vendor elects to calculate a monthly average of weekly direct service hours at the end of the month, the Qualified Vendor shall determine the total number of direct service hours in a given month and determine the average number of direct service hours per week by dividing (the total number of direct service hours in a month) by (the number of weeks in a month).
 - a. If there are 31 days in a month, then the number of weeks in a month is 4.43
 - b. If there are 30 days in a month, then the number of weeks in a month is 4.29
 - c. If there are 29 days in a month, then the number of weeks in a month is 4.14
 - d. If there are 28 days in a month, then the number of weeks in a month is 4.00
5. The per diem rates paid to a Qualified Vendor with multiple sites will vary among homes according to the authorized direct service hours, actual direct service hours provided, and number of residents at each home.
6. Because direct service hours provided can vary by week (if the Qualified Vendor does not elect to calculate a monthly average of weekly direct service hours, and the number of occupants can vary both by week and within a week, the Qualified Vendor may bill more than one per diem rate for each resident on their monthly invoice, but none of the rates billed shall be in excess of the rate which reflects the number of authorized direct service hours.
7. The Qualified Vendor shall use the actual resident occupancy receiving services to determine the per diem rate to be billed to the Division. The actual resident occupancy includes all residents, whether or not they are funded by the Division. The Qualified Vendor must notify the DDD Program Administrator/Manager or designee about movement into or out of a site by any resident, whether or not funded by the Division. The Division shall determine if direct service hours will be adjusted on a temporary or permanent basis to reflect the need for direct service hours.
8. If a resident is not at the site on a particular day, the Qualified Vendor shall not bill the Division for this resident. In this situation, the Qualified Vendor shall bill the Division the per diem rate for the actual number of Division-funded residents.

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
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Independent Living Services, Hourly

T2017	HAI	Habilitation, Individually Designed Living Arrangement	Client Hour	1	\$20.74	\$18.77	\$23.33
T2017	HAI	Habilitation, Individually Designed Living Arrangement	Client Hour	2	\$12.96	\$11.73	\$14.58
T2017	HAI	Habilitation, Individually Designed Living Arrangement	Client Hour	3	\$10.37	\$9.39	\$11.67

Independent Living Services, Daily*

T2017	HID	Habilitation, Individually Designed Living Arrangement	Client Hour	1	\$20.74	\$18.77	\$20.24
T2017	HID	Habilitation, Individually Designed Living Arrangement	Client Hour	2	\$12.96	\$11.73	\$12.65
T2017	HID	Habilitation, Individually Designed Living Arrangement	Client Hour	3	\$10.37	\$9.39	\$10.12

* For use with the Weekly Staffing Matrix

Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Day Treatment and Training Services

Unit of Service

1. The basis of payment for this service is the ratio rate. To determine the appropriate billing rate, the Qualified Vendor shall:

- a. Divide (the total billable hours consumers attended the program including hours allowed pursuant to item 3 below, excluding hours for behaviorally or medically intense consumers with a specially authorized rate) by (the total direct service staff hours with consumers present at the program, excluding hours related to behaviorally or medically intense consumers with a specially authorized rate); and
- b. Use the resulting quotient, which is the number of consumer billable hours per direct service staff hours and can be stated as “1: (result from step a.)” staff to consumer ratio, to find the appropriate staff to consumer ratio rate on the rate schedule.
- c. The Qualified Vendor may calculate this ratio on a daily basis using actual hours for each day or may calculate the ratio at the end of the calendar month using the actual number of hours for the entire month to determine an average ratio for the month.

For example, if the number of hours attended by all consumers in a program plus the hours allowed pursuant to item 3 below (excluding behaviorally or medically intense consumers with a specially authorized rate) totaled 110 hours for a day (2,200 for the month), and the number of hours worked by direct service staff when consumers were present at the program (excluding hours related to behaviorally or medically intense consumers with a specially authorized rate) totaled 28 for that day (560 for the month), then the calculation would be:

- Total billable consumer hours divided by total direct service staff hours = $110 / 28$ or $2,200 / 560 = 3.928$
- This program's ratio for this day is 1:3.928

Providers have the option of using one of the following methods to determine units:

#1 For both consumers and direct service staff, units shall be recorded daily on the per consumer and per direct service staff basis, shall be expressed in terms of hours and shall be rounded to the nearest hour, as illustrated in examples below:

- If total hours for a consumer or direct service staff were equal to 3 hours and 5 minutes, round the total to 3 hours
- If total hours for a consumer or direct service staff were equal to 5 hours and 24 minutes, round the total to 5 hours
- If total hours for a consumer or direct service staff were equal to 5 hours and 30 minutes, round the total to 6 hours
- If total hours for a consumer or direct service staff were equal to 6 hours and 48 minutes, round the total to 7 hours

#2 For both consumers and direct service staff, units shall be recorded daily on the per consumer and per direct service staff basis, shall be expressed in terms of hours and shall be rounded to the nearest 15-minutes, as illustrated in examples below:

- If services were provided for 3 hours and 5 minutes, bill 3.00 units.
- If services were provided for 5 hours and 24 minutes, bill 5.50 units.
- If services were provided for 6 hours and 48 minutes, bill 6.75 units.

For Day Treatment and Training, Adult:

2. Absences do not constitute a billable unit except as provided in item 3 below. An absence factor was built into the model rates. The Division will not compensate Qualified Vendors for any absences. For example, if a consumer stays in the day program for two hours in the morning, then leaves for two hours, and then returns for three hours, and all activity takes place within the same program day, total hours for this consumer shall be equal to five for that day. If the consumer permanently stops attending the Qualified Vendor's facility, then the Qualified Vendor shall notify the DDD Program Administrator/Manager or designee. The Qualified Vendor shall not bill the Division for vacancies.

3. Qualified Vendors that do not provide transportation for a particular consumer may include up to one hour per day if that consumer arrives after his/her scheduled arrival time on that day or if that consumer leaves before his/her scheduled departure time on that day. The calculation of the ratio will use the billable hours. However, if the client is absent for the entire day, the Qualified Vendor may not include hours for that day for that client in the ratio. In no event shall the Qualified Vendor submit a claim for more than the number of hours authorized for that consumer.

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Day Treatment and Training Services**

For Day Treatment and Training, Children:

4. Absences do not constitute a billable unit except as provided in item 5 below. An absence factor was built into the model rates. The Division will not compensate Qualified Vendors for any absences. For example, if a consumer stays in the day program for two hours in the morning, then leaves for two hours, and then returns for three hours, and all activity takes place within the same program day, total hours for this consumer shall be equal to five for that day. If the consumer permanently stops attending the Qualified Vendor's facility, then the Qualified Vendor shall notify the DDD Program Administrator/Manager or designee. The Qualified Vendor shall not bill the Division for vacancies.

5. Qualified Vendors that do not provide transportation for a particular consumer may include up to 30 minutes per day if that consumer arrives after his/her scheduled arrival time on that day or if that consumer leaves before his/her scheduled departure time on that day. The calculation of the ratio will use the billable hours. However, if the client is absent for the entire day, the Qualified Vendor may not include hours for that day for that client in the ratio. In no event shall the Qualified Vendor submit a claim for more than the number of hours authorized for that consumer.

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Benchmark Rate	Adopted Rate	Proposed ReBase
Day Treatment and Training, Adult*						
T2021	DTA	Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:2.5 To 1:4.5	Program Hour	\$10.53	\$9.53	\$9.98
T2021	DTA	Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:4.51 To 1:6.5	Program Hour	\$7.66	\$6.93	\$7.51
T2021	DTA	Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:6.51 To 1:8.5	Program Hour	\$6.33	\$5.73	\$6.38
T2021	DTA	Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:8.51 To 1:10.5	Program Hour	\$5.56	\$5.03	
Day Treatment and Training, Children*						
T2021	DTT	Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:2.5 To 1:4.5	Program Hour	\$10.16	\$9.19	\$11.51
T2021	DTT	Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:4.51 To 1:6.5	Program Hour	\$7.83	\$7.09	\$9.31
T2021	DTT	Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:6.51 To 1:8.5	Program Hour	\$6.75	\$6.11	\$8.38
T2021	DTT	Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:8.51 To 1:10.5	Program Hour	\$6.11	\$5.53	
T2021	DTS	Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:2.5 To 1:4.5	Program Hour	\$10.16	\$9.19	\$11.51
T2021	DTS	Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:4.51 To 1:6.5	Program Hour	\$7.83	\$7.09	\$9.31
T2021	DTS	Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:6.51 To 1:8.5	Program Hour	\$6.75	\$6.11	\$8.38
T2021	DTS	Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:8.51 To 1:10.5	Program Hour	\$6.11	\$5.53	

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Day Treatment and Training Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Benchmark Rate	Adopted Rate	Proposed ReBase
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Modified Rates

Rural*

The Division established a separate rate for this service in the rural areas of the state. This modified rate is authorized on a program basis and has a premium over the standard rate for this service. The Qualified Vendor shall bill the Division this modified rate only after it receives authorization from the DDD Program Administrator/Manager or designee. The general guideline for authorizing the modified rate for rural areas is that the be located in an area designated as Rural by the DDD Program Administrator/Manager or desingee.

T2021	DTA	Rural Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:2.5 To 1:4.5	Program Hour	\$11.69	\$10.58	\$11.36
T2021	DTA	Rural Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:4.51 To 1:6.5	Program Hour	\$8.81	\$7.97	\$8.92
T2021	DTA	Rural Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:6.51 To 1:8.5	Program Hour	\$7.51	\$6.80	\$7.82
T2021	DTA	Rural Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:8.51 To 1:10.5	Program Hour	\$6.73	\$6.09	
T2021	DTT	Rural Day Treatment and Training, Children - Staff : Consumer Ratio Of 1:2.5 To 1:4.5	Program Hour			\$13.63
T2021	DTT	Rural Day Treatment and Training, Children - Staff : Consumer Ratio Of 1:4.51 To 1:6.5	Program Hour			\$11.49
T2021	DTT	Rural Day Treatment and Training, Children - Staff : Consumer Ratio Of 1:6.51 To 1:8.5	Program Hour			\$10.62

Behaviorally or Medically Intense

The Division established a separate rate for this service to behaviorally or medically intense consumers. This modified rate is authorized on an individual consumer basis. *Special authorization for these consumers is required by the DDD Program Administrator/Manager or designee* . The hours for these consumers and the direct service staff hours shall not be considered in determining the overall program staffing ratio for the remaining consumers.

T2021	DTA	Behaviorally or Medically Intense Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:1	Program Hour	\$20.53	\$18.58	\$21.37
T2021	DTA	Behaviorally or Medically Intense Day Treatment and Training, Adult - Staff : Consumer Ratio Of 1:2	Program Hour	\$12.83	\$11.61	\$13.36
T2021	DTT	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:1	Program Hour	\$20.53	\$18.58	\$21.37
T2021	DTT	Behaviorally or Medically Intense Day Treatment and Training, Children (After-School) - Staff : Consumer Ratio Of 1:2	Program Hour	\$12.83	\$11.61	\$13.36
T2021	DTS	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:1	Program Hour	\$20.53	\$18.58	\$21.37
T2021	DTS	Behaviorally or Medically Intense Day Treatment and Training, Children (Summer) - Staff : Consumer Ratio Of 1:2	Program Hour	\$12.83	\$11.61	\$13.36

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Developmental Home Services**

Unit of Service

1. For the Developmental Home services, one unit of service equals one day (24 hours) of service time. A day begins at midnight and ends at 11:59 p.m. Unit of service includes transportation time spent with consumers during daily activities.
2. For Room and Board, one unit equals one day (24 hours). If the consumer is a resident at 11:59 p.m. on a given day, the Qualified Vendor may bill that day for that consumer. If the consumer is not a resident at 11:59 p.m. on a given day, the Qualified Vendor may bill that day for the consumer if the Qualified Vendor has a current authorization for service.
3. For Incontinence Supplies and Nutritional Supplements, the Qualified Vendor will be paid these modified rates only for those residents that require them and when payment of these modified rates has been approved by the Division.

HCPCS Service Code	DDD Service Code	Description	Unit of Service	District	Contracted Capacity	Actual Occupancy	Benchmark Rate	Adopted Rate	Proposed ReBase
Developmental Home Services									
T2016	HBA	Habilitation, Vendor Supported Developmental Home (Adult)	Day	All	N/A	N/A	\$107.83	\$99.32	\$108.71
T2016	HBA	Habilitation, Vendor Supported Developmental Home (Adult) with Nutritional Supplement	Day	All	N/A	N/A	\$111.83	\$103.32	\$112.96
T2016	HBA	Habilitation, Vendor Supported Developmental Home (Adult) with Incontinence Supplies	Day	All	N/A	N/A	\$110.83	\$102.32	\$113.21
T2016	HBA	Habilitation, Vendor Supported Developmental Home (Adult) with Nutritional Supplement & Incontinence Supplies	Day	All	N/A	N/A	\$114.83	\$106.32	\$117.46
T2016	HBC	Habilitation, Vendor Supported Developmental Home (Child)	Day	All	N/A	N/A	\$109.98	\$101.31	\$108.71
T2016	HBC	Habilitation, Vendor Supported Developmental Home (Child) with Nutritional Supplement	Day	All	N/A	N/A	\$113.98	\$105.31	\$112.96
T2016	HBC	Habilitation, Vendor Supported Developmental Home (Child) with Incontinence Supplies	Day	All	N/A	N/A	\$112.98	\$104.31	\$113.21
T2016	HBC	Habilitation, Vendor Supported Developmental Home (Child) with Nutritional Supplement & Incontinence Supplies	Day	All	N/A	N/A	\$116.98	\$108.31	\$117.46
DD031	RBD	Room and Board, Vendor Supported Developmental Home (Child and Adult)	Day	All	N/A	N/A	\$13.53	\$12.85	\$19.09

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Group Home Services**

Unit of Service

1. For the Group Home services except for Habilitation, Nursing Supported Group Home, one unit of service equals one hour (60 minutes) of direct service time. Direct service time is the period of time spent with the consumer and can be verified by consumer attendance records and includes transportation time spent with consumers during daily activities. This unit of service is converted to a daily rate for billing purposes. Staff hours shall only apply to the provision of service by awake staff.
2. For Habilitation, Nursing Supported Group Home, one unit of service equals one day (24 hours) of service time. A day begins at midnight and ends at 11:59 p.m. Unit of service includes transportation time spent with consumers during daily activities.
3. For Room and Board, All Group Home, one unit equals one day (24 hours). If the consumer is a resident at 11:59 p.m. on a given day, the Qualified Vendor may bill that day for that consumer. If the consumer is not a resident at 11:59 p.m. on a given day, the Qualified Vendor may bill that day for the consumer if the Qualified Vendor has a current authorization for service.
4. For Incontinence Supplies and Nutritional Supplements, the Qualified Vendor will be paid these modified rates only for those residents that require them and when payment of these modified rates has been approved by the Division.

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Setting	Number of Bedrooms	Actual Occupancy	Benchmark Rate	Adopted Rate	Proposed ReBase
Group Home Services*									
T2016	HPD	Habilitation, Community Protection and Treatment Group Home*	Staff Hour	All	N/A	N/A	\$21.57	\$17.55	\$20.76
T2016	HAB	Habilitation, Group Home*	Staff Hour	All	N/A	N/A	\$19.39	\$17.55	\$20.61

* See *Conversion to Daily Rates* Schedule for daily rates

T2016	HAN	Habilitation, Nursing Supported Group Home - Level I	Day	All	N/A	N/A	\$357.00	\$323.09	\$392.10
T2016	HAN	Habilitation, Nursing Supported Group Home - Level I with Nutritional Supplement	Day	All	N/A	N/A	\$361.00	\$327.09	\$396.35
T2016	HAN	Habilitation, Nursing Supported Group Home - Level I with Incontinence Supplies	Day	All	N/A	N/A	\$360.00	\$326.09	\$396.60
T2016	HAN	Habilitation, Nursing Supported Group Home - Level I with Nutritional Supplement & Incontinence Supplies	Day	All	N/A	N/A	\$364.00	\$330.09	\$400.85
T2016	HAN	Habilitation, Nursing Supported Group Home - Level II	Day	All	N/A	N/A	\$428.73	\$388.00	\$459.96
T2016	HAN	Habilitation, Nursing Supported Group Home - Level II with Nutritional Supplement	Day	All	N/A	N/A	\$357.00	\$323.09	\$464.21
T2016	HAN	Habilitation, Nursing Supported Group Home - Level II with Incontinence Supplies	Day	All	N/A	N/A	\$357.00	\$323.09	\$464.46
T2016	HAN	Habilitation, Nursing Supported Group Home - Level II with Nutritional Supplement & Incontinence Supplies	Day	All	N/A	N/A	\$357.00	\$323.09	\$468.71
T2016	HAN	Habilitation, Nursing Supported Group Home - Level III	Day	All	N/A	N/A	\$489.54	\$443.03	\$517.12
T2016	HAN	Habilitation, Nursing Supported Group Home - Level III with Nutritional Supplement	Day	All	N/A	N/A	\$357.00	\$323.09	\$521.37
T2016	HAN	Habilitation, Nursing Supported Group Home - Level III with Incontinence Supplies	Day	All	N/A	N/A	\$357.00	\$323.09	\$521.62
T2016	HAN	Habilitation, Nursing Supported Group Home - Level III with Nutritional Supplement & Incontinence Supplies	Day	All	N/A	N/A	\$357.00	\$323.09	\$525.87

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Group Home Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Setting	Number of Bedrooms	Actual Occupancy	Benchmark Rate	Adopted Rate	Proposed ReBase
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Urban & Rural

The Division established a separate rate for the Room & Board service in the rural areas of the state. This modified rate is authorized on a program basis and has a premium over the standard rate for this service. The Qualified Vendor shall bill the Division this modified rate only after it receives authorization from the DDD Program Administrator/Manager or designee. The general guideline for authorizing the modified rate for rural areas is that the be located in an area designated as Rural by the DDD Program Administrator/Manager or designee. Providers are eligible to bill for services as follows:

Urban: For services performed within Maricopa and Pima Counties.

Rural: Fservices performed outside of Maricopa and Pima Counties.

Room and Board, All Group Homes

DD030	RRB	Room and Board, All Group Homes	Day	Urban	1	1	\$39.96	\$37.96	\$43.19
DD030	RRB	Room and Board, All Group Homes	Day		2	1	\$43.18	\$41.02	\$50.30
DD030	RRB	Room and Board, All Group Homes	Day		2	2	\$25.90	\$24.60	\$30.54
DD030	RRB	Room and Board, All Group Homes	Day		3	1	\$52.85	\$50.21	\$66.84
DD030	RRB	Room and Board, All Group Homes	Day		3	2	\$30.69	\$29.16	\$38.60
DD030	RRB	Room and Board, All Group Homes	Day		3	3	\$23.30	\$22.14	\$29.19
DD030	RRB	Room and Board, All Group Homes	Day		4	1	\$57.64	\$54.75	\$76.75
DD030	RRB	Room and Board, All Group Homes	Day		4	2	\$33.06	\$31.41	\$43.45
DD030	RRB	Room and Board, All Group Homes	Day		4	3	\$24.87	\$23.63	\$32.34
DD030	RRB	Room and Board, All Group Homes	Day		4	4	\$20.77	\$19.73	\$26.79
DD030	RRB	Room and Board, All Group Homes	Day	Rural	1	1	\$35.18	\$33.42	\$46.61
DD030	RRB	Room and Board, All Group Homes	Day		2	1	\$38.48	\$36.56	\$54.93
DD030	RRB	Room and Board, All Group Homes	Day		2	2	\$23.55	\$22.38	\$32.86
DD030	RRB	Room and Board, All Group Homes	Day		3	1	\$47.34	\$44.97	\$66.52
DD030	RRB	Room and Board, All Group Homes	Day		3	2	\$27.94	\$26.55	\$38.44
DD030	RRB	Room and Board, All Group Homes	Day		3	3	\$21.47	\$20.40	\$29.08
DD030	RRB	Room and Board, All Group Homes	Day		4	1	\$51.45	\$48.88	\$81.09
DD030	RRB	Room and Board, All Group Homes	Day		4	2	\$29.97	\$28.47	\$45.62
DD030	RRB	Room and Board, All Group Homes	Day		4	3	\$22.80	\$21.66	\$33.80
DD030	RRB	Room and Board, All Group Homes	Day		4	4	\$19.22	\$18.26	\$27.88

Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services

General Information

Each Nurse, therapist and therapy assistant, as appropriate, must apply and obtain their National Provider Identification (NPI) from the Centers for Medicare and Medicaid Services (CMS). The NPI must be recorded on each claim line under the Provider of Service heading.

Qualified Vendor's Providers of Service are required to use CPT/HCPCS codes that are within their AHCCCS registration (Category of Service). Billing CPT/HCPCS codes that are not within the AHCCCS approved category of service will cause a claim denial.

Unit of Service

1. For Home Health Aide

1.1 The basis of payment for Home Health Aide is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer. When billing, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 50 minutes, bill for .75 hour.

2. For Nursing Services:

Nursing services are provided as either:

- Intermittent: Nursing Service(s) not to exceed 2 hours per visit and no more than 4 hours in one calendar day.
- Continuous: Nursing Service(s) either (i) for more than 2 continuous hours in one calendar or (ii) for more than 4 hours in one calendar day.

The Division utilizes four (4) service codes to distinguish the Nursing Service provided

- Intermittent service includes: Nursing, Visit (HNV); less than fifty-five (55) minutes per visit, and Nursing, Intermittent (HN9); exceeds one hour in length but will not exceed 2 hours per visit and is limited to 4 hours in one calendar day
- Continuous service includes: Nursing, Continuous (HN1); nursing is needed for more than 2 continuous hours, or more than 4 hours in one calendar day. Nursing, Respite (HNR); respite service need to be provided by a skilled nurse. The maximum number of units per benefit year are 600 units. A benefit year is October 1st through September 30th.

2.1 The basis of payment for Nursing, Visit is a single visit for up to fifty-five (55) minutes of continuous service.

2.2 The basis of payment for Nursing, Intermittent and Nursing, Continuous is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer.

2.3 When billing Nursing, Intermittent and Nursing Continuous services, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 110 minutes, bill for 1.75 hour.

2.4 If the Qualified Vendor provides nursing services for more than 2 continuous hours or more than 4 hours in one calendar day, this is considered to be Nursing, Continuous. One unit of Nursing, Continuous equals one hour of direct service. A Qualified Vendor billing for Nursing, Continuous shall bill for the appropriate number of hours of service and include the actual cumulative hours of service provided in the calendar day on the billing document as required by the Division.

2.5 The Division has designated client county of residence in the state as Medically Underserved using three areas.

- Services provided in Area 1 (Base Rate) will receive the service model rate.
- Services provided in Area 2 will receive a 10% premium over the model rate as noted on the rate schedule.
- Services provided in Area 3 will receive a 25% premium over the model rate as noted on the rate schedule

Definition of Medically Underserved areas:

- Base Area: Maricopa, Pima & Pinal Counties
- Area 1: Coconino, Gila, La Paz, Mojave, Navajo, Santa Cruz, Yavapai & Yuma Counties
- Area 2: Apache, Greenlee, Graham & Cochise Counties

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

3. For Therapies:

3.1 One unit of evaluation equals one visit for evaluation.

3.2 The basis of payment for this service other than evaluation is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer. When billing, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 50 minutes, bill for 0.75 hour.

3.3 In no event will more than three consumers receive the same service with a single direct service staff person at the same time.

3.4 Clinical and Natural setting. A clinical setting includes the office or central location of the provider and generally requires the consumer to travel to the provider specifically to receive the service. A Natural setting includes the client's home and community settings, such as a park, restaurant, child care provider, etc, in which persons without disabilities participate.

3.5 The Medically Underserved adjustment is only applied to Ongoing Therapies. The Medically Underserved adjustment will not apply to therapy evaluation services.

3.5.1 The Division has designated client county of residence in the state as Medically Underserved using three areas.

- Services provided in Base Rate will receive the service model rate.
- Services provided in Area 1 will receive a 10% premium over the model rate as noted on the rate schedule.
- Services provided in Area 2 will receive a 25% premium over the model rate as noted on the rate schedule

Definition of Medically Underserved areas:

- Base Area: Coconino, Maricopa, & Yavapai Counties
- Area 1: Cochise, Gila, La Paz, Mojave, Pima, Pinal & Santa Cruz Counties
- Area 2: Apache, Greenlee, Graham, Navajo & Yuma Counties

3.6 Absences/No Shows do not constitute a billable unit in the Clinical or Natural setting.

Third Party Liability (TPL)

Medicaid is the payer of last resort. It is critical that the Qualified Vendor identify any other available insurance coverage(s) for the member and bill the other insurances as primary.

For all Professional Services, except Home Health Aide, it is the responsibility of the Qualified Vendor to submit claims for ALL Division authorized Medicaid services delivered to the member, including services that are paid entirely by the TPL.

Upon the receipt of payment or denial by the other insurers, the Qualified Vendor submits its claim to the Division.

1. In the event the Qualified Vendor is paid by the TPL, the Qualified Vendor submits a claim to the Division reflecting the payment amount received, up to the Division's allowed amount.

2. In the event the Qualified Vendor is denied the TPL, the Qualified Vendor submits a waiver request along with a legible copy of the Explanation of Benefits (EOB) reflecting denial of an AHCCCS approved CPT/HCPCS code from the other insurer(s).

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Home Health Aide							
T1021	HHA	Home Health Aide	Client Hour	1	\$19.01	\$17.20	\$25.83
T1021	HHA	Home Health Aide	Client Hour	2	\$11.88	\$10.75	\$16.14
T1021	HHA	Home Health Aide	Client Hour	3	\$9.51	\$8.60	\$12.92

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Nursing, Visit							
G0154	HNV	Nursing, Visit, RN, Base Rate	Visit	1	\$40.57	\$36.72	\$67.97
G0154	HNV	Nursing, Visit, RN, Base Rate	Visit	2	\$25.36	\$22.95	\$42.48
G0154	HNV	Nursing, Visit, RN, Base Rate	Visit	3	\$20.29	\$18.36	\$33.99
G0154	HNV	Nursing, Visit, RN, Area 1	Visit	1			\$74.77
G0154	HNV	Nursing, Visit, RN, Area 1	Visit	2			\$46.73
G0154	HNV	Nursing, Visit, RN, Area 1	Visit	3			\$37.39
G0154	HNV	Nursing, Visit, RN, Area 2	Visit	1			\$84.97
G0154	HNV	Nursing, Visit, RN, Area 2	Visit	2			\$53.11
G0154	HNV	Nursing, Visit, RN, Area 2	Visit	3			\$42.49
G0154	HNV	Nursing, Visit, LPN, Base Rate	Visit	1	\$40.57	\$36.72	\$53.33
G0154	HNV	Nursing, Visit, LPN, Base Rate	Visit	2	\$25.36	\$22.95	\$33.33
G0154	HNV	Nursing, Visit, LPN, Base Rate	Visit	3	\$20.29	\$18.36	\$26.67
G0154	HNV	Nursing, Visit, LPN, Area 1	Visit	1			\$58.66
G0154	HNV	Nursing, Visit, LPN, Area 1	Visit	2			\$36.66
G0154	HNV	Nursing, Visit, LPN, Area 1	Visit	3			\$29.33
G0154	HNV	Nursing, Visit, LPN, Area 2	Visit	1			\$66.66
G0154	HNV	Nursing, Visit, LPN, Area 2	Visit	2			\$41.66
G0154	HNV	Nursing, Visit, LPN, Area 2	Visit	3			\$33.33
Nursing, Intermittent							
G0155	HN9	Nursing, Intermittent, RN, Base Rate	Client Hour	1	\$40.57	\$36.72	\$70.65
G0155	HN9	Nursing, Intermittent, RN, Base Rate	Client Hour	2	\$25.36	\$22.95	\$44.16
G0155	HN9	Nursing, Intermittent, RN, Base Rate	Client Hour	3	\$20.29	\$18.36	\$35.33
G0155	HN9	Nursing, Intermittent, RN, Area 1	Client Hour	1			\$77.72
G0155	HN9	Nursing, Intermittent, RN, Area 1	Client Hour	2			\$48.58
G0155	HN9	Nursing, Intermittent, RN, Area 1	Client Hour	3			\$38.86
G0155	HN9	Nursing, Intermittent, RN, Area 2	Client Hour	1			\$88.31
G0155	HN9	Nursing, Intermittent, RN, Area 2	Client Hour	2			\$55.19
G0155	HN9	Nursing, Intermittent, RN, Area 2	Client Hour	3			\$44.16
G0155	HN9	Nursing, Intermittent, LPN, Base Rate	Client Hour	1	\$40.57	\$36.72	\$55.21
G0155	HN9	Nursing, Intermittent, LPN, Base Rate	Client Hour	2	\$25.36	\$22.95	\$34.51
G0155	HN9	Nursing, Intermittent, LPN, Base Rate	Client Hour	3	\$20.29	\$18.36	\$27.61
G0155	HN9	Nursing, Intermittent, LPN, Area 1	Client Hour	1			\$60.73
G0155	HN9	Nursing, Intermittent, LPN, Area 1	Client Hour	2			\$37.96
G0155	HN9	Nursing, Intermittent, LPN, Area 1	Client Hour	3			\$30.37
G0155	HN9	Nursing, Intermittent, LPN, Area 2	Client Hour	1			\$69.01
G0155	HN9	Nursing, Intermittent, LPN, Area 2	Client Hour	2			\$43.13
G0155	HN9	Nursing, Intermittent, LPN, Area 2	Client Hour	3			\$34.51

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Nursing, Continuous							
S9123 S9124	HN1	Nursing, Continuous, RN, Base Rate	Day	1	\$40.57	\$36.72	\$53.64
S9123 S9124	HN1	Nursing, Continuous, RN, Base Rate	Day	2	\$25.36	\$22.95	\$33.53
S9123 S9124	HN1	Nursing, Continuous, RN, Base Rate	Day	3	\$20.29	\$18.36	\$26.82
S9123 S9124	HN1	Nursing, Continuous, RN, Area 1	Day	1			\$59.00
S9123 S9124	HN1	Nursing, Continuous, RN, Area 1	Day	2			\$36.88
S9123 S9124	HN1	Nursing, Continuous, RN, Area 1	Day	3			\$29.50
S9123 S9124	HN1	Nursing, Continuous, RN, Area 2	Day	1			\$67.05
S9123 S9124	HN1	Nursing, Continuous, RN, Area 2	Day	2			\$41.91
S9123 S9124	HN1	Nursing, Continuous, RN, Area 2	Day	3			\$33.53
S9123 S9124	HN1	Nursing, Continuous, LPN, Base Rate	Day	1	\$40.57	\$36.72	\$41.40
S9123 S9124	HN1	Nursing, Continuous, LPN, Base Rate	Day	2	\$25.36	\$22.95	\$25.88
S9123 S9124	HN1	Nursing, Continuous, LPN, Base Rate	Day	3	\$20.29	\$18.36	\$20.70
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 1	Day	1			\$45.54
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 1	Day	2			\$28.46
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 1	Day	3			\$22.77
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 2	Day	1			\$51.75
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 2	Day	2			\$32.34
S9123 S9124	HN1	Nursing, Continuous, LPN, Area 2	Day	3			\$25.88

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Occupational Therapy							
Must Meet AHCCCS Billing Requirements	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	1	\$57.52	\$56.83	\$69.17
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	2	\$35.95	\$35.52	\$43.23
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	3	\$28.76	\$28.42	\$34.59
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	1	\$63.27	\$57.26	\$76.09
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	2	\$39.54	\$35.79	\$47.56
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	3	\$31.64	\$28.63	\$38.05
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	1	\$71.90	\$65.07	\$86.46
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	2	\$44.94	\$40.67	\$54.04
	OTA OCL	Occupational Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	3	\$35.95	\$32.54	\$43.23
Must Meet AHCCCS Billing Requirements	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	1	\$77.94	\$70.54	\$91.81
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	2	\$48.71	\$44.09	\$57.38
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	3	\$38.97	\$35.27	\$45.91
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	1	\$85.73	\$77.59	\$100.99
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	2	\$53.58	\$48.49	\$63.12
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	3	\$42.87	\$38.80	\$50.50
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	1	\$97.43	\$88.17	\$114.76
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	2	\$60.89	\$55.11	\$71.73
	OTA OCL	Occupational Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	3	\$48.72	\$44.09	\$57.38
Occupational Therapy Evaluations							
See OTA/OCL	OEA OCV	Occupational Therapy/Early Intervention Evaluation, Clinical Setting	Evaluation	1	\$172.56	\$156.17	\$207.51
See OTA/OCL	OEA OCV	Occupational Therapy/Early Intervention Evaluation, Natural Setting	Evaluation	1	\$192.98	\$174.65	\$230.15

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Occupational Therapy Assistant							
Must Meet AHCCCS Billing Requirements	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	1	\$43.86	\$39.69	\$53.24
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	2	\$27.41	\$24.81	\$33.28
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	3	\$21.93	\$19.85	\$26.62
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	1	\$48.25	\$43.67	\$58.56
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	2	\$30.16	\$27.29	\$36.60
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	3	\$24.13	\$21.84	\$29.28
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	1	\$54.83	\$49.62	\$66.55
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	2	\$34.27	\$31.01	\$41.59
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	3	\$27.42	\$24.81	\$33.28
Must Meet AHCCCS Billing Requirements	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	1	\$60.55	\$54.80	\$70.99
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	2	\$37.84	\$34.25	\$44.37
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	3	\$30.28	\$27.40	\$35.50
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	1	\$66.61	\$60.28	\$78.09
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	2	\$41.63	\$37.68	\$48.81
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	3	\$33.31	\$30.14	\$39.05
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	1	\$75.69	\$68.50	\$88.74
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	2	\$47.31	\$42.81	\$55.46
	OTA OCL	Occupational Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	3	\$37.85	\$34.25	\$44.37

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Physical Therapy							
Must Meet AHCCCS Billing Requirements	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	1	\$57.52	\$56.83	\$69.17
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	2	\$35.95	\$35.52	\$43.23
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Base Rate	Client Hour	3	\$28.76	\$28.42	\$34.59
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	1	\$63.27	\$57.26	\$76.09
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	2	\$39.54	\$35.79	\$47.56
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 1	Client Hour	3	\$31.64	\$28.63	\$38.05
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	1	\$71.90	\$65.07	\$86.46
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	2	\$44.94	\$40.67	\$54.04
	PTA PHL	Physical Therapy/Early Intervention, Clinical Setting, Area 2	Client Hour	3	\$35.95	\$32.54	\$43.23
Must Meet AHCCCS Billing Requirements	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	1	\$77.94	\$70.54	\$91.81
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	2	\$48.71	\$44.09	\$57.38
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Base Rate	Client Hour	3	\$38.97	\$35.27	\$45.91
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	1	\$85.73	\$77.59	\$100.99
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	2	\$53.58	\$48.49	\$63.12
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 1	Client Hour	3	\$42.87	\$38.80	\$50.50
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	1	\$97.43	\$88.17	\$114.76
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	2	\$60.89	\$55.11	\$71.73
	PTA PHL	Physical Therapy/Early Intervention, Natural Setting, Area 2	Client Hour	3	\$48.72	\$44.09	\$57.38
Physical Therapy Evaluations							
See PTA/PHL	PEA PHV	Physical Therapy/Early Intervention Evaluation, Clinical Setting	Evaluation	1	\$172.56	\$156.17	\$207.51
See PTA/PHL	PEA PHV	Physical Therapy/Early Intervention Evaluation, Natural Setting	Evaluation	1	\$192.98	\$174.65	\$230.15

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Physical Therapy Assistant							
Must Meet AHCCCS Billing Requirements	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	1	\$43.86	\$39.69	\$53.24
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	2	\$27.41	\$24.81	\$33.28
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Base Rate	Client Hour	3	\$21.93	\$19.85	\$26.62
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	1	\$48.25	\$43.67	\$58.56
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	2	\$30.16	\$27.29	\$36.60
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 1	Client Hour	3	\$24.13	\$21.84	\$29.28
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	1	\$54.83	\$49.62	\$66.55
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	2	\$34.27	\$31.01	\$41.59
	PTA PHL	Physical Therapy/Early Intervention Assistant, Clinical Setting, Area 2	Client Hour	3	\$27.42	\$24.81	\$33.28
Must Meet AHCCCS Billing Requirements	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	1	\$60.55	\$54.80	\$70.99
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	2	\$37.84	\$34.25	\$44.37
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Base Rate	Client Hour	3	\$30.28	\$27.40	\$35.50
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	1	\$66.61	\$60.28	\$78.09
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	2	\$41.63	\$37.68	\$48.81
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 1	Client Hour	3	\$33.31	\$30.14	\$39.05
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	1	\$75.69	\$68.50	\$88.74
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	2	\$47.31	\$42.81	\$55.46
	PTA PHL	Physical Therapy/Early Intervention Assistant, Natural Setting, Area 2	Client Hour	3	\$37.85	\$34.25	\$44.37

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Speech Therapy							
Must Meet AHCCCS Billing Requirements	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 1 Client, Base Rate	Client Hour	1	\$57.52	\$56.83	\$69.17
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 2 Client, Base Rate	Client Hour	2	\$35.95	\$35.52	\$43.23
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 3 Client, Base Rate	Client Hour	3	\$28.76	\$28.42	\$34.59
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 1 Client, Tier 1	Client Hour	1	\$63.27	\$57.26	\$76.09
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 2 Client, Tier 1	Client Hour	2	\$39.54	\$35.79	\$47.56
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 3 Client, Tier 1	Client Hour	3	\$31.64	\$28.63	\$38.05
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 1 Client, Tier 2	Client Hour	1	\$71.90	\$65.07	\$86.46
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 2 Client, Tier 2	Client Hour	2	\$44.94	\$40.67	\$54.04
	STA SPL	Speech Therapy/Early Intervention, Clinical Setting, 3 Client, Tier 2	Client Hour	3	\$35.95	\$32.54	\$43.23
Must Meet AHCCCS Billing Requirements	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 1 Client, Base Rate	Client Hour	1	\$77.94	\$70.54	\$91.81
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 2 Client, Base Rate	Client Hour	2	\$48.71	\$44.09	\$57.38
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 3 Client, Base Rate	Client Hour	3	\$38.97	\$35.27	\$45.91
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 1 Client, Tier 1	Client Hour	1	\$85.73	\$77.59	\$100.99
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 2 Client, Tier 1	Client Hour	2	\$53.58	\$48.49	\$63.12
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 3 Client, Tier 1	Client Hour	3	\$42.87	\$38.80	\$50.50
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 1 Client, Tier 2	Client Hour	1	\$97.43	\$88.17	\$114.76
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 2 Client, Tier 2	Client Hour	2	\$60.89	\$55.11	\$71.73
	STA SPL	Speech Therapy/Early Intervention, Natural Setting, 3 Client, Tier 2	Client Hour	3	\$48.72	\$44.09	\$57.38
Speech Therapy Evaluations							
See STA/SPL	SEA SPV	Speech Therapy/Early Intervention Evaluation, Clinical Setting	Evaluation	1	\$172.56	\$156.17	\$207.51
See STA/SPL	SEA SPV	Speech Therapy/Early Intervention Evaluation, Natural Setting	Evaluation	1	\$192.98	\$174.65	\$230.15

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Professional Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Speech Language Pathology Assistant							
Must Meet AHCCCS Billing Requirements	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Base Rate	Client Hour	1	\$43.86	\$39.69	\$53.24
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Base Rate	Client Hour	2	\$27.41	\$24.81	\$33.28
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Base Rate	Client Hour	3	\$21.93	\$19.85	\$26.62
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 1	Client Hour	1	\$48.25	\$43.67	\$58.56
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 1	Client Hour	2	\$30.16	\$27.29	\$36.60
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 1	Client Hour	3	\$24.13	\$21.84	\$29.28
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 2	Client Hour	1	\$54.83	\$49.62	\$66.55
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 2	Client Hour	2	\$34.27	\$31.01	\$41.59
	STA SPL	Speech Language Pathology Assistant, Clinical Setting, Area 2	Client Hour	3	\$27.42	\$24.81	\$33.28
Must Meet AHCCCS Billing Requirements	STA SPL	Speech Language Pathology Assistant, Natural Setting, Base Rate	Client Hour	1	\$60.55	\$54.80	\$70.99
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Base Rate	Client Hour	2	\$37.84	\$34.25	\$44.37
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Base Rate	Client Hour	3	\$30.28	\$27.40	\$35.50
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 1	Client Hour	1	\$66.61	\$60.28	\$78.09
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 1	Client Hour	2	\$41.63	\$37.68	\$48.81
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 1	Client Hour	3	\$33.31	\$30.14	\$39.05
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 2	Client Hour	1	\$75.69	\$68.50	\$88.74
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 2	Client Hour	2	\$47.31	\$42.81	\$55.46
	STA SPL	Speech Language Pathology Assistant, Natural Setting, Area 2	Client Hour	3	\$37.85	\$34.25	\$44.37
Respiratory Therapy							
S5181	RP1	Respiratory Therapy, Clinical Setting	Client Hour	1	\$37.01	\$33.49	\$44.73
S5181	RP1	Respiratory Therapy, Clinical Setting	Client Hour	2	\$23.13	\$20.93	\$27.96
S5181	RP1	Respiratory Therapy, Clinical Setting	Client Hour	3	\$18.50	\$16.75	\$22.37
S5181	RP1	Respiratory Therapy, Natural Setting	Client Hour	1	\$37.01	\$33.49	\$59.22
S5181	RP1	Respiratory Therapy, Natural Setting	Client Hour	2	\$23.13	\$20.93	\$37.01
S5181	RP1	Respiratory Therapy, Natural Setting	Client Hour	3	\$18.50	\$16.75	\$29.61

Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Employment Support Services

Unit of Service

For Center-Based Service

1. The basis of payment for this service is an hourly unit of time in which the consumer is in attendance in contact with direct service staff and verified by the consumer. Any fraction of an hour should be billed in 15-minute increments. When billing, the Qualified Vendor should round consumer attendance time to the nearest 15-minute increment, as illustrated in the examples below:

1. If consumer attended for 65 minutes, bill for 1 hour.
2. If consumer attended for 68 minutes, bill for 1.25 hour.
3. If consumer attended for 50 minutes, bill for .75 hour.

2. Total hours for a consumer's attendance shall not include time spent during transportation to/from the consumer's residence.

3. Absences do not constitute a billable unit except as provided in item 4 below. An absence factor was built into the rates. The Division will not compensate Qualified Vendors for any absences. For example, if a consumer stays in the employment program for two hours, then leaves for two hours, and then returns for three hours, and all activity takes place within the same program day, total hours for this consumer shall be equal to five for that day.

4. Qualified Vendors that do not provide transportation for a particular consumer may include up to one hour per day (up to 30 minutes associated with a late arrival and up to 30 minutes associated with an early departure) if the consumer arrives after his/her scheduled arrival or leaves before his/her scheduled departure time on a given day. However, if the consumer is absent for the entire day, the Qualified Vendor may not bill any hours for that day for that consumer.

5. If a consumer permanently stops attending the Qualified Vendor's program, then the Qualified Vendor shall notify the DDD support coordinator/supervisor and District Employment Program Specialist. The Qualified Vendor shall not bill the Division for vacancies.

For Group Supported Employment

1. The basis of payment for this service is an hourly unit of time in which the consumer is in attendance in contact with direct service staff and verified by the consumer. Direct service time begins when the consumer shows up at the job site or staging area, whichever is earlier. Any fraction of an hour should be billed in 15-minute increments. When billing, the Qualified Vendor should round consumer attendance time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 50 minutes, bill for .75 hour.

2. Total hours for the consumer shall not include time spent during transportation to/from the consumer's residence.

3. The basis of payment for this service is the ratio rate. To determine the appropriate billing rate, the Qualified Vendor shall:

- a. Divide (the total billable hours consumers attended the group supported employment) by (the total direct service staff hours with consumers present at the program, excluding hours of employment support aides); and
- b. Use the resulting quotient, which is the number of consumer billable hours per direct service staff hours and can be stated as "1: (result from step a.)" staff to consumer ratio, to find the appropriate staff to consumer ratio rate on the rate schedule.
- c. The Qualified Vendor may calculate this ratio on a daily basis using actual hours for each day or may calculate the ratio at the end of the calendar month using the actual number of hours for the entire month to determine an average ratio for the month.

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Employment Support Services

For example, if the number of hours attended by all consumers in a group supported employment program totaled 30 hours for a day (600 for the month), and the number of hours worked by direct service staff when consumers were present at the program (excluding employment support aide hours) totaled 6 for that day (120 for the month), then the calculation would be:

- Total billable consumer hours divided by total direct service staff hours = 30 / 6 or 600 / 120 = 5.0
- This program's ratio is 1:5

For both consumers and direct service staff units shall be recorded daily, on the per consumer and per direct service staff basis, and be expressed in terms of hours and shall be rounded to the nearest 15-minute increment, as illustrated in examples below:

- If total hours for a consumer or direct service staff were equal to 3 hours and 5 minutes, round the total to 3 hours
- If total hours for a consumer or direct service staff were equal to 5 hours and 24 minutes, round the total to 5.5 hours
- If total hours for a consumer or direct service staff were equal to 5 hours and 48 minutes, round the total to 5.75 hours

4. Absences do not constitute a billable unit, including late arrivals and early departures. As absence factor was built into model rates. The Division will not compensate Qualified Vendors for any absences. For example, if a consumer stays in the employment program for two hours, then leaves for two hours, and then returns for three hours, and all activity takes place within the same program day, total hours for this consumer shall be equal to five for that day.

5. If a consumer permanently stops receiving services from the Qualified Vendor, then the Qualified Vendor shall notify the DDD support coordinator/supervisor and District Employment Specialist. The Qualified Vendor shall not bill the Division for vacancies.

For Individual Supported Employment

1. The basis of payment for this service is an hourly unit of Qualified Vendor staff time spent directly with or specific to the consumer and verified by the consumer. A job coach/job search hour shall include activities such as:

- 1.1. Meetings with the consumer and/or employer;
- 1.2. Travel time of Qualified Vendor staff to and from the consumer's worksite; and
- 1.3. Other tasks necessary to support the consumer to keep or obtain the job and be successful including, but not limited to, job development, career development counseling, on-the-job training, job coaching, ongoing employer contact, job search activities, mobility training, worksite analysis and report writing.

2. When billing, the Qualified Vendor should round its staff time to the nearest 15-minute increment, as illustrated in the examples below:

- If activities were conducted for 65 minutes, bill for 1 hour.
- If activities were conducted for 68 minutes, bill for 1.25 hour.
- If activities were conducted for 50 minutes, bill for .75 hour.

3. If the consumer permanently stops participating in the Qualified Vendor's program, then the Qualified Vendor shall notify the DDD Support Coordinator/Supervisor/designee and the District Employment Program Specialist. The Qualified Vendor shall not bill the Division for non-participation.

For Employment Support Aide

1. The basis of payment for this service is an hourly unit of direct staff service time. Direct service time is the period of time spent by the Employment Support Aide with the consumer and verified by the consumer. When billing, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 50 minutes, bill for 0.75 hour.

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Employment Support Services**

HCPCS Service Code	DDD Service Code	Description	Setting	Unit of Service	Benchmark Rate	Adopted Rate	Proposed ReBase
Center-Based Employment							
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:1.51 To 1:4.5	Urban	Client Hour			\$10.88
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:1.51 To 1:4.5	Rural	Client Hour			\$11.24
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:4.51 To 1:7.5	Urban	Client Hour	\$5.51	\$4.99	\$6.16
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:4.51 To 1:7.5	Rural	Client Hour	\$6.06	\$5.48	\$6.54
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:7.51 To 1:10.5	Urban	Client Hour			\$4.62
T2019	CBE	Center-Based Employment - Staff : Consumer Ratio Of 1:7.51 To 1:10.5	Rural	Client Hour			\$5.01
Group Supported Employment							
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:2	Urban	Client Hour	\$18.28	\$16.55	\$17.25
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:2	Rural	Client Hour	\$20.98	\$18.99	\$19.18
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:3	Urban	Client Hour	\$12.19	\$11.03	\$12.69
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:3	Rural	Client Hour	\$13.99	\$12.66	\$14.64
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:4	Urban	Client Hour	\$8.87	\$8.02	\$10.43
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:4	Rural	Client Hour	\$10.20	\$9.23	\$12.40
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:5	Urban	Client Hour	\$7.09	\$6.42	\$9.09
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:5	Rural	Client Hour	\$8.16	\$7.39	\$11.08
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:6	Urban	Client Hour	\$5.91	\$5.35	\$8.21
T2019	GSE	Group Supported Employment - Staff : Consumer Ratio Of 1:6	Rural	Client Hour	\$6.80	\$6.16	\$10.22
Individual Supported Employment							
T2019	ISE	Individual Supported Employment, Job Coaching	Urban	Staff Hour	\$28.04	\$25.38	\$40.03
T2019	ISE	Individual Supported Employment, Job Coaching	Rural	Staff Hour	\$30.85	\$27.92	\$47.61
T2019	ISE	Individual Supported Employment, Job Development	Urban	Staff Hour	\$28.04	\$25.38	\$46.10
T2019	ISE	Individual Supported Employment, Job Development	Rural	Staff Hour	\$30.85	\$27.92	\$56.57
Transition to Employment							
T2019	TTE	Transition to Employment	Urban	Client Hour	\$12.19	\$11.03	\$11.53
T2019	TTE	Transition to Employment	Rural	Client Hour	\$13.99	\$12.66	\$12.92

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Specialized Habilitation Services**

Unit of Service

1. The basis of payment for *Habilitation with Music Therapy*, *Habilitation, Consultation* and *Habilitation, Early Childhood Autism Specilzed* is an hourly unit of direct service time. Direct service time is the period of time spent with the consumer and verified by the consumer. When billing, the Qualified Vendor should round its direct service time to the nearest 15-minute increment, as illustrated in the examples below:

- If services were provided for 65 minutes, bill for 1 hour.
- If services were provided for 68 minutes, bill for 1.25 hour.
- If services were provided for 50 minutes, bill for .75 hour.

2. If the Qualified Vendor provides *Habilitation with Music Therapy*, *Habilitaiton, Consultation* and *Habilitation, Early Childhood Autism Specilzed* with a single direct service staff person to multiple consumers at the same time, the basis of payment for each consumer will be the total direct service time multiplied by the appropriate multiple client rate for the same unit of service. In no event will more than three consumers receive this service with a single direct service staff person at the same time.

3. For *Habilitation, Consultation*, the Qualified Vendor shall use the following guideline to determine the billing rate:

- To bill at the "Licensed Psychologist" (Urban or Rural) rate, the direct service staff must have be a Licensed Psychologists, a Licensed Behavior Analyst with a PhD in an appropriate field or the Qualified Vendor must have a current License obtained from the Office of Behavioral Health Licensing (ADHS).

- To bill at the "Licensed Behavior Analyst" rate, the direct service staff must be currently licensed under the Arizona Board of Psychologist Examiners.

- To bill at the "Board Certified Behavior Analyst" rate, the direct service staff must be currently certified under the Behavioral Analyst Certification Board and supervised by a Licensed Behavior Analyst.

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Habilitation with Music Therapy							
T2017	HAM	Habilitation with Music Therapy	Client Hour	1	\$40.10	\$18.58	\$39.66
T2017	HAM	Habilitation with Music Therapy	Client Hour	2	\$25.06	\$11.61	\$24.79
T2017	HAM	Habilitation with Music Therapy	Client Hour	3	\$20.05	\$9.29	\$19.83
Habilitation, Consultation							
T2017	HCM	Habilitation, Consultation Licensed Psychologist - <i>Urban Setting</i>	Client Hour	1	\$125.00	\$125.00	\$124.77
T2017	HCM	Habilitation, Consultation Licensed Psychologist - <i>Rural Setting</i>	Client Hour	1	\$140.00	\$140.00	\$147.97
T2017	HCM	Habilitation, Consultation Licensed Behavior Analyst	Client Hour	1	\$60.00	\$60.00	\$59.45
T2017	HCM	Habilitation, Consultation Board Certified Behavior Analyst	Client Hour	1	\$60.00	\$54.30	\$54.85
T2017	HCB	Habilitation, Consultation Board Certified Assistant Behavior Analyst	Client Hour	1	\$40.00	\$36.20	\$42.84
Habilitation, Consultation Assessment							
T2020	HCA	Habilitation, Consultation Assessment & Planning	Assessment	1	\$300.00	\$300.00	\$297.25

**Arizona Department of Economic Security, Division of Developmental Disabilities
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 Specialized Habilitation Services**

HCPCS Service Code	DDD Service Code	Description	Unit of Service	Multiple Clients	Benchmark Rate	Adopted Rate	Proposed ReBase
Habilitation, Early Childhood Autism Specialized							
T2017	ECM	Habilitation, Early Childhood Autism Specialized BCBA-D - <i>Urban Setting</i>	Client Hour	1			\$124.77
T2017	ECM	Habilitation, Early Childhood Autism Specialized BCBA-D - <i>Rural Setting</i>	Client Hour	1			\$147.97
T2017	ECM	Habilitation, Early Childhood Autism Specialized Masters Level	Client Hour	1	\$60.00	\$54.30	\$54.85
T2017	ECB	Habilitation, Early Childhood Autism Specialized Bachelors Level	Client Hour	1	\$40.00	\$36.20	\$42.84
T2017	ECH	Habilitation, Early Childhood Autism Specialized Hourly Habilitation	Client Hour	1	\$20.53	\$20.53	\$26.45

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Transportation Services**

Rates

1. Separate urban and rural rates and procedure codes are established for transportation services.
2. The "Flat Trip Rate for Regularly Scheduled Daily Transportation" (TRA) and "Employment Related Transportation" (TRE) and exceptional transportation modified rates can only be used, and shall be the only rate(s) used, for transportation of a consumer to a day treatment or employment program by a Qualified Vendor that is not an independent provider.
3. Separate urban and rural rates are established for the "Flat Trip Rate for Regularly Scheduled Daily Transportation" and "Employment Related Transportation" services. Providers are eligible to bill for services as follows:
 - 3.1 Urban: For services performed within Maricopa and Pima Counties.
 - 3.2 Rural: For services performed outside of Maricopa and Pima Counties.

Unit of Service

1. One unit of service equals one trip per person one way, one mile of traveled distance, or 30 minutes of waiting time.
2. Mileage reimbursement is limited to mileage, measured in statute miles, while a consumer is on board and being transported.

HCPCS Service Code	DDD Service Code	Description	Location / Density	Unit of Service	Benchmark Rate	Adopted Rate	Proposed ReBase
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Day Program Related Transportation Services

A0120	TRA	Flat Trip Rate for Regularly Scheduled Daily Transportation*	Urban	Per Trip	\$9.09	\$9.17	\$13.31
A0120	TRA	Flat Trip Rate for Regularly Scheduled Daily Transportation*	Rural	Per Trip	\$12.13	\$13.14	\$22.54

* The adopted rate is higher than the benchmark rate due to an adjustment for higher mileage cost. This adjustment is temporary until further notice from the DES/DDD Assistant Director.

Employment Related Transportation Services

A0120	TRE	Employment Related Transportation*	Urban	Per Trip	\$9.09	\$9.32	\$13.31
A0120	TRE	Employment Related Transportation*	Rural	Per Trip	\$12.13	\$13.14	\$22.54

* The adopted rate is higher than the benchmark rate due to an adjustment for higher mileage cost. This adjustment is temporary until further notice from the DES/DDD Assistant Director.

Day Program and Employment Related Modified Rates

The Division established separate exceptional transportation modified rates for "Flat Trip Rate for Regularly Scheduled Daily Transportation" and "Employment Related Transportation." Those situations where these modified rates are used will be considered time-limited in order to seek day programs closer to a consumer's home long term or to develop an alternative so that consumers are not transported for so much of their day. For "Flat Trip Rate for Regularly Scheduled Daily Transportation," these modified rates are capped at 50 consumers statewide annually based on the premise that these are temporary or transitional modified rates.

**Arizona Department of Economic Security, Division of Developmental Disabilities
SFY 14 Benchmark, SFY 14 Adopted Rates & Proposed ReBase
Transportation Services**

HCPCS Service Code	DDD Service Code	Description	Location / Density	Unit of Service	Benchmark Rate	Adopted Rate	Proposed ReBase
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Single Person Modified Rate

1. This modified rate is to be used when a consumer has significant transportation needs associated with behavior needs (e.g. needs an aide to ride on the vehicle), wheelchair or other equipment needs or location and needs a single person transport.

2. *The DDD Program Administer/Manager, Central Office Business Operations and Program Operations must approve the request for a single person modified rate* . The request needs to include an explanation of what the consumer’s support needs are and what alternatives were explored, such as vendor calls or finding routes that the consumer can share a ride with others.

A0120	TRA	Single Person, Flat Trip Rate for Regularly Scheduled Daily Transportation	Urban	Per Trip	\$18.17	\$16.44	\$23.83
A0120	TRA	Single Person, Flat Trip Rate for Regularly Scheduled Daily Transportation	Rural	Per Trip	\$24.23	\$21.93	\$36.25
A0120	TRE	Single Person, Employment Related Transportation	Urban	Per Trip	\$18.17	\$16.44	\$23.83
A0120	TRE	Single Person, Employment Related Transportation	Rural	Per Trip	\$24.23	\$21.93	\$36.25

Extensive Distance Modified Rate

1. This modified rate is to be used when a consumer must travel 25 to 90 miles one way to attend a day program.

2. *The DDD program Administrator/Manager, Central Office Business Operations, and Program Operations must approve the request for an extensive distance modified rate* . The request must include an explanation of all alternatives researched such as finding a day program closer to the consumer’s home, developing a new program tailored to the consumer’s needs and in their home community, etc.

A0120	TRA	Extensive Distance, Flat Trip Rate for Regularly Scheduled Daily Transportation	Urban	Per Trip	\$18.18	\$16.45	\$43.14
A0120	TRA	Extensive Distance, Flat Trip Rate for Regularly Scheduled Daily Transportation	Rural	Per Trip	\$24.24	\$21.94	\$43.14
A0120	TRE	Extensive Distance, Employment Related Transportation	Urban	Per Trip	\$18.18	\$16.45	\$43.14
A0120	TRE	Extensive Distance, Employment Related Transportation	Rural	Per Trip	\$24.24	\$21.94	\$43.14

RebaseBook 2014

Appendix I

Supporting Wage Data,
Composition & Calculations

January 24, 2014

Appendix I
Supporting Wage Data, Composition & Calculations
Service Code Key

3-Digit Code	Description
ATC	Attendant Care
CBE	Center-Based Employment
DTA	Adult Day Treatment and Training
DTC	Day Treatment and Training, Children (After-School)
DTR	Day Treatment and Training, Adult - Rural
DTS	Day Treatment and Training, Children (Summer)
ECH	Habilitation, Early Childhood Autism Specialized, Hourly Habilitation
ECM	Habilitation, Early Childhood Autism Specialized, Masters
EMB	Habilitation, Early Childhood Autism Specialized, Bachelors
GSE	Group Supported Employment
HAB	Habilitation, Group Home
HAH	Habilitation, Support
HAHM	Specialized Habilitation, Music
HAI	Habilitation, Individually Designed Living Arrangement
HAN-CNA	Habilitation, Nursing Supported Group Home - CNA
HAN-RN	Habilitation, Nursing Supported Group Home - RN
HBA	Developmental Home, Adult
HBC	Developmental Home, Child
HCB	Habilitation, Consultation (BCABA)
HCM	Habilitation, Consultation (Lic Psychologist, Lic Beh Analyst, BCBA)
HHA	Home Health Aide
HN1	Nursing, Continuous
HN9	Nursing, Intermittant
HNR	Nursing, Respite
HNV	Nursing, Visit
HPD	Habilitation, Community Protection & Treatment, Group Home
HSK	Homemaker
ISE	Individual Supported Employment
OTA	Occupational Therapy
PTA	Physical Therapy
RP1	Respiratory Therapy
RSP	Respite, Hourly & Continuous
SLP	Speech Language Pathologist Assistant
STA	Speech Therapy

Appendix I
Supporting Wage Data, Composition & Calculations
Comparison of Calculated Wages

	ATC	HAH ECH	HSK	RSP	HAI	HBA/HBC ²	HBA/HBC ³	HPD	HAB	HAN-RN ¹	HAN-CNA ¹	DTA DTR
Current Model (Unadjusted)	\$9.12	\$10.99	\$8.09	\$9.12	\$12.36	\$16.04	\$13.97	\$12.09	\$10.99	NA	NA	\$13.22
BLS Wages - Mid-Point 25th/Median Uninflated												
Current Job Mix	\$9.61	\$11.48	\$9.17	\$9.61	\$12.89	\$16.77	\$14.34	\$12.85	\$11.68	NA	NA	\$13.04
2008 Rebase Mix	\$9.61	\$10.99	\$9.17	\$9.61	\$10.99	\$16.77	\$14.34	\$10.76	\$10.76	NA	NA	\$10.76
2013 Rebase Mix	\$9.61	\$10.99	\$9.17	\$9.61	\$10.99	\$16.77	\$14.34	\$10.76	\$10.76	\$31.77	\$12.37	\$10.76
BLS Wages - Mid-Point 25th/Median Inflated												
Current Job Mix	\$10.22	\$12.21	\$9.75	\$10.22	\$13.71	\$17.83	\$15.25	\$13.66	\$12.42	NA	NA	\$13.86
2008 Rebase Mix	\$10.22	\$11.68	\$9.75	\$10.22	\$11.68	\$17.83	\$15.25	\$11.44	\$11.44	NA	NA	\$11.44
2013 Rebase Mix	\$10.22	\$11.68	\$9.75	\$10.22	\$11.68	\$17.83	\$15.25	\$11.44	\$11.44	\$33.78	\$13.15	\$11.44
Survey Response ⁴	\$9.68	\$9.53	\$8.91	\$9.55	\$9.42	\$16.35	\$15.54	\$9.50	\$9.36	NA	NA	\$9.77
Percentage Inc/(Dec)												
2013 Inflated : Current	12.1%	6.3%	20.5%	12.1%	-5.5%	11.2%	9.1%	-5.4%	4.1%			-13.5%
2013 Inflated : Survey	5.6%	22.6%	9.3%	7.1%	24.1%	9.0%	-1.9%	20.4%	22.1%			17.1%

	DTC DTS	HNV, HN9 HN1, HNR ⁵ (Mixed)	HNV, HN9 HN1, HNR ⁵ (RN)	HNV, HN9 HN1, HNR ⁵ (LPN)	OTA PTA STA	RP1 ¹	SLP ⁶	HHA ¹	CBE	TTE	GSE	ISE
Current Model (Unadjusted)	\$13.22	\$20.11	\$20.11	\$20.11	\$32.83	\$20.41	\$24.62	\$8.67	\$11.17	NA	\$12.53	\$14.34
BLS Wages - Mid-Point 25th/Median Uninflated												
Current Job Mix	\$13.04	\$27.15	\$31.77	\$22.54	\$34.46	\$23.49	\$25.84	\$9.85	NA	NA	NA	NA
2008 Rebase Mix	\$10.76	\$24.38	\$31.77	\$22.54	\$34.46	\$23.49	\$25.84	\$9.85	NA	NA	NA	NA
2013 Rebase Mix	\$10.76	\$24.38	\$31.77	\$22.54	\$34.46	\$23.49	\$16.37	\$9.85	\$11.02	\$15.70	\$11.80	\$13.70
BLS Wages - Mid-Point 25th/Median Inflated												
Current Job Mix	\$13.86	\$28.87	\$33.78	\$23.96	\$36.63	\$24.98	\$27.47	\$10.47	NA	NA	NA	NA
2008 Rebase Mix	\$11.44	\$25.92	\$33.78	\$23.96	\$36.63	\$24.98	\$27.47	\$10.47	NA	NA	NA	NA
2013 Rebase Mix	\$11.44	\$25.92	\$33.78	\$23.96	\$36.63	\$24.98	\$19.15	\$10.47	\$11.71	\$16.70	\$12.54	\$14.56
Survey Response	\$10.67	NA	\$25.86	\$24.91	\$34.53	NA	\$26.56	NA	\$10.27	NA	\$10.56	\$10.81
Percentage Inc/(Dec)												
2013 Inflated : Current	-13.5%	28.9%	68.0%	19.1%	11.6%	22.4%	-22.2%	20.8%	4.9%		0.1%	1.6%
2013 Inflated : Survey	7.2%		30.6%	-3.8%	6.1%		-27.9%		14.1%		18.8%	34.8%

¹ No survey responses

² Job Categories comprising Training Staff for Developmental Home

³ Job Categories comprising Supervision & Monitoring Staff for Developmental Home

⁴ Survey Responses reflect, "Weighted Averages, excluding Outliers for Employees, excluding Supervisors"

⁵ Survey results reflect RNs only

⁶ Current model wage reflects 75% of Therapy wage data; 2013 Rebase Mix includes 10% incentive

Appendix I
Supporting Wage Data, Composition & Calculations
Comparison of Calculated Wages

	HAHM	HCM Psychologist ¹	HCM Lic. Beh. Ana ¹	HCM BCBA ¹	HCB ¹	ECM ¹	ECB ¹
Current Model (Unadjusted)	\$20.53	NA	NA	NA	NA	NA	NA
BLS Wages - Mid-Point 25th/Median Uninflated							
Current Job Mix	\$17.95	NA	NA	NA	NA	NA	NA
2008 Rebase Mix	\$18.55	NA	NA	NA	NA	NA	NA
2013 Rebase Mix	\$18.55	\$57.34	\$25.03	\$25.03	\$19.28	\$25.03	\$19.28
BLS Wages - Mid-Point 25th/Median Inflated							
Current Job Mix	\$19.09	NA	NA	NA	NA	NA	NA
2008 Rebase Mix	\$19.72	NA	NA	NA	NA	NA	NA
2013 Rebase Mix	\$19.72	\$60.97	\$26.61	\$26.61	\$20.50	\$26.61	\$20.50
Survey Response	\$13.15	NA	NA	NA	NA	NA	NA
Percentage Inc/(Dec)							
2013 Inflated : Current	-3.9%						
2013 Inflated : Survey	50.0%						

¹ No survey responses

Appendix I
Supporting Wage Data, Composition & Calculations
Composition of Wages extracted from BLS May 2012

<i>Services</i>	
HAN-CNA	Habilitation, Nursing Supp. Group Home (CNA Staff)
DTA	Day Treatment & Training, Adult
DTS	Day Treatment & Training, Child (After-School & Summer)
HN9	Nursing, Visit
HN9	Nursing, Intermittant
HN1	Nursing, Continuous
HNR	Nursing, Respite

BLS DATA

SOC Code	Description	BLS Wage						HAN-CNA			DTA/DTR			DTS/DTC			HN9, HN9, HNT & HNR (Mixed)			HN9, HN9, HNT & HNR (RN)			
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	
11-9151	Social and Community Service Managers	\$29.68	\$27.28	\$16.76	\$20.87	\$35.88	\$46.49				10%												
13-1151	Training and development specialist	\$27.64	\$26.73	\$15.55	\$20.04	\$34.51	\$42.49																
19-3031	Clinical, Counseling, and School Psychologists	\$34.72	\$32.53	\$18.49	\$24.27	\$42.27	\$52.57																
19-3039	Psychologists, All Other	\$41.53	\$43.28	\$20.31	\$31.52	\$50.26	\$55.88																
19-3099	Social Scientists and Related Workers, All Other	\$38.25	\$36.80	\$22.53	\$28.90	\$45.95	\$55.64																
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$19.67	\$18.52	\$12.08	\$14.83	\$23.23	\$28.85																
21-1012	Educational, Guidance, School, and Vocational Counselors	\$23.05	\$21.28	\$13.89	\$17.53	\$26.57	\$35.78																
21-1014	Mental Health Counselors	\$20.81	\$19.27	\$12.23	\$15.25	\$24.88	\$32.03																
21-1015	Rehabilitation Counselors	\$16.60	\$16.45	\$9.44	\$11.95	\$20.84	\$22.93				40%	20%	20%	40%	20%	20%							
21-1019	Counselors, All Other	\$22.15	\$21.06	\$11.68	\$15.41	\$27.80	\$34.43																
21-1021	Child, Family, and School Social Workers	\$18.64	\$17.79	\$13.78	\$15.74	\$20.99	\$24.42																
21-1091	Health Educators	\$24.53	\$23.14	\$11.70	\$14.35	\$30.25	\$40.31																
21-1093	Social and Human Service Assistants	\$13.78	\$12.97	\$9.58	\$10.84	\$15.65	\$19.68																
25-1194	Vocational Education Teachers, Postsecondary	\$26.51	\$23.25	\$12.35	\$17.75	\$34.87	\$44.87																
25-2053	Special education teachers, middle school	\$22.22	\$21.04	\$15.68	\$17.96	\$25.17	\$31.11																
29-1066	Psychiatrists	\$85.35	\$83.33	\$34.10	\$57.93	\$90.00	\$90.00																
29-1122	Occupational therapists	\$36.68	\$37.14	\$21.61	\$29.01	\$43.36	\$50.81																
29-1123	Physical Therapist	\$39.36	\$37.13	\$27.10	\$31.78	\$44.22	\$55.20																
29-1126	Respiratory Therapist	\$25.32	\$25.15	\$19.66	\$21.83	\$28.18	\$32.03																
29-1127	Speech-language pathologists	\$34.06	\$32.25	\$20.75	\$25.90	\$41.29	\$52.60																
29-1129	Therapists, All Other	\$27.29	\$25.58	\$15.49	\$19.26	\$33.55	\$42.63																
29-1141	Registered Nurses	\$34.32	\$34.24	\$24.99	\$29.30	\$40.18	\$44.60											50%	20%	20%	100%	100%	100%
29-2054	Respiratory therapy technicians	\$25.59	\$26.06	\$16.26	\$20.54	\$31.76	\$35.01																
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.18	\$24.10	\$18.92	\$20.97	\$27.27	\$29.43											50%	80%	80%			
31-1011	Home Health Aides	\$11.11	\$10.43	\$8.29	\$9.26	\$11.57	\$13.85																
31-1041	Nursing Assistants	\$13.30	\$13.15	\$9.93	\$11.58	\$14.65	\$17.14																
31-2011	Occupational therapist assistants	\$18.09	\$13.65	\$9.86	\$10.98	\$25.88	\$32.53																
31-2021	Physical therapist assistants	\$20.15	\$21.02	\$10.20	\$11.72	\$26.57	\$30.40																
31-2022	Physical therapist aides	\$12.27	\$11.75	\$9.15	\$10.19	\$13.84	\$16.50																
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.33	\$10.43	\$8.14	\$8.86	\$12.84	\$16.13																
37-2012	Maids and Housekeeping Cleaners	\$9.52	\$9.03	\$7.93	\$8.34	\$10.42	\$11.98																
39-9021	Personal and Home Care Aides	\$10.42	\$10.18	\$8.20	\$9.04	\$11.26	\$13.09																
39-9032	Recreation workers	\$12.17	\$10.86	\$8.16	\$8.93	\$14.08	\$17.82				50%	80%	80%	50%	80%	80%							

Appendix I
Supporting Wage Data, Composition & Calculations
Composition of Wages extracted from BLS May 2012

Services	
HNV	Nursing, Visit
HN9	Nursing, Intermittent
HN1	Nursing, Continuous
HNR	Nursing, Respite
OTA	Occupational Therapy

Services	
PTA	Physical Therapy
STA	Speech Therapy
RP1	Respiratory Therapy
SLP	Speech Language Pathology Assistant
HHA	Home Health Aide

BLS DATA

SOC Code	Description	BLS Wage						HNV, HN9, HN1 & HNR (LPN)			OTA/PTA/STA			RP1			SLP ¹			HHA			
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	
11-9151	Social and Community Service Managers	\$29.68	\$27.28	\$16.76	\$20.87	\$35.88	\$46.49																
13-1151	Training and development specialist	\$27.64	\$26.73	\$15.55	\$20.04	\$34.51	\$42.49																
19-3031	Clinical, Counseling, and School Psychologists	\$34.72	\$32.53	\$18.49	\$24.27	\$42.27	\$52.57																
19-3039	Psychologists, All Other	\$41.53	\$43.28	\$20.31	\$31.52	\$50.26	\$55.88																
19-3099	Social Scientists and Related Workers, All Other	\$38.25	\$36.80	\$22.53	\$28.90	\$45.95	\$55.64																
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$19.67	\$18.52	\$12.08	\$14.83	\$23.23	\$28.85																
21-1012	Educational, Guidance, School, and Vocational Counselors	\$23.05	\$21.28	\$13.89	\$17.53	\$26.57	\$35.78																
21-1014	Mental Health Counselors	\$20.81	\$19.27	\$12.23	\$15.25	\$24.88	\$32.03																
21-1015	Rehabilitation Counselors	\$16.60	\$16.45	\$9.44	\$11.95	\$20.84	\$22.93																
21-1019	Counselors, All Other	\$22.15	\$21.06	\$11.68	\$15.41	\$27.80	\$34.43																
21-1021	Child, Family, and School Social Workers	\$18.64	\$17.79	\$13.78	\$15.74	\$20.99	\$24.42																
21-1091	Health Educators	\$24.53	\$23.14	\$11.70	\$14.35	\$30.25	\$40.31																
21-1093	Social and Human Service Assistants	\$13.78	\$12.97	\$9.58	\$10.84	\$15.65	\$19.68																
25-1194	Vocational Education Teachers, Postsecondary	\$26.51	\$23.25	\$12.35	\$17.75	\$34.87	\$44.87																
25-2053	Special education teachers, middle school	\$22.22	\$21.04	\$15.68	\$17.96	\$25.17	\$31.11																
29-1066	Psychiatrists	\$85.35	\$83.33	\$34.10	\$57.93	\$90.00	\$90.00																
29-1122	Occupational therapists	\$36.68	\$37.14	\$21.61	\$29.01	\$43.36	\$50.81																
29-1123	Physical Therapist	\$39.36	\$37.13	\$27.10	\$31.78	\$44.22	\$55.20																
29-1126	Respiratory Therapist	\$25.32	\$25.15	\$19.66	\$21.83	\$28.18	\$32.03																
29-1127	Speech-language pathologists	\$34.06	\$32.25	\$20.75	\$25.90	\$41.29	\$52.60																
29-1129	Therapists, All Other	\$27.29	\$25.58	\$15.49	\$19.26	\$33.55	\$42.63																
29-1141	Registered Nurses	\$34.32	\$34.24	\$24.99	\$29.30	\$40.18	\$44.60																
29-2054	Respiratory therapy technicians	\$25.59	\$26.06	\$16.26	\$20.54	\$31.76	\$35.01																
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.18	\$24.10	\$18.92	\$20.97	\$27.27	\$29.43	100%	100%	100%													
31-1011	Home Health Aides	\$11.11	\$10.43	\$8.29	\$9.26	\$11.57	\$13.85																
31-1041	Nursing Assistants	\$13.30	\$13.15	\$9.93	\$11.58	\$14.65	\$17.14																
31-2011	Occupational therapist assistants	\$18.09	\$13.65	\$9.86	\$10.98	\$25.88	\$32.53																
31-2021	Physical therapist assistants	\$20.15	\$21.02	\$10.20	\$11.72	\$26.57	\$30.40																
31-2022	Physical therapist aides	\$12.27	\$11.75	\$9.15	\$10.19	\$13.84	\$16.50																
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.33	\$10.43	\$8.14	\$8.86	\$12.84	\$16.13																
37-2012	Maids and Housekeeping Cleaners	\$9.52	\$9.03	\$7.93	\$8.34	\$10.42	\$11.98																
39-9021	Personal and Home Care Aides	\$10.42	\$10.18	\$8.20	\$9.04	\$11.26	\$13.09																
39-9032	Recreation workers	\$12.17	\$10.86	\$8.16	\$8.93	\$14.08	\$17.82																

¹ Wage reflects 75% of data available from BLS

Appendix I
Supporting Wage Data, Composition & Calculations
Composition of Wages extracted from BLS May 2012

<i>Services</i>	
HCM	Habilitation, Consultation (Licensed Psychologist)
HCM	Habilitation, Consultation (Licensed Behavioral Analyst)
HCM	Habilitation, Consultation (BCBA)
HCB	Habilitation, Consultation (BCABA)
ECM	Habilitation, Early Childhood Autism (Masters)

BLS DATA

SOC Code	Description	BLS Wage						HCM - Psychologist			HCM - Licensed Beh Analyst			HCM - BCBA			HCB			ECM				
		AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase		
11-9151	Social and Community Service Managers	\$29.68	\$27.28	\$16.76	\$20.87	\$35.88	\$46.49																	
13-1151	Training and development specialist	\$27.64	\$26.73	\$15.55	\$20.04	\$34.51	\$42.49																	
19-3031	Clinical, Counseling, and School Psychologists	\$34.72	\$32.53	\$18.49	\$24.27	\$42.27	\$52.57																	
19-3039	Psychologists, All Other	\$41.53	\$43.28	\$20.31	\$31.52	\$50.26	\$55.88			40%														
19-3099	Social Scientists and Related Workers, All Other	\$38.25	\$36.80	\$22.53	\$28.90	\$45.95	\$55.64				25%		25%										25%	
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$19.67	\$18.52	\$12.08	\$14.83	\$23.23	\$28.85																	
21-1012	Educational, Guidance, School, and Vocational Counselors	\$23.05	\$21.28	\$13.89	\$17.53	\$26.57	\$35.78																	
21-1014	Mental Health Counselors	\$20.81	\$19.27	\$12.23	\$15.25	\$24.88	\$32.03																	
21-1015	Rehabilitation Counselors	\$16.60	\$16.45	\$9.44	\$11.95	\$20.84	\$22.93																	
21-1019	Counselors, All Other	\$22.15	\$21.06	\$11.68	\$15.41	\$27.80	\$34.43																	
21-1021	Child, Family, and School Social Workers	\$18.64	\$17.79	\$13.78	\$15.74	\$20.99	\$24.42																	
21-1091	Health Educators	\$24.53	\$23.14	\$11.70	\$14.35	\$30.25	\$40.31																	
21-1093	Social and Human Service Assistants	\$13.78	\$12.97	\$9.58	\$10.84	\$15.65	\$19.68																	
25-1194	Vocational Education Teachers, Postsecondary	\$26.51	\$23.25	\$12.35	\$17.75	\$34.87	\$44.87																	
25-2053	Special education teachers, middle school	\$22.22	\$21.04	\$15.68	\$17.96	\$25.17	\$31.11																	
29-1066	Psychiatrists	\$85.35	\$83.33	\$34.10	\$57.93	\$90.00	\$90.00			60%														
29-1122	Occupational therapists	\$36.68	\$37.14	\$21.61	\$29.01	\$43.36	\$50.81																	
29-1123	Physical Therapist	\$39.36	\$37.13	\$27.10	\$31.78	\$44.22	\$55.20																	
29-1126	Respiratory Therapist	\$25.32	\$25.15	\$19.66	\$21.83	\$28.18	\$32.03																	
29-1127	Speech-language pathologists	\$34.06	\$32.25	\$20.75	\$25.90	\$41.29	\$52.60																	
29-1129	Therapists, All Other	\$27.29	\$25.58	\$15.49	\$19.26	\$33.55	\$42.63				75%		75%							25%				75%
29-1141	Registered Nurses	\$34.32	\$34.24	\$24.99	\$29.30	\$40.18	\$44.60																	
29-2054	Respiratory therapy technicians	\$25.59	\$26.06	\$16.26	\$20.54	\$31.76	\$35.01																	
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.18	\$24.10	\$18.92	\$20.97	\$27.27	\$29.43																	
31-1011	Home Health Aides	\$11.11	\$10.43	\$8.29	\$9.26	\$11.57	\$13.85																	
31-1041	Nursing Assistants	\$13.30	\$13.15	\$9.93	\$11.58	\$14.65	\$17.14																	
31-2011	Occupational therapist assistants	\$18.09	\$13.65	\$9.86	\$10.98	\$25.88	\$32.53																	
31-2021	Physical therapist assistants	\$20.15	\$21.02	\$10.20	\$11.72	\$26.57	\$30.40																	
31-2022	Physical therapist aides	\$12.27	\$11.75	\$9.15	\$10.19	\$13.84	\$16.50																	
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.33	\$10.43	\$8.14	\$8.86	\$12.84	\$16.13																	
37-2012	Maids and Housekeeping Cleaners	\$9.52	\$9.03	\$7.93	\$8.34	\$10.42	\$11.98																	
39-9021	Personal and Home Care Aides	\$10.42	\$10.18	\$8.20	\$9.04	\$11.26	\$13.09																	
39-9032	Recreation workers	\$12.17	\$10.86	\$8.16	\$8.93	\$14.08	\$17.82																	

Appendix I
Supporting Wage Data, Composition & Calculations
Composition of Wages extracted from BLS May 2012

Services	
ECB	Habilitation, Early Childhood Autism (Bachelors)
ECH	Habilitation, Early Childhood Autism, Hourly

BLS DATA		BLS Wage						ECB			ECH		
SOC Code	Description	AZ Mean	AZ Median	AZ 10th %-ile	AZ 25th %-ile	AZ 75th %-ile	AZ 90th %-ile	Original Model	Rebase	SFY13 Rebase	Original Model	Rebase	SFY13 Rebase
11-9151	Social and Community Service Managers	\$29.68	\$27.28	\$16.76	\$20.87	\$35.88	\$46.49				5%		
13-1151	Training and development specialist	\$27.64	\$26.73	\$15.55	\$20.04	\$34.51	\$42.49						
19-3031	Clinical, Counseling, and School Psychologists	\$34.72	\$32.53	\$18.49	\$24.27	\$42.27	\$52.57						
19-3039	Psychologists, All Other	\$41.53	\$43.28	\$20.31	\$31.52	\$50.26	\$55.88						
19-3099	Social Scientists and Related Workers, All Other	\$38.25	\$36.80	\$22.53	\$28.90	\$45.95	\$55.64						
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$19.67	\$18.52	\$12.08	\$14.83	\$23.23	\$28.85						
21-1012	Educational, Guidance, School, and Vocational Counselors	\$23.05	\$21.28	\$13.89	\$17.53	\$26.57	\$35.78						
21-1014	Mental Health Counselors	\$20.81	\$19.27	\$12.23	\$15.25	\$24.88	\$32.03						
21-1015	Rehabilitation Counselors	\$16.60	\$16.45	\$9.44	\$11.95	\$20.84	\$22.93				25%	30%	30%
21-1019	Counselors, All Other	\$22.15	\$21.06	\$11.68	\$15.41	\$27.80	\$34.43			75%			
21-1021	Child, Family, and School Social Workers	\$18.64	\$17.79	\$13.78	\$15.74	\$20.99	\$24.42						
21-1091	Health Educators	\$24.53	\$23.14	\$11.70	\$14.35	\$30.25	\$40.31						
21-1093	Social and Human Service Assistants	\$13.78	\$12.97	\$9.58	\$10.84	\$15.65	\$19.68						
25-1194	Vocational Education Teachers, Postsecondary	\$26.51	\$23.25	\$12.35	\$17.75	\$34.87	\$44.87						
25-2053	Special education teachers, middle school	\$22.22	\$21.04	\$15.68	\$17.96	\$25.17	\$31.11						
29-1066	Psychiatrists	\$85.35	\$83.33	\$34.10	\$57.93	\$90.00	\$90.00						
29-1122	Occupational therapists	\$36.68	\$37.14	\$21.61	\$29.01	\$43.36	\$50.81						
29-1123	Physical Therapist	\$39.36	\$37.13	\$27.10	\$31.78	\$44.22	\$55.20						
29-1126	Respiratory Therapist	\$25.32	\$25.15	\$19.66	\$21.83	\$28.18	\$32.03						
29-1127	Speech-language pathologists	\$34.06	\$32.25	\$20.75	\$25.90	\$41.29	\$52.60						
29-1129	Therapists, All Other	\$27.29	\$25.58	\$15.49	\$19.26	\$33.55	\$42.63			25%			
29-1141	Registered Nurses	\$34.32	\$34.24	\$24.99	\$29.30	\$40.18	\$44.60						
29-2054	Respiratory therapy technicians	\$25.59	\$26.06	\$16.26	\$20.54	\$31.76	\$35.01						
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.18	\$24.10	\$18.92	\$20.97	\$27.27	\$29.43						
31-1011	Home Health Aides	\$11.11	\$10.43	\$8.29	\$9.26	\$11.57	\$13.85						
31-1041	Nursing Assistants	\$13.30	\$13.15	\$9.93	\$11.58	\$14.65	\$17.14						
31-2011	Occupational therapist assistants	\$18.09	\$13.65	\$9.86	\$10.98	\$25.88	\$32.53						
31-2021	Physical therapist assistants	\$20.15	\$21.02	\$10.20	\$11.72	\$26.57	\$30.40						
31-2022	Physical therapist aides	\$12.27	\$11.75	\$9.15	\$10.19	\$13.84	\$16.50						
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.33	\$10.43	\$8.14	\$8.86	\$12.84	\$16.13						
37-2012	Maids and Housekeeping Cleaners	\$9.52	\$9.03	\$7.93	\$8.34	\$10.42	\$11.98						
39-9021	Personal and Home Care Aides	\$10.42	\$10.18	\$8.20	\$9.04	\$11.26	\$13.09				70%	70%	70%
39-9032	Recreation workers	\$12.17	\$10.86	\$8.16	\$8.93	\$14.08	\$17.82						

Appendix I
Supporting Wage Data, Composition & Calculations
Provider Survey Results 07/12/13

	Employees											Contractors								
	Rsp	All Employees						Excluding Supervisors					Rsp	All Contractors						
		Hrs	Min	Max	Median	Wghtd Avg. ¹ w/ otl.	w/o	Hrs	Min	Max	Median	Wghtd Avg. ¹ w/ otl.		w/o	Hrs	Min	Max	Median	Wghtd Avg. ¹ w/ otl.	w/o otl.
<i>In-Home Supports and Specialized Habilitation</i>																				
Habilitation	27	499,921	\$1.43	\$32.14	\$9.89	\$9.65	\$9.58	447,307	\$1.43	\$12.94	\$9.84	\$9.62	\$9.53	1	7,447	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Attendant Care	25	911,399	\$1.43	\$24.52	\$9.90	\$9.72	\$9.71	817,785	\$1.43	\$12.94	\$9.84	\$9.68	\$9.68	1	10,155	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Homemaker	5	63,230	\$8.50	\$12.17	\$10.23	\$9.14	\$9.14	62,097	\$8.67	\$10.79	\$10.23	\$8.91	\$8.91	0	0					
Respite	30	732,362	\$1.43	\$32.14	\$9.78	\$9.67	\$9.60	634,655	\$1.43	\$12.29	\$9.58	\$9.63	\$9.55	1	16,248	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Indiv. Design. Liv. Arrang.	9	597,800	\$1.43	\$29.33	\$9.40	\$9.77	\$9.77	581,268	\$1.43	\$18.27	\$9.46	\$9.42	\$9.42	0	0					
Hab. Specialized Behavioral	0	0						0						0	0					
Habilitation w/ Music	3	16,874	\$11.86	\$22.43	\$14.49	\$13.15	\$13.15	16,874	\$11.86	\$22.43	\$14.49	\$13.15	\$13.15	0	0					
<i>Residential Services</i>																				
Group Home	18	4,472,843	\$8.25	\$29.33	\$9.80	\$9.84	\$9.73	3,930,451	\$8.25	\$15.32	\$9.50	\$9.50	\$9.36	0	0					
Medical Grp. Home	1	56,763	\$14.57	\$27.50	\$21.02	\$21.02	\$21.02	27,072	\$14.57	\$15.10	\$14.94	\$14.94	\$14.94	0	0					
CPT Group Home	1	42,873	\$9.50	\$11.50	\$9.78	\$9.78	\$9.78	36,788	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	0	0					
Adult Dev. Home-Supervision	6	20,486	\$10.13	\$27.79	\$16.63	\$16.16	\$16.16	16,755	\$10.13	\$21.45	\$15.74	\$15.59	\$15.59	0	0					
Adult Dev. Home-Recruit/Train	6	12,361	\$9.99	\$24.40	\$16.80	\$16.96	\$16.96	8,711	\$9.99	\$24.40	\$16.44	\$16.67	\$16.67	0	0					
Child Dev. Home-Supervision	6	24,894	\$10.13	\$27.79	\$16.55	\$17.50	\$17.50	19,509	\$10.13	\$21.45	\$15.66	\$15.54	\$15.54	0	0					
Child Dev. Home-Recruit/Train	6	14,938	\$9.99	\$24.40	\$17.09	\$16.96	\$16.96	10,247	\$9.99	\$24.40	\$16.35	\$16.35	\$16.35	0	0					
<i>Day Treatment and Training</i>																				
DTA, Adult	30	1,174,151	\$8.64	\$30.12	\$10.18	\$10.28	\$10.19	1,029,777	\$8.64	\$18.28	\$9.60	\$9.82	\$9.77	0	0					
DTA, Child	12	43,506	\$7.65	\$30.12	\$11.30	\$13.68	\$13.68	38,965	\$7.65	\$20.60	\$9.36	\$13.03	\$10.67	0	0					
<i>Employment Services</i>																				
Ind. Supp. Emp.	8	4,375	\$9.00	\$56.00	\$10.79	\$16.88	\$13.34	4,018	\$9.00	\$18.38	\$10.09	\$10.81	\$10.81	0	0					
Group Supp. Emp.	12	246,326	\$8.80	\$56.00	\$10.61	\$11.14	\$11.14	196,009	\$8.80	\$22.63	\$9.91	\$10.56	\$10.56	0	0					
Center-Based Emp.	9	192,929	\$8.62	\$56.00	\$11.01	\$12.27	\$12.27	163,178	\$8.62	\$26.76	\$10.47	\$11.28	\$10.27	0	0					
Emp. Support Aide-Individual	3	3,715	\$10.40	\$56.00	\$11.07	\$11.81	\$11.81	3,234	\$10.40	\$11.07	\$10.88	\$10.88	\$10.88	0	0					
Emp. Support Aide-Group	1	2,116	\$8.97	\$8.97	\$8.97	\$8.97	\$8.97	2,116	\$8.97	\$8.97	\$8.97	\$8.97	\$8.97	0	0					
Emp. Support Aide-Center	0	0						0						0	0					
<i>Transportation</i>																				
Transportation	22	123,054	\$7.25	\$245.19	\$9.83	\$10.87	\$10.16	117,945	\$7.25	\$32.50	\$9.82	\$10.43	\$10.11	0	0					
<i>Professional Services</i>																				
Nursing, Registered Nurses	4	427,666	\$24.42	\$51.43	\$26.86	\$26.79	\$26.79	327,393	\$24.42	\$27.41	\$26.23	\$25.86	\$25.86	0	0					
Nursing, Lic. Prac. Nurses	3	203,500	\$22.00	\$41.25	\$24.05	\$24.91	\$24.91	203,459	\$22.00	\$41.25	\$24.05	\$24.91	\$24.91	0	0					
Home Health Aide	1	4,993	\$14.98	\$14.98	\$14.98			4,993	\$14.98	\$14.98	\$14.98			0	0					
Therapy, Therapists	12	66,456	\$19.76	\$135.00	\$33.62	\$38.36	\$34.13	51,366	\$23.61	\$50.50	\$33.62	\$38.43	\$34.53	8	48,049	\$35.00	\$65.00	\$48.17	\$50.70	\$50.70
Therapy, Assistants	5	3,179	\$17.00	\$31.17	\$22.00	\$26.56	\$26.56	3,179	\$17.00	\$31.17	\$22.00	\$26.56	\$26.56	4	4,801	\$25.00	\$42.50	\$32.30	\$32.53	\$32.53
Respiratory Therapy	0	0						0						0	0					

¹ All weighting is based on fiscal year 2012 claim payments for a given service

Appendix I
 Supporting Wage Data, Composition & Calculations
 Inflation Factor Source and Calculation
Inflation Factor utilized for BLS wage inflation

Global Insight Q2 2012 edition
 Table 6.5CY: Home Health Agency Market Basket - Quarterly History
 Using 4th Qtr %MOVAVG on Compensation

Wage Data to be inflated to December 2014

Rate Schedule	Rate Schedule Mid-Point	Inflate to December	Inflate to December	Inflate to December	TOTAL INFLATION	As a Percent
Year End	Period	2012	2013	2014		
Full Year of inflation	→	1.0190	1.0240	1.0270		
Months of inflation		7	12	12		
5/31/2012	12/31/2014	1.0110	1.0240	1.0270	1.0633	6.33%

RebaseBook 2014

Appendix II

Supporting ERE Data
& Calculations

January 24, 2014

Appendix II
Supporting ERE Data & Calculations
Proposed ERE Contribution & Calculations

Employee Related Expense (ERE) Assumptions

	\$9.00	\$11.00	\$13.00	\$13.01	\$19.99	\$20.00	\$30.00
Hourly Rate							
Annual Wage ¹	\$18,720	\$22,880	\$27,040	\$27,061	\$41,579	\$41,600	\$62,400
FUTA / SUTA ²	\$196 1.05%	\$196 0.86%	\$196 0.72%	\$196 0.72%	\$196 0.47%	\$196 0.47%	\$196 0.31%
FICA ³	\$1,432 7.65%	\$1,750 7.65%	\$2,069 7.65%	\$2,070 7.65%	\$3,181 7.65%	\$3,182 7.65%	\$4,774 7.65%
Workers' Compensation	\$374 2.00%	\$458 2.00%	\$541 2.00%	\$541 2.00%	\$832 2.00%	\$832 2.00%	\$1,248 2.00%
Legally required benefits	\$2,002 10.70%	\$2,404 10.51%	\$2,805 10.37%	\$2,807 10.37%	\$4,208 10.12%	\$4,210 10.12%	\$6,218 9.96%
Part Time Adj Factor 76.00%							
Paid Time Off ⁴	\$1,368 7.31%	\$1,672 7.31%	\$1,976 7.31%	\$1,978 7.31%	\$3,038 7.31%	\$3,040 7.31%	\$4,560 7.31%
Extended Illness Benefit	\$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	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Health Insurance	\$3,374 18.03%	\$3,374 14.75%	\$3,374 12.48%	\$3,374 12.47%	\$3,374 8.12%	\$3,374 8.11%	\$3,374 5.41%
Dental Insurance	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Vision Insurance	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Other Benefits	\$319 1.71%	\$319 1.40%	\$319 1.18%	\$319 1.18%	\$319 0.77%	\$319 0.77%	\$319 0.51%
Total ERE per employee	\$7,064 37.74%	\$7,770 33.96%	\$8,475 31.34%	\$8,478 31.33%	\$10,940 26.31%	\$10,944 26.31%	\$14,471 23.19%
	Up to \$13.00		\$13.01 - \$19.99		\$20.00 or More		
	35.00%		30.00%		23.00%		

¹ Assumes 2,080 hours/year

² FUTA/SUTA values combined to reflect single amount

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

⁴ Assumes 10 holidays, 7 vacation days, 6 sick days & 2 personal days per year

Appendix II
Supporting ERE Data & Calculations
ERE Contribution & Calculations with Turnover & Wait Period

Employee Related Expense (ERE) Assumptions

	\$9.00	\$11.00	\$13.00	\$13.01	\$19.99	\$20.00	\$30.00
Hourly Rate							
Annual Wage ¹	\$18,720	\$22,880	\$27,040	\$27,061	\$41,579	\$41,600	\$62,400
FUTA / SUTA ²	\$196 1.05%	\$196 0.86%	\$196 0.72%	\$196 0.72%	\$196 0.47%	\$196 0.47%	\$196 0.31%
FICA ³	\$1,432 7.65%	\$1,750 7.65%	\$2,069 7.65%	\$2,070 7.65%	\$3,181 7.65%	\$3,182 7.65%	\$4,774 7.65%
Workers' Compensation	\$374 2.00%	\$458 2.00%	\$541 2.00%	\$541 2.00%	\$832 2.00%	\$832 2.00%	\$1,248 2.00%
Legally required benefits	\$2,002 10.70%	\$2,404 10.51%	\$2,805 10.37%	\$2,807 10.37%	\$4,208 10.12%	\$4,210 10.12%	\$6,218 9.96%
Paid Time Off ⁴	\$1,800 9.62%	\$2,200 9.62%	\$2,600 9.62%	\$2,602 9.62%	\$3,998 9.62%	\$4,000 9.62%	\$6,000 9.62%
Extended Illness Benefit	\$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	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Health Insurance	\$4,440 23.72%	\$4,440 19.41%	\$4,440 16.42%	\$4,440 16.41%	\$4,440 10.68%	\$4,440 10.67%	\$4,440 7.12%
Dental Insurance	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Vision Insurance	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Other Benefits	\$420 2.24%	\$420 1.84%	\$420 1.55%	\$420 1.55%	\$420 1.01%	\$420 1.01%	\$420 0.67%

ERE with 30% Turnover and 90 day Wait Period Assumptions

Annual Wage without Turnover	\$18,720	\$22,880	\$27,040	\$27,061	\$41,579	\$41,600	\$62,400
ERE without Turnover	\$8,662 46.27%	\$9,464 41.36%	\$10,265 37.96%	\$10,269 37.95%	\$13,066 31.43%	\$13,070 31.42%	\$17,078 27.37%
% Turnover	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%
Wait Period (Days)	90	90	90	90	90	90	90
Total ERE	\$8,222	\$8,993	\$9,765	\$9,769	\$12,461	\$12,465	\$16,322
Total ERE per employee	43.92%	39.31%	36.11%	36.10%	29.97%	29.96%	26.16%

¹ Assumes 2,080 hours/year

² FUTA/SUTA values combined to reflect single amount

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

⁴ Assumes 10 holidays, 7 vacation days, 6 sick days & 2 personal days per year

Appendix II
Supporting ERE Data & Calculations
Current Model ERE Contribution & Calculations

Current RateBook Employee Related Expense (ERE) Assumptions

Hourly Rate Annual Wage ¹	\$9.00		\$11.00		\$13.00		\$13.01		\$19.99		\$20.00		\$30.00	
	\$18,720		\$22,880		\$27,040		\$27,061		\$41,579		\$41,600		\$62,400	
FUTA / SUTA 2.80%	\$196	1.05%	\$196	0.86%	\$196	0.72%	\$196	0.72%	\$196	0.47%	\$196	0.47%	\$196	0.31%
FICA 7.65%	\$1,432	7.65%	\$1,750	7.65%	\$2,069	7.65%	\$2,070	7.65%	\$3,181	7.65%	\$3,182	7.65%	\$4,774	7.65%
Workers' Compensation 0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Legally required benefits 10.45%	\$1,628	8.70%	\$1,946	8.51%	\$2,265	8.37%	\$2,266	8.37%	\$3,377	8.12%	\$3,378	8.12%	\$4,970	7.96%
Paid Time Off ² 25.0 days/yr	\$1,800	9.62%	\$2,200	9.62%	\$2,600	9.62%	\$2,602	9.62%	\$3,998	9.62%	\$4,000	9.62%	\$6,000	9.62%
Extended Illness Benefit 0 days/yr	\$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 0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Health Insurance \$170.00	\$2,040	10.90%	\$2,040	8.92%	\$2,040	7.54%	\$2,040	7.54%	\$2,040	4.91%	\$2,040	4.90%	\$2,040	3.27%
Dental Insurance \$0.00	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Vision Insurance \$0.00	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Other Benefits 0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total ERE per employee	\$5,468	29.21%	\$6,186	27.04%	\$6,905	25.53%	\$6,908	25.53%	\$9,415	22.64%	\$9,418	22.64%	\$13,010	20.85%

¹ Assumes 2,080 hours/year

² Assumes 9 holidays, 10 vacation days & 6 sick days per year

All services in published RateBook (excepting Employment Services) utilize a 30.0% factor for ERE, Employment Services utilize a 34.0% factor for ERE

Appendix II
Supporting ERE Data & Calculations
Provider Survey Results 07/12/13

	FT	PT
# of Responding Providers	77	77
# of Reported Staff	4,153	4,369

Benefit	Offer Benefit			Eligibility among Agencies that Offer Benefit									Participation			Benefit Level Among Staff Receiving Benefit ²								Totals Across All Staff				
	Respondents	# that Offer	% that Offer	Waiting Period			Req.'d Work Hrs./ Wk. to Quality			% of Staff Eligible			% of 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 ³
				0-1 Months	3-6 Months	12+ Months	Average (Mean)	Weighted Average ¹	Median	Average (Mean)	Weighted Average ¹	Median	Average (Mean)	Weighted Average ¹	Median													

FULL-TIME STAFF

Holidays	75	46	61%	21	25	0	24.4	26.1	30.0	87%	91%	100%			2.0	15.0	8.0	8.1	7.8	7.9	7.5	56%	4.4	
Paid Time Off	74	47	64%	10	37	0	26.4	27.0	30.0	88%	93%	100%			3.0	139.0	21.4	17.3	29.2	25.7	15.0	59%	15.1	
Health Insur.	74	46	62%	16	32	0	31.5	31.2	32.0	89%	93%	100%	54%	46%	53%	\$100	\$1,744	\$451	\$341	\$339	\$326	\$346	27%	\$87
Retirement	74	21	28%	5	5	15	24.1	26.3	30.0	92%	98%	100%	46%	22%	23%	0.0%	11.5%	3.4%	3.1%	2.3%	2.2%	3.8%	6%	0.1%
Other Benefits	72	28	39%	11	16	2	27.5	29.5	30.0	91%	96%	100%	71%	64%	76%	\$2	\$185	\$32	\$26	\$26	\$20	\$19	24%	\$5

PART-TIME STAFF

Holidays	64	19	30%	12	6	0	7.4	3.6	1.0	88%	40%	100%			2.0	12.0	7.6	8.3	7.0	7.1	8.0	12%	0.8	
Paid Time Off	64	17	27%	4	13	0	10.9	12.9	9.0	74%	55%	90%			3.0	62.0	14.7	11.4	12.6	11.6	12.0	15%	1.7	
Health Insur.	63	11	17%	5	6	0	26.4	28.6	30.0	58%	83%	55%	8%	9%	0%	\$344	\$595	\$470	\$470	\$360	\$360	\$470	1%	\$5
Retirement	59	10	17%	1	3	6	14.7	17.3	20.0	66%	57%	71%	30%	20%	27%	0.0%	11.5%	3.9%	3.1%	3.1%	2.8%	3.8%	2%	0.1%
Other Benefits	57	8	14%	5	3	0	12.2	15.5	20.0	92%	84%	100%	53%	38%	53%	\$3	\$56	\$19	\$19	\$14	\$14	\$13	4%	\$1

AZ Unemployment Insurance															0.0%	19.0%	2.3%	2.0%	2.6%	2.3%	2.0%		
Workers' Compensation															\$0.00	\$4.93	\$2.00	\$1.87	\$2.51	\$2.37	\$1.98		

¹Weighted means are weighted using reported direct support employees

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

³Effective 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 II

Supporting ERE Data & Calculations

Estimated ERE Contribution & Calculations using Survey Responses (as Indicated)

Employee Related Expense (ERE) Assumptions - Based on Provider Survey Results ¹

Hourly Rate Annual Wage ²	\$9.00	\$11.00	\$13.00	\$13.01	\$19.99	\$20.00	\$30.00
	\$18,720	\$22,880	\$27,040	\$27,061	\$41,579	\$41,600	\$62,400
FUTA / SUTA ³	\$137 0.73%	\$137 0.60%	\$137 0.50%	\$137 0.50%	\$137 0.33%	\$137 0.33%	\$137 0.22%
FICA ⁴	\$1,432 7.65%	\$1,750 7.65%	\$2,069 7.65%	\$2,070 7.65%	\$3,181 7.65%	\$3,182 7.65%	\$4,774 7.65%
Workers' Compensation	\$370 1.98%	\$452 1.98%	\$534 1.98%	\$534 1.98%	\$821 1.98%	\$822 1.98%	\$1,232 1.98%
Legally required benefits	\$1,938 10.35%	\$2,339 10.22%	\$2,739 10.13%	\$2,741 10.13%	\$4,138 9.95%	\$4,141 9.95%	\$6,143 9.84%
Paid Time Off ⁵	\$1,584 8.46%	\$1,936 8.46%	\$2,288 8.46%	\$2,290 8.46%	\$3,518 8.46%	\$3,520 8.46%	\$5,280 8.46%
Extended Illness Benefit ⁶	\$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 ⁷	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Health Insurance	\$4,152 22.18%	\$4,152 18.15%	\$4,152 15.36%	\$4,152 15.34%	\$4,152 9.99%	\$4,152 9.98%	\$4,152 6.65%
Dental Insurance ⁸	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Vision Insurance ⁸	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
Other Benefits	\$228 1.22%	\$228 1.00%	\$228 0.84%	\$228 0.84%	\$228 0.55%	\$228 0.55%	\$228 0.37%
Total ERE per employee	\$7,902 42.21%	\$8,655 37.83%	\$9,407 34.79%	\$9,411 34.78%	\$12,037 28.95%	\$12,041 28.94%	\$15,803 25.32%

¹ Survey results presented here (generally) represent the "Median" responses

² Assumes 2,080 hours/year

³ FUTA/SUTA values combined to reflect single amount

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

⁵ Assumes 7 holidays & 15 vacation days days per year

⁶ Assumes zero days due to low participation rate for providers

⁷ Assumes zero contribution based upon low participation

⁸ Provider survey did not ask for responses detailing these specific benefits

RebaseBook 2014

Appendix III

Detailed Productivity
Comparisons & Data

January 24, 2014

Appendix III
Detailed Productivity Comparisons & Data
Comparison of Current Model, SFY08 Rebase Proposed Model Factors

Factors Offsetting Direct Care Service Hours (Productivity)	Attendant Care			Habilitation, Support			Homemaker			Respite, Hourly			Respite, Daily (Long-Term)				
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase		SFY 2013 Rebase	
														Hrs: 0 - 16	Hrs: 17 - 24	Hrs: 0 - 16	Hrs: 17 - 24
- 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	8.00	8.00	8.00	8.00	8.00
- Travel Time	0.25	0.25	0.39	0.50	0.50	0.89	0.50	0.50	0.36	0.25	0.25	0.59	0.00	0.00	0.00	0.00	0.00
- Time allocated to notes/med records	0.25	0.00	0.20	0.25	0.00	0.20	0.00	0.00	0.00	0.10	0.00	0.08	0.00	0.00	0.00	0.06	0.00
- Training Time	0.00	0.21	0.15	0.00	0.21	0.15	0.00	0.00	0.15	0.00	0.21	0.15	0.00	0.21	0.00	0.15	0.00
- Time allocated to missed appointments	0.00	0.15	0.05	0.00	0.15	0.05	0.00	0.00	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00	0.00
- Employer Time	0.00	0.00	0.10	0.00	0.00	0.10	0.00	0.00	0.10	0.00	0.00	0.10	0.00	0.00	0.00	0.10	0.00
- ISP Meetings	0.00	0.00	0.06	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Participating in Assessments	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Average on-site time; "Billable Hours"	7.50	7.39	7.05	7.25	7.14	6.45	7.50	7.50	7.39	7.65	7.39	7.08	8.00	7.79	8.00	7.69	8.00
- Productivity Adjustment	1.07	1.08	1.13	1.10	1.12	1.24	1.07	1.07	1.08	1.05	1.08	1.13	1.00	1.03	1.00	1.04	1.00

Factors Offsetting Direct Care Service Hours (Productivity)	Habilitation, Community Protection & Treatment Hourly			Habilitation, IDLA, Hourly			Habilitation, IDLA, Daily		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Travel Time	0.00	0.50	0.00	0.25	0.00	0.25	0.00	0.00	0.00
- Time allocated to notes/med records	0.00	0.00	0.00	0.00	0.21	0.15	0.00	0.00	0.15
- Training Time	0.00	0.25	0.00	0.00	0.15	0.00	0.00	0.00	0.00
- Time allocated to missed appointments	0.00	0.08	0.00	0.00	0.10	0.10	0.00	0.00	0.10
- Employer Time	0.00	0.00	0.00	0.00	0.12	0.12	0.00	0.00	0.12
- ISP Meetings	0.00	0.00	0.00	0.00	0.14	0.14	0.00	0.00	0.14
- Participating in Assessments	0.00	0.00	0.00	0.00	0.14	0.14	0.00	0.00	0.14
- Average on-site time; "Billable Hours"	8.00	7.17	7.75	7.75	7.14	6.87	7.75	7.14	7.49
- Productivity Adjustment	1.00	1.12	1.03	1.12	1.16	1.03	1.12	1.12	1.07

Factors Offsetting Direct Care Service Hours (Productivity)	Day Treatment & Training, Adult			Day Treatment & Training, Child, After-School			Day Treatment & Training, Child Summer			Day Treatment & Training, Adult Rural			Day Treatment & Training, Adult Intense		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Direct Care Travel Time: Charged to Transportation	0.80	0.66	0.00	0.00	0.26	0.00	0.00	0.66	0.00	0.80	1.17	0.00	0.00	0.00	0.00
- Total Hours before productivity adjustments	7.20	7.34	8.00	4.25	3.66	4.50	4.25	4.39	4.50	7.20	6.83	8.00	0.25	0.00	0.20
- Time allocated to facility preparation	0.20	0.50	0.50	0.25	0.25	0.50	0.25	0.25	0.50	0.20	0.50	0.50	0.00	0.00	0.00
- Time allocated to notes & medical records	0.00	0.00	0.25	0.00	0.00	0.25	0.00	0.00	0.25	0.00	0.00	0.25	0.25	0.00	0.20
- Training Time	0.00	0.22	0.15	0.00	0.11	0.30	0.00	0.11	0.30	0.00	0.22	0.15	0.00	0.00	0.21
- Time allocated to missed appointments	0.00	0.10	0.10	0.00	0.05	0.10	0.00	0.06	0.10	0.00	0.10	0.10	0.00	0.22	0.10
- Employer Time	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.02
- ISP Meetings	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Participating in Assessments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Travel Time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.00
- Average on-site time; "Billable Hours"	7.00	6.53	6.94	4.00	3.25	3.35	4.00	3.97	3.35	7.00	6.01	6.94	7.25	6.50	7.47
- Productivity Adjustment	1.03	1.13	1.15	1.06	1.13	1.34	1.06	1.11	1.34	1.03	1.14	1.15	1.10	1.03	1.07

Appendix III
Detailed Productivity Comparisons & Data
Comparison of Current Model, SFY08 Rebase Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation, Group Home			Habilitation, Group Home, CPT			Home Health Aide		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00
- Travel Time	0.00	0.50	0.00	0.00	0.00	0.00	0.60	0.75	1.07
- Time allocated to notes/med records	0.00	0.00	0.00	0.00	0.00	0.00	0.50	0.00	0.20
- Training Time	0.00	0.25	0.15	0.00	0.00	0.21	0.00	0.21	0.15
- Time allocated to missed appointments	0.00	0.08	0.00	0.00	0.21	0.00	0.00	0.15	0.05
- Employer Time	0.00	0.00	0.10			0.10			0.10
- ISP Meetings			0.00			0.00			0.00
- Participating in Assessments			0.00			0.00			0.00
- Average on-site time; "Billable Hours"	8.00	7.17	7.75	8.00	7.79	7.69	6.90	6.89	6.43
- Productivity Adjustment	1.00	1.12	1.03	1.00	1.03	1.04	1.16	1.16	1.24

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Nursing, Visit			Nursing, Short-Term			Nursing, Long-Term			Nursing, Respite		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- 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
- Number of visits per day		10.00	6.00			5.00						
- Travel time per visit		0.20	0.28			0.24						
- Travel Time	0.60	2.00	1.65	0.60	1.00	1.19	0.60	0.60	0.00	0.00	0.00	0.00
- Time allocated to notes/med records	0.50	0.83	0.80	0.50	0.50	0.50	0.50	0.50	0.20	0.00	0.00	0.20
- Training Time	0.00	0.21	0.21	0.00	0.21	0.21	0.00	0.21	0.21	0.00	0.00	0.21
- Time allocated to missed appointments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
- Employer Time			0.10			0.10			0.10			0.10
- ISP Meetings			0.00			0.00			0.00			0.00
- Participating in Assessments			0.00			0.00			0.00			0.00
- Consultation with provider			0.20			0.20			0.20			0.20
- Average on-site time; "Billable Hours"	6.90	4.96	5.04	6.90	6.29	5.80	6.90	6.69	7.29	8.00	8.00	7.29
- Productivity Adjustment	1.16	1.61	1.59	1.16	1.27	1.38	1.16	1.20	1.10	1.00	1.00	1.10

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Therapy, Clinical			Therapy, Natural			SLPA, Clinical			SLPA, Natural		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours	8.00		8.00	8.00		8.00	8.00		8.00	8.00		8.00
- Travel Time	0.00		0.00	1.50		1.77	0.00		0.00	1.50		1.77
- Recordkeeping & Documentation			0.65			0.47			0.53			0.38
- Consultation with Providers/Family			0.40			0.31			0.32			0.20
- Missed Appointments	0.50		0.05	0.50		0.10	0.50		0.05	0.50		0.10
- Training/Continuous Education	0.20		0.21	0.20		0.21	0.20		0.21	0.20		0.21
- Other Non-Billable Activity	0.30		0.00	0.30		0.00	0.30		0.00	0.30		0.00
- Employer Time			0.10			0.10			0.30			0.30
- ISP Meetings			0.00			0.00			0.00			0.00
- Participating in Assessments			0.00			0.00			0.00			0.00
- Average on-site time; "Billable Hours"	7.00		6.59	5.50		5.04	7.00		6.59	5.50		5.04
- Productivity Adjustment	1.14		1.21	1.45		1.59	1.14		1.21	1.45		1.59

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Respiratory Therapy, Clinical			Respiratory Therapy, Natural		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours	8.00		8.00	8.00		8.00
- Travel Time	1.00		0.00	1.00		1.77
- Time allocated to notes/med records			1.00			0.47
- Consultation with Providers/Family			0.25			0.13
- Missed Appointments	0.00		0.05	0.00		0.05
- Training/Continuous Education	0.08		0.21	0.08		0.21
- Other Non-Billable Activity	0.25		0.00	0.25		0.00
- Employer Time			0.20			0.20
- ISP Meetings			0.00			0.00
- Participating in Assessments			0.00			0.00
- Average on-site time; "Billable Hours"	6.67		6.29	6.67		5.17
- Productivity Adjustment	1.20		1.27	1.20		1.55

Appendix III
Detailed Productivity Comparisons & Data
Comparison of Current Model, SFY08 Rebase Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Center Based Employment			Employment Support Aide - GSE/ISE			Transition to Employment		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
	- Total Hours	8.00		8.00	8.00				
- Direct Service Time	7.00		6.29	7.75					6.94
- Travel Time									0.00
- Training	0.20		0.15						0.15
- Reporting Facility Set-up	0.80		0.50						0.25
- Time Allocated to Notes & Records			0.75	0.25					0.50
- Employer Time			0.10						0.10
- Job Development			0.15						
- ISP Meetings			0.06						0.06
- Participating in Assessments			0.00						0.00
- Productivity Adjustment	1.14		1.27	1.03					1.15

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Group Supported Employment			Group Supported Employment - Low Density			Individual Supported Employment - Job Coaching			Individual Supported Employment - Job Coaching Low Density		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
	- Total Hours	8.00		8.00	8.00		8.00	8.00		8.00	8.00	
- Direct Service Time	6.00		7.10	5.75		7.10	5.75		5.38	5.75		
- Job Development Time, Employer Contact Time	0.25		0.15	0.25		0.15	0.50		0.10	0.50		
- Travel Time Between Employer Sites	0.75		0.00	1.25		0.00	1.00		1.52	1.50		
- Training Time, Non-client related time	0.25		0.15	0.25		0.15	0.50		0.15	0.50		
- Report Writing Time	0.75		0.50	0.75		0.50			0.50	0.50		
- Non-Client Time				0.00			0.25			0.25		
- Employer Time			0.10			0.10			0.10			
- ISP Meetings			0.00			0.00			0.15			
- Participating in Assessments			0.00			0.00			0.10			
- Program Prep/Set up/Clean up			0.00			0.00						
- Billable Hours	6.00		7.10	5.50		7.10	7.75		5.38	5.25		
- Non-Billable Hours	2.00		0.90	2.50		0.90	0.25		2.62	0.75		
- Productivity Adjustment	1.33		1.13	1.45		1.13	1.03		1.49	1.03		

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Individual Supported Employment - Job Development			Individual Supported Employment - Job Development Low Density		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
	- Total Hours			8.00		
- Direct Service Time			4.75			
- Job Development Time, Employer Contact Time			2.00			
- Travel Time Between Employer Sites			0.25			
- Training Time, Non-client related time			0.15			
- Report Writing Time			0.50			
- Non-Client Time						
- Employer Time			0.10			
- ISP Meetings			0.15			
- Participating in Assessments			0.10			
- Program Prep/Set up/Clean up			0.00			
- Billable Hours			4.75			
- Non-Billable Hours			3.25			
- Productivity Adjustment			1.68			

Appendix III
Detailed Productivity Comparisons & Data
Comparison of Current Model, SFY08 Rebase Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation with Music Therapy			Specialized Habilitation, Communication			Specialized Habilitation, Behavioral-B			Specialized Habilitation, Behavioral-M		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours	8.00	8.00	8.00	8.00			8.00			8.00		
- Travel Time	0.75	0.75	0.89	0.50			0.50			0.50		
- Time allocated to notes/med records	0.25	0.25	0.36	0.25			0.25			0.25		
- Training Time	0.00	0.00	0.21									
- Employer Time			0.10									
- Missed Appointments	0.00	0.00	0.05									
- Average on-site time; "Billable Hours"	7.00	7.00	6.39	7.25			7.25			7.25		
- Productivity Adjustment	1.14	1.14	1.25	1.10			1.10			1.10		

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation, Consultation (Psychologist-Urban)			Habilitation, Consultation (Psychologist-Rural)			Habilitation, Consultation (Lic. Behavior Analyst)			Habilitation, Consultation (BCBA)		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours			8.00			8.00			8.00			8.00
- Travel Time			0.77			1.57			1.07			1.07
- Time allocated to notes/med records			1.00			1.00			1.00			0.75
- Training Time			0.21			0.21			0.21			0.21
- Employer Time			0.30			0.30			0.30			0.10
- Missed Appointments			0.05			0.05			0.05			0.05
- Average on-site time; "Billable Hours"			5.67			4.87			5.37			5.82
- Productivity Adjustment			1.41			1.64			1.49			1.37

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation, Consultation (BCABA)			Early Childhood Autism (Masters)			Early Childhood Autism (Bachelors)			Early Childhood Autism, Habilitation		
	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase	Current Model	SFY08 Rebase	SFY 2013 Rebase
- Total Hours			8.00			8.00			8.00			8.00
- Travel Time			1.07			1.07			1.07			0.89
- Time allocated to notes/med records			0.75			0.75			0.75			0.20
- Training Time			0.21			0.21			0.21			0.21
- Employer Time			0.10			0.10			0.10			0.10
- Missed Appointments			0.05			0.05			0.05			0.05
- Average on-site time; "Billable Hours"			5.82			5.82			5.82			6.55
- Productivity Adjustment			1.37			1.37			1.37			1.22

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Attendant Care				Habilitation, Support				Homemaker			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
- Travel Time	1.25	1.25	1.67	1.95	2.50	2.50	2.41	4.45	2.50	2.50	0.44	1.80
- Time allocated to notes/med records	1.25	0.00	1.24	1.00	1.25	0.00	1.12	1.00	0.00	0.00	0.00	0.00
- Training Time	0.00	1.05	0.46	0.75	0.00	1.05	0.44	0.75	0.00	0.00	0.53	0.75
- Time allocated to missed appointments	0.00	0.77	0.07	0.25	0.00	0.77	0.10	0.25	0.00	0.00	0.00	0.00
- ISP meetings			0.30	0.30			1.06	0.30			0.00	0.00
- Participating in assessments			0.05	0.00			0.88	0.50			0.00	0.00
- Employer time (e.g. staff meetings)			0.25	0.50			0.47	0.50			0.86	0.50
- Average on-site time; "Billable Hours"	37.50	36.93	35.96	35.25	36.25	35.68	33.52	32.25	37.50	37.50	38.17	36.95
- Productivity Adjustment	1.07	1.08	1.11	1.13	1.10	1.12	1.19	1.24	1.07	1.07	1.05	1.08

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Respite, Hourly				Respite, Daily (Long-Term)				
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase		Survey Results	SFY13 Rebase
						Hrs: 0 - 16	Hrs: 17 - 24		
- Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
- Travel Time	1.25	1.25	1.40	2.95	0.00	0.00	0.00	0.06	0.00
- Time allocated to notes/med records	0.50	0.00	0.39	0.40	0.00	0.00	0.00	0.08	0.30
- Training Time	0.00	1.05	0.45	0.75	0.00	1.05	0.00	0.39	0.75
- Time allocated to missed appointments	0.00	0.77	0.01	0.00	0.00	0.00	0.00	0.03	0.00
- ISP meetings			0.73	0.00				1.68	0.00
- Participating in assessments			0.06	0.00				0.00	0.00
- Employer time (e.g. staff meetings)			0.74	0.50				0.50	0.50
- Average on-site time; "Billable Hours"	38.25	36.93	36.21	35.40	40.00	38.95	40.00	37.26	38.45
- Productivity Adjustment	1.05	1.08	1.10	1.13	1.00	1.03	1.00	1.07	1.04

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation, Community Protection & Treatment Hourly				Habilitation, IDLA, Hourly				Habilitation, IDLA, Daily			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00	40.00		0.00	40.00	40.00	40.00	40.00	8.00	8.00	40.00	40.00
- Travel Time	0.00	2.50		0.00	0.00	2.50	1.10	1.85			0.37	1.85
- Time allocated to notes/med records	0.00	0.00		0.00	1.25	0.00	0.78	1.25			0.25	1.25
- Training Time	0.00	1.25		0.00	0.00	1.05	0.63	0.75			0.15	0.75
- Time allocated to missed appointments	0.00	0.39		0.00	0.00	0.77	0.02	0.00			0.00	0.00
- ISP meetings				0.00			0.57	0.60			0.10	0.60
- Participating in assessments				0.00			0.70	0.70			0.12	0.70
- Employer time (e.g. staff meetings)				0.00			0.66	0.50			0.14	0.50
- Average on-site time; "Billable Hours"	40.00	35.87		0.00	38.75	35.68	35.54	34.35	7.75	7.14	38.87	34.35
- Productivity Adjustment	1.00	1.12		#DIV/0!	1.03	1.12	1.13	1.16	1.03	1.12	1.03	1.16

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Day Treatment & Training, Adult				Day Treatment & Training, Child, After-School				Day Treatment & Training, Child Summer			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5
- Total Hours	40.00	40.00	40.00	40.00	21.25	19.60	40.00	22.50	21.25	25.25	40.00	22.50
- Direct Care Travel Time: Charged to Transportation	4.00	3.28	0.83	0.00	0.00	1.31	0.00	0.00	0.00	3.28	4.32	0.00
- Total Hours before productivity adjustments	36.00	36.72	39.17	40.00	21.25	18.29	40.00	22.50	21.25	21.97	35.68	22.50
- Time allocated to facility preparation	1.00	2.50	0.78	2.50	1.25	1.25	4.26	2.50	1.25	1.25	2.40	2.50
- Time allocated to notes & medical records	0.00	0.00	0.43	1.25	0.00	0.00	1.00	1.25	0.00	0.00	0.96	1.25
- Training Time	0.00	1.10	0.58	0.75	0.00	0.55	0.56	1.50	0.00	0.55	0.79	1.50
- Employer Time	0.00	0.48	0.53	0.50	0.00	0.25	2.77	0.50	0.00	0.30	0.81	0.50
- ISP meetings			0.40	0.30			0.18	0.00			0.05	0.00
- Participating in assessments			0.16	0.00			0.00	0.00			0.00	0.00
- Program development			0.60	0.00			3.23	0.00			2.78	0.00
- Average on-site time; "Billable Hours"	35.00	32.64	35.68	34.70	20.00	16.24	28.00	16.75	20.00	19.87	27.88	16.75
- Productivity Adjustment	1.03	1.13	1.10	1.15	1.06	1.13	1.43	1.34	1.06	1.11	1.28	1.34

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Day Treatment & Training, Adult Rural				Day Treatment & Training, Adult Intense			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5	1:3.5
- Total Hours	40.00	40.00		40.00	40.00	33.60		40.00
- Direct Care Travel Time: Charged to Transportation	4.00	5.83		0.00				
- Total Hours before productivity adjustments	36.00	34.17		40.00				
- Time allocated to facility preparation	1.00	2.50		2.50				
- Time allocated to notes & medical records	0.00	0.00		1.25	1.25	0.00		1.00
- Training Time	0.00	1.10		0.75	0.00	0.00		0.75
- Employer Time	0.00	0.50		0.50	0.00	1.10		0.50
- Travel Time					2.50	0.00		4.45
- ISP meetings				0.30				0.30
- Participating in assessments				0.00				0.50
- Program development				0.00				
- Average on-site time; "Billable Hours"	35.00	30.07		34.70	36.25	32.50		32.25
- Productivity Adjustment	1.03	1.14		1.15	1.10	1.03		1.24

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Habilitation, Group Home				Habilitation, Group Home, CPT				Home Health Aide			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
	- Total Hours	40.00	40.00	40.00	40.00	40.00	40.00		40.00	40.00	40.00	
- Travel Time	0.00	2.50		0.00	0.00	0.00		0.00	3.00	3.75		5.35
- Time allocated to notes/med records	0.00	0.00	0.00	0.00	0.00	0.00		0.00	2.50	0.00		1.00
- Training Time	0.00	1.25	0.57	0.75	0.00	0.00		1.05	0.00	1.05		0.75
- Time allocated to missed appointments	0.00	0.39	0.00	0.00	0.00	1.05		0.00	0.00	0.77		0.25
- Employer time (e.g. staff meetings)			0.56	0.50				0.50				0.50
- ISP meetings			0.00	0.00				0.00				0.00
- Participating in assessments				0.00				0.00				0.00
- Average on-site time; "Billable Hours"	40.00	35.87	38.87	38.75	40.00	38.95		38.45	34.50	34.43		32.15
- Productivity Adjustment	1.00	1.12	1.03	1.03	1.00	1.03		1.04	1.16	1.16		1.24

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Nursing, Visit (RN)				Nursing, Short-Term (RN)				Nursing, Long-Term (RN)			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
	- Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
- Number of visits per week		50.00		30.00				25.00				0.00
- Travel time per visit		1.00	0.00	1.38			0.00	1.19			0.00	0.00
- Travel Time	3.00	10.00	8.94	8.25	3.00	5.00	6.82	5.95	3.00	3.00	0.39	0.00
- Time allocated to notes/med records	2.50	4.15	0.00	4.00	2.50	2.50	0.00	2.50	2.50	2.50	0.00	1.00
- Training Time	0.00	1.05	0.44	1.05	0.00	1.05	0.44	1.05	0.00	1.05	0.37	1.05
- Time allocated to missed appointments	0.00	0.00	0.89	0.00	0.00	0.00	1.21	0.00	0.00	0.00	0.20	0.00
- Employer time (e.g. staff meetings)			0.89	0.50			0.90	0.50			0.52	0.50
- ISP meetings			1.04	0.00			1.05	0.00			0.39	0.00
- Participating in assessments			1.77	0.00			1.77	0.00			0.39	0.00
- Average on-site time; "Billable Hours"	34.50	24.80	26.03	26.20	34.50	31.45	27.81	30.00	34.50	33.45	37.74	37.45
- Productivity Adjustment	1.16	1.61	1.54	1.53	1.16	1.27	1.44	1.33	1.16	1.20	1.06	1.07

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Nursing, Visit (LPN)				Nursing, Short-Term (LPN)				Nursing, Long-Term (LPN)			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
	- Total Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
- Number of visits per week		50.00		30.00				25.00				0.00
- Travel time per visit		1.00	0.00	1.38			0.00	1.19			0.00	0.00
- Travel Time	3.00	10.00	8.94	8.25	3.00	5.00	6.82	5.95	3.00	3.00	0.42	0.00
- Time allocated to notes/med records	2.50	4.15	0.00	4.00	2.50	2.50	0.00	2.50	2.50	2.50	0.00	1.00
- Training Time	0.00	1.05	0.44	1.05	0.00	1.05	0.44	1.05	0.00	1.05	0.38	1.05
- Time allocated to missed appointments	0.00	0.00	0.89	0.00	0.00	0.00	1.21	0.00	0.00	0.00	0.21	0.00
- Employer time (e.g. staff meetings)			0.89	0.50			0.90	0.50			0.55	0.50
- ISP meetings			1.04	0.00			1.05	0.00			0.41	0.00
- Participating in assessments			1.77	0.00			1.77	0.00			0.42	0.00
- Average on-site time; "Billable Hours"	34.50	24.80	26.03	26.20	34.50	31.45	27.81	30.00	34.50	33.45	37.63	37.45
- Productivity Adjustment	1.16	1.61	1.54	1.53	1.16	1.27	1.44	1.33	1.16	1.20	1.06	1.07

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Therapy, Clinical				Therapy, Natural				SLPA, Clinical			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00		40.00	40.00	40.00		40.00	40.00	40.00		40.00	40.00
- Travel Time	0.00		0.00	0.00	7.50		1.81	8.85	0.00			0.00
- Recordkeeping & Documentation			1.65	3.25			1.81	2.35			5.39	2.65
- Consultation with Providers/Family			0.92	2.00			0.87	1.55			2.37	1.60
- Time allocated to missed appointments	2.50		1.17	0.25	2.50		0.79	0.50	2.50		1.93	0.25
- Training Time	1.00		0.58	1.05	1.00		0.56	1.05	1.00		0.38	1.05
- Other Non-Billable Activity	1.50		0.09	0.00	1.50		0.10	0.00	1.50			0.00
- Employer time (e.g. staff meetings)			0.93	0.50			0.30	0.50			2.64	1.50
- ISP meetings			0.37	0.00			0.27	0.00			0.49	0.00
- Participating in assessments			-	0.00			-	0.00				0.00
- Average on-site time; "Billable Hours"	35.00		34.28	32.95	27.50		33.49	25.20	35.00		26.80	32.95
- Productivity Adjustment	1.14		1.17	1.21	1.45		1.19	1.59	1.14		1.49	1.21

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	SLPA, Natural				Respiratory Therapy, Clinical				Respiratory Therapy, Natural			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00		40.00	40.00	40.00			40.00	40.00			40.00
- Travel Time	7.50		2.99	8.85	5.00			0.00	5.00			8.85
- Recordkeeping & Documentation			3.14	1.90				5.00	0.00			2.35
- Consultation with Providers/Family			1.47	1.00				1.25	0.00			0.65
- Time allocated to missed appointments	2.50		1.87	0.50	0.00			0.25	0.00			0.25
- Training Time	1.00		0.42	1.05	0.40			1.05	0.40			1.05
- Other Non-Billable Activity	1.50		0.75	0.00	1.25			0.00	1.25			0.00
- Employer time (e.g. staff meetings)			1.14	1.50				1.00	0.00			1.00
- ISP meetings			0.69	0.00				0.00				0.00
- Participating in assessments				0.00				0.00				0.00
- Average on-site time; "Billable Hours"	27.50		27.53	25.20	33.35			31.45	33.35			25.85
- Productivity Adjustment	1.45		1.45	1.59	1.20			1.27	1.20			1.55

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Center Based Employment				Employment Support Aide, Center Based Employment			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00		40.00	40	40.00			
- Transporting clients			0.44					
- Total Hours before productivity adjustments			39.56					
- Direct Service Time	35.00		30.38	31.45	38.75			
- Training Time	1.00		0.79	0.75				
- Program prep./set-up/clean-up	4.00		1.94	2.5				
- Time Allocated to Notes & Records			3.85	3.75	1.25			
- Employer time (e.g. staff meetings)			1.20	0.5				
- ISP meetings			1.17	0.3				
- Participating in assessments			0.14	0				
- Program development			0.08					
- Productivity Adjustment	1.14		1.30	1.27	1.03			

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Group Supported Employment				Employment Support Aide, Group Supported Employment			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00		40.00	40	40.00		40.00	
- Transporting clients			0.67				0.00	
- Total Hours before productivity adjustments			39.33	40			40.00	
- Direct Service Time	30.00		32.57	35.50	38.75		39.55	
- Job Development Time, Employer Contact Time	1.25			0.75				
- Travel Time	3.75		0.00	0.00			0.00	
- Training Time	1.25		0.71	0.75			0.45	
- Time Allocated to Notes & Records	3.75		2.63	2.50	1.25		0.00	
- Non-Client Time				0.00				
- Employer time (e.g. staff meetings)			1.39	0.50			0.00	
- ISP meetings			1.20	0.00			0.00	
- Participating in assessments			0.14	0.00			0.00	
- Program development			0.68	0.00			0.00	
- Productivity Adjustment	1.33		1.23	1.13	1.03		1.01	

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Individual Supported Employment				Employment Support Aide, Individual Supported Employment			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00		40.00	40	40.00		40.00	
- Direct Service Time	28.75		30.12	26.9	38.75		39.55	
- Job Development Time, Employer Contact Time	2.50			0.5				
- Travel Time	5.00		1.35	7.6			0.00	
- Training Time	2.50		0.87	0.75			0.45	
- Time Allocated to Notes & Records			3.29	2.5	1.25		0.00	
- Non-Client Time	1.25							
- Employer time (e.g. staff meetings)			2.76	0.5			0.00	
- ISP meetings			1.35	0.75			0.00	
- Participating in assessments			0.26	0.5			0.00	
- Program development							0.00	
- Productivity Adjustment	1.39		1.33	1.49	1.03		1.01	

Appendix III

Detailed Productivity Comparisons & Data

Comparison of Current Model, SFY08 Rebase, Survey Results Proposed Model Factors

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Specialized Habilitation with Music Component				Specialized Habilitation, Communication				Specialized Habilitation, Behavioral-B			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00	40.00	40.00	40.00	40.00				40.00			
- Travel Time	3.75	3.75	0.66	4.45	2.50				2.50			
- Time allocated to notes/med records	1.25	1.25	0.40	1.80	1.25				1.25			
Training Time	0.00	0.00	0.66	1.05								
- Time allocated to missed appointments	0.00	0.00	0.07	0.25								
- Employer time (e.g. staff meetings)			0.33	0.50								
- ISP meetings			0.00	0.00								
- Participating in assessments			-	0.00								
- Average on-site time; "Billable Hours"	35.00	35.00	37.88	31.95	36.25				36.25			
- Productivity Adjustment	1.14	1.14	1.06	1.25	1.10				1.10			

<i>Factors Offsetting Direct Care Service Hours (Productivity)</i>	Specialized Habilitation, Behavioral-B			
	Current Model	SFY08 Rebase	Survey Results	SFY13 Rebase
- Total Hours	40.00			
- Travel Time	2.50			
- Time allocated to notes/med records	1.25			
Training Time	0.00			
- Time allocated to missed appointments	0.00			
- Employer time (e.g. staff meetings)	0.00			
- ISP meetings				
- Participating in assessments				
- Average on-site time; "Billable Hours"	36.25			
- Productivity Adjustment	1.10			

Appendix III
Detailed Productivity Comparisons & Data
Detailed Survey Results 07/12/13

	In-Home Supports and Specialized Habilitation								Professional Services										Day Treatment and Training			
	Attendant Care	Homemaker	Habilitation	IDLA - Hourly	IDLA - Daily	Respite - Hourly	Respite - Daily	Specialized Hab. w/ Music	Home Health	Nursing, Intermittent (RN)	Nursing, Intermittent (LPN)	Nursing, Visit (RN)	Nursing, Visit (LPN)	Nursing, Continuous (RN)	Nursing, Continuous (LPN)	Therapist, Natural Environment	Therapist, Clinical Environment	Therapy Asst., Natural Enviro.	Therapy Asst., Clinical Enviro.	Day Treatment/ Training, Adult	Day Treat./ Train., Child After School	Day Treat./ Train., Child Summer
Reporting Providers	24	5	21	8	9	29	5	24	0	2	2	2	2	3	2	12	10	5	3	25	5	5
Staffing Pattern (scaled to 40 hr. wk.)																						
Direct services	36.42	38.70	33.96	36.17	37.37	36.66	37.65	38.54		23.99	23.99	23.04	23.04	37.71	37.59	34.05	34.86	27.95	27.18	36.25	28.56	28.67
ISP meetings	0.30	0.00	1.06	0.57	0.37	0.73	1.68	0.00		1.05	1.05	1.04	1.04	0.39	0.41	0.27	0.37	0.69	0.49	0.40	0.18	0.05
Participating in assessments	0.05	0.00	0.88	0.70	0.02	0.06	0.00	-		1.77	1.77	1.77	1.77	0.39	0.42	-	-	-	-	0.16	0.00	0.00
Travel between clients	1.67	0.44	2.41	1.10	0.41	1.40	0.06	0.66		6.82	6.82	8.94	8.94	0.39	0.42	1.81	0.00	2.99	0.00	-	-	-
Transporting clients	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.83	0.00	4.32
Missed appointments	0.07	0.00	0.10	0.02	0.00	0.01	0.03	0.07		1.21	1.21	0.89	0.89	0.20	0.21	0.79	1.17	1.87	1.93	-	-	-
Recordkeeping	1.24	0.00	1.12	0.78	0.96	0.39	0.08	0.40		4.27	4.27	3.43	3.43	0.39	0.42	1.81	1.65	3.14	5.39	0.43	1.00	0.96
'Employer time' (e.g. staff meetings)	0.25	0.86	0.47	0.66	0.87	0.74	0.50	0.33		0.90	0.90	0.89	0.89	0.52	0.55	0.30	0.93	1.14	2.64	0.53	2.77	0.81
Program development	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.60	3.23	2.78
Program prep./set-up/clean-up	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.78	4.26	2.40
Consulting w/ doctors, teachers, etc.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.87	0.92	1.47	2.37	-	-	-	
Other activities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00	0.00	0.10	0.09	0.75	0.00	0.00	0.00	0.00
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00		40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Staff Training																						
First year of employment	50	53	47	72	87	48	36	41		36	36	36	36	26	26	39	38	27	27	59	34	34
After first year of employment	11	15	10	13	16	11	12	31		17	17	17	17	16	16	24	26	19	16	16	28	27
Mileage per Week (scaled to 40 hr. wk.)																						
Between client sessions	27	24	79	35	31	65	34	85		128	210	216	216	22	12	187	-	198	-	-	-	-
Transporting clients	12	10	69	22	132	116	9	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Equipment and Supplies																						
Equipment cost (per consumer per year)	\$7		\$5	\$7	\$1,938	\$4	\$1	\$36		\$0	\$0	\$0	\$0	-	-	\$12	\$26	\$4	\$12	-	-	-
Supplies cost (per consumer per year)	\$12	\$8	\$11	\$11	\$841	\$13	\$12	\$3		\$1,280	\$1,280	\$10	\$10	\$107	\$107	\$5	\$8	\$11	\$30	\$328	\$196	\$27

*All figures are weighted averages (by revenue) without outliers

Appendix III
Detailed Productivity Comparisons & Data
Detailed Survey Results 07/12/13

	Supported Employment						Transportation	Residential Services				
	Center-Based Employment	Center-Based Employment Aide	Group Supported Employment	Group Supported Employment Aide	Individual Supp. Employment	Individual Supp. Employment Aide		Group Home (Urban+Rural)	Adult Dev. Home Super (Urban+Rural)	Adult Dev. Home Trainer (Urban+Rural)	Child Dev. Home Super (Urban+Rural)	Child Dev. Home Trainer (Urban+Rural)
Reporting Providers												
	7	0	12	1	7	3	18	19	6		6	
Staffing Pattern (scaled to 40 hr. wk.)												
Direct services	31.17		32.92	40.00	27.17	29.12	39.61	39.28	20.58	29.32	13.81	17.98
ISP meetings	1.17		1.20	0.00	1.35	0.88	-	-	3.48	-	3.36	-
Participating in assessments	0.14		0.14	0.00	0.26	0.33	-	-	1.06	-	4.51	-
Travel between clients	-	-	-	-	4.93	3.06	-	-	3.46	0.00	4.76	0.00
Transporting clients	0.44		0.67	0.00	-	-	-	-	-	-	-	-
Missed appointments	-	-	-	-	0.24	0.00	-	-	1.06	1.29	1.50	0.64
Recordkeeping	3.85		2.63	0.00	3.29	3.88	-	-	3.63	2.40	4.57	4.14
'Employer time' (e.g. staff meetings)	1.20		1.39	0.00	2.76	2.74	0.29	0.56	3.19	1.17	4.01	2.14
Program development	0.08		0.68	0.00	-	-	-	-	-	-	-	-
Program prep./set-up/clean-up	1.94		0.37	0.00	-	-	-	-	-	-	-	-
Consulting w/ doctors, teachers, etc.	-	-	-	-	-	-	-	-	-	-	-	-
Other activities	0.00		0.00	0.00	0.00	0.00	0.11	0.16	3.53	5.82	3.48	15.10
Total	40.00		40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Staff Training												
First year of employment	75		68	50	99	39	57	61	118		149	
After first year of employment	24		22	10	18	12	18	14	40		54	
Mileage per Week (scaled to 40 hr. wk.)												
Between client sessions	-	-	-	-	226	282	-	-	-	-	-	-
Transporting clients	-	-	-	-	33	13	-	-	-	-	-	-
Equipment and Supplies												
Equipment cost (per consumer per year)	-	-	-	-	-	-	-	-	-	-	-	-
Supplies cost (per consumer per year)	\$307		-	-	-	-	-	-	-	-	-	-

*All figures are weighted averages (by revenue) without outliers