

DDS Vendor Rate Study

**Rate Models for Harbor Regional Center**

Prepared for California Department of Developmental Services

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**Rate Summary**

Personal Supports & Training Services - Harbor Regional Center

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Personal Support, 1:1  | \$30.52     |
| Personal Support, 1:2  | \$15.50     |
| Personal Support, 1:3  | \$10.42     |
| Personal Support, Non-English, 1:1                             | \$31.29     |
| Personal Support, Non-English, 1:2                             | \$15.89     |
| Personal Support, Non-English, 1:3                             | \$10.68     |
| Parent Coordinated Personal Support, 1:1                       | \$20.05     |
| Parent Coordinated Personal Support, 1:2                       | \$10.21     |
| Parent Coordinated Personal Support, 1:3                       | \$6.80      |
| Parent Coordinated Personal Support, Non-English, 1:1          | \$20.76     |
| Parent Coordinated Personal Support, Non-English, 1:2          | \$10.57     |
| Parent Coordinated Personal Support, Non-English, 1:3          | \$7.04      |
| Parent Coordinated Personal Support, 1:1                       | \$23.59     |
| Parent Coordinated Personal Support, 1:2                       | \$11.80     |
| Parent Coordinated Personal Support, 1:3                       | \$7.86      |
| Parent Coordinated Personal Support, OT Rate, Non-English, 1:1 | \$24.38     |
| Parent Coordinated Personal Support, OT Rate, Non-English, 1:2 | \$12.16     |
| Parent Coordinated Personal Support, OT Rate, Non-English, 1:3 | \$8.10      |
| Independent Living, 1:1  | \$38.26     |
| Independent Living, 1:2  | \$19.57     |
| Independent Living, 1:3  | \$13.24     |
| Independent Living, Non-English, 1:1                           | \$39.09     |
| Independent Living, Non-English, 1:2                           | \$20.00     |
| Independent Living, Non-English, 1:3                           | \$13.53     |
| Independent Living, DSP I, 1:1                                 | \$39.96     |
| Independent Living, DSP I, 1:2                                 | \$20.45     |
| Independent Living, DSP I, 1:3                                 | \$13.83     |
| Independent Living, DSP II, 1:1                                | \$41.65     |
| Independent Living, DSP II, 1:2                                | \$21.32     |
| Independent Living, DSP II, 1:3                                | \$14.42     |
| Independent Living, DSP III, 1:1                               | \$43.17     |
| Independent Living, DSP III, 1:2                               | \$22.10     |
| Independent Living, DSP III, 1:3                               | \$14.95     |
| Independent Living, Non-English DSP I, 1:1                     | \$40.79     |
| Independent Living, Non-English DSP I, 1:2                     | \$20.88     |
| Independent Living, Non-English DSP I, 1:3                     | \$14.12     |
| Independent Living, Non-English DSP II, 1:1                    | \$42.48     |
| Independent Living, Non-English DSP II, 1:2                    | \$21.75     |
| Independent Living, Non-English DSP II, 1:3                    | \$14.71     |
| Independent Living, Non-English DSP III, 1:1                   | \$44.00     |
| Independent Living, Non-English DSP III, 1:2                   | \$22.53     |
| Independent Living, Non-English DSP III, 1:3                   | \$15.24     |
| Independent Living Specialist, 1:1                             | \$28.80     |

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| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Independent Living Specialist, 1:2                                | \$14.74     |
| Independent Living Specialist, 1:3                                | \$9.91      |
| Independent Living Specialist, Non-English, 1:1                   | \$29.61     |
| Independent Living Specialist, Non-English, 1:2                   | \$15.16     |
| Independent Living Specialist, Non-English, 1:3                   | \$10.19     |
| Independent Living Specialist, DSP I, 1:1                         | \$30.44     |
| Independent Living Specialist, DSP I, 1:2                         | \$15.58     |
| Independent Living Specialist, DSP I, 1:3                         | \$10.48     |
| Independent Living Specialist, DSP II, 1:1                        | \$32.07     |
| Independent Living Specialist, DSP II, 1:2                        | \$16.41     |
| Independent Living Specialist, DSP II, 1:3                        | \$11.05     |
| Independent Living Specialist, DSP III, 1:1                       | \$33.52     |
| Independent Living Specialist, DSP III, 1:2                       | \$17.16     |
| Independent Living Specialist, DSP III, 1:3                       | \$11.56     |
| Independent Living Specialist, Non-English DSP I, 1:1             | \$31.25     |
| Independent Living Specialist, Non-English DSP I, 1:2             | \$16.00     |
| Independent Living Specialist, Non-English DSP I, 1:3             | \$10.76     |
| Independent Living Specialist, Non-English DSP II, 1:1            | \$32.88     |
| Independent Living Specialist, Non-English DSP II, 1:2            | \$16.83     |
| Independent Living Specialist, Non-English DSP II, 1:3            | \$11.33     |
| Independent Living Specialist, Non-English DSP III, 1:1           | \$34.33     |
| Independent Living Specialist, Non-English DSP III, 1:2           | \$17.58     |
| Independent Living Specialist, Non-English DSP III, 1:3           | \$11.84     |
| Participant-Directed Independent Living, 1:1                      | \$20.69     |
| Participant-Directed Independent Living, 1:2                      | \$10.53     |
| Participant-Directed Independent Living, 1:3                      | \$7.02      |
| Participant-Directed Independent Living, Non-English, 1:1         | \$21.40     |
| Participant-Directed Independent Living, Non-English, 1:2         | \$10.89     |
| Participant-Directed Independent Living, Non-English, 1:3         | \$7.26      |
| Participant-Directed Independent Living, DSP I, 1:1               | \$22.16     |
| Participant-Directed Independent Living, DSP I, 1:2               | \$11.27     |
| Participant-Directed Independent Living, DSP I, 1:3               | \$7.51      |
| Participant-Directed Independent Living, DSP II, 1:1              | \$23.62     |
| Participant-Directed Independent Living, DSP II, 1:2              | \$12.01     |
| Participant-Directed Independent Living, DSP II, 1:3              | \$8.01      |
| Participant-Directed Independent Living, DSP III, 1:1             | \$24.93     |
| Participant-Directed Independent Living, DSP III, 1:2             | \$12.67     |
| Participant-Directed Independent Living, DSP III, 1:3             | \$8.46      |
| Participant-Directed Independent Living, Non-English DSP I, 1:1   | \$22.87     |
| Participant-Directed Independent Living, Non-English DSP I, 1:2   | \$11.63     |
| Participant-Directed Independent Living, Non-English DSP I, 1:3   | \$7.75      |
| Participant-Directed Independent Living, Non-English DSP II, 1:1  | \$24.33     |
| Participant-Directed Independent Living, Non-English DSP II, 1:2  | \$12.37     |
| Participant-Directed Independent Living, Non-English DSP II, 1:3  | \$8.25      |
| Participant-Directed Independent Living, Non-English DSP III, 1:1 | \$25.64     |
| Participant-Directed Independent Living, Non-English DSP III, 1:2 | \$13.03     |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Participant-Directed Independent Living, Non-English DSP III, 1:3          | \$8.70      |
| Participant-Directed Independent Living, 1:1                               | \$24.45     |
| Participant-Directed Independent Living, 1:2                               | \$12.23     |
| Participant-Directed Independent Living, 1:3                               | \$8.15      |
| Participant-Directed Independent Living, OT Rate, Non-English, 1:1         | \$25.16     |
| Participant-Directed Independent Living, OT Rate, Non-English, 1:2         | \$12.59     |
| Participant-Directed Independent Living, OT Rate, Non-English, 1:3         | \$8.39      |
| Participant-Directed Independent Living, OT Rate, DSP I, 1:1               | \$25.92     |
| Participant-Directed Independent Living, OT Rate, DSP I, 1:2               | \$12.97     |
| Participant-Directed Independent Living, OT Rate, DSP I, 1:3               | \$8.64      |
| Participant-Directed Independent Living, OT Rate, DSP II, 1:1              | \$27.38     |
| Participant-Directed Independent Living, OT Rate, DSP II, 1:2              | \$13.71     |
| Participant-Directed Independent Living, OT Rate, DSP II, 1:3              | \$9.14      |
| Participant-Directed Independent Living, OT Rate, DSP III, 1:1             | \$28.69     |
| Participant-Directed Independent Living, OT Rate, DSP III, 1:2             | \$14.37     |
| Participant-Directed Independent Living, OT Rate, DSP III, 1:3             | \$9.59      |
| Participant-Directed Independent Living, OT Rate, Non-English DSP I, 1:1   | \$26.63     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP I, 1:2   | \$13.33     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP I, 1:3   | \$8.88      |
| Participant-Directed Independent Living, OT Rate, Non-English DSP II, 1:1  | \$28.09     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP II, 1:2  | \$14.07     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP II, 1:3  | \$9.38      |
| Participant-Directed Independent Living, OT Rate, Non-English DSP III, 1:1 | \$29.40     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP III, 1:2 | \$14.73     |
| Participant-Directed Independent Living, OT Rate, Non-English DSP III, 1:3 | \$9.83      |
| Supported Living, 1:1  | \$33.83     |
| Supported Living, 1:2  | \$17.19     |
| Supported Living, 1:3  | \$11.47     |
| Supported Living, Non-English, 1:1   | \$34.59     |
| Supported Living, Non-English, 1:2   | \$17.58     |
| Supported Living, Non-English, 1:3   | \$11.73     |
| Supported Living, DSP I, 1:1   | \$35.36     |
| Supported Living, DSP I, 1:2   | \$17.97     |
| Supported Living, DSP I, 1:3   | \$11.99     |
| Supported Living, DSP II, 1:1  | \$36.88     |
| Supported Living, DSP II, 1:2  | \$18.74     |
| Supported Living, DSP II, 1:3  | \$12.51     |
| Supported Living, DSP III, 1:1   | \$38.25     |
| Supported Living, DSP III, 1:2   | \$19.44     |
| Supported Living, DSP III, 1:3   | \$12.98     |
| Supported Living, Non-English DSP I, 1:1                                   | \$36.12     |
| Supported Living, Non-English DSP I, 1:2                                   | \$18.36     |
| Supported Living, Non-English DSP I, 1:3                                   | \$12.25     |
| Supported Living, Non-English DSP II, 1:1                                  | \$37.64     |
| Supported Living, Non-English DSP II, 1:2                                  | \$19.13     |
| Supported Living, Non-English DSP II, 1:3                                  | \$12.77     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Supported Living, Non-English DSP III, 1:1              | \$39.01     |
| Supported Living, Non-English DSP III, 1:2              | \$19.83     |
| Supported Living, Non-English DSP III, 1:3              | \$13.24     |
| Parenting Support Services, 1:1                         | \$52.19     |
| Parenting Support Services, 1:2                         | \$26.54     |
| Parenting Support Services, 1:3                         | \$17.97     |
| Parenting Support Services, Non-English, 1:1            | \$52.98     |
| Parenting Support Services, Non-English, 1:2            | \$26.95     |
| Parenting Support Services, Non-English, 1:3            | \$18.24     |
| Respite, Agency, 1:1                                    | \$29.16     |
| Respite, Agency, 1:2                                    | \$14.80     |
| Respite, Agency, 1:3                                    | \$9.88      |
| Respite, Agency, Non-English, 1:1                       | \$29.92     |
| Respite, Agency, Non-English, 1:2                       | \$15.19     |
| Respite, Agency, Non-English, 1:3                       | \$10.14     |
| Participant-Directed Respite, 1:1                       | \$20.05     |
| Participant-Directed Respite, 1:2                       | \$10.21     |
| Participant-Directed Respite, 1:3                       | \$6.80      |
| Participant-Directed Respite, Non-English, 1:1          | \$20.76     |
| Participant-Directed Respite, Non-English, 1:2          | \$10.57     |
| Participant-Directed Respite, Non-English, 1:3          | \$7.04      |
| Participant-Directed Respite, 1:1                       | \$23.59     |
| Participant-Directed Respite, 1:2                       | \$11.80     |
| Participant-Directed Respite, 1:3                       | \$7.86      |
| Participant-Directed Respite, OT Rate, Non-English, 1:1 | \$24.30     |
| Participant-Directed Respite, OT Rate, Non-English, 1:2 | \$12.16     |
| Participant-Directed Respite, OT Rate, Non-English, 1:3 | \$8.10      |
| Respite, Employer of Record, 1:1                        | \$22.80     |
| Respite, Employer of Record, 1:2                        | \$11.50     |
| Respite, Employer of Record, 1:3                        | \$7.73      |
| Respite, Employer of Record, Non-English, 1:1           | \$23.52     |
| Respite, Employer of Record, Non-English, 1:2           | \$11.87     |
| Respite, Employer of Record, Non-English, 1:3           | \$7.98      |
| Tutor Services, 1:1                                     | \$51.32     |
| Tutor Services, 1:2                                     | \$26.26     |
| Tutor Services, 1:3                                     | \$17.77     |
| Tutor Services, Non-English, 1:1                        | \$52.11     |
| Tutor Services, Non-English, 1:2                        | \$26.67     |
| Tutor Services, Non-English, 1:3                        | \$18.04     |
| Homemaker, 1:1  | \$27.57     |
| Homemaker, 1:2  | \$13.79     |
| Homemaker, 1:3  | \$9.19      |
| Supplemental Program Supports - Other                   | \$25.73     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Residential Services – Harbor Regional Center

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2                      | \$5,513.03  |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3                      | \$6,905.85  |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4                      | \$8,070.87  |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5                      | \$10,013.47 |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6                      | \$11,189.67 |
| Adult Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 2         | \$5,790.43  |
| Adult Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 3         | \$7,183.25  |
| Adult Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 4         | \$8,348.27  |
| Adult Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 5         | \$10,290.87 |
| Adult Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 6         | \$11,467.07 |
| Adult Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 2               | \$5,584.36  |
| Adult Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 3               | \$7,008.88  |
| Adult Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 4               | \$8,213.53  |
| Adult Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 5               | \$10,254.37 |
| Adult Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 6               | \$11,470.72 |
| Adult Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 2              | \$5,654.75  |
| Adult Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 3              | \$7,110.56  |
| Adult Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 4              | \$8,354.32  |
| Adult Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 5              | \$10,490.58 |
| Adult Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 6              | \$11,746.30 |
| Adult Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 2             | \$5,717.64  |
| Adult Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 3             | \$7,201.40  |
| Adult Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 4             | \$8,480.09  |
| Adult Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 5             | \$10,700.19 |
| Adult Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 6             | \$11,990.85 |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 2   | \$5,861.76  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 3   | \$7,286.28  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 4   | \$8,490.93  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 5   | \$10,531.77 |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 6   | \$11,748.12 |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 2  | \$5,932.15  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 3  | \$7,387.96  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 4  | \$8,631.72  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 5  | \$10,767.98 |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 6  | \$12,023.70 |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 2 | \$5,995.04  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 3 | \$7,478.80  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 4 | \$8,757.49  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 5 | \$10,977.59 |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 6 | \$12,268.25 |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2                      | \$5,805.05  |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3                      | \$7,208.88  |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4                      | \$8,449.51  |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5                      | \$10,495.82 |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6                      | \$11,754.19 |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Child Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 2         | \$6,082.45  |
| Child Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 3         | \$7,486.28  |
| Child Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 4         | \$8,726.91  |
| Child Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 5         | \$10,773.22 |
| Child Community Care Facility - Staff Operated, Non-English, 3 or 4 Beds, Level 6         | \$12,031.59 |
| Child Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 2               | \$5,971.49  |
| Child Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 3               | \$7,323.31  |
| Child Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 4               | \$8,606.14  |
| Child Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 5               | \$10,753.38 |
| Child Community Care Facility - Staff Operated, DSP I, 3 or 4 Beds, Level 6               | \$12,054.51 |
| Child Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 2              | \$5,968.03  |
| Child Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 3              | \$7,436.23  |
| Child Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 4              | \$8,760.71  |
| Child Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 5              | \$11,005.93 |
| Child Community Care Facility - Staff Operated, DSP II, 3 or 4 Beds, Level 6              | \$12,348.98 |
| Child Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 2             | \$6,040.35  |
| Child Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 3             | \$7,537.11  |
| Child Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 4             | \$8,898.80  |
| Child Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 5             | \$11,230.04 |
| Child Community Care Facility - Staff Operated, DSP III, 3 or 4 Beds, Level 6             | \$12,610.30 |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 2   | \$6,248.89  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 3   | \$7,600.71  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 4   | \$8,883.54  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 5   | \$11,030.78 |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 3 or 4 Beds, Level 6   | \$12,331.91 |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 2  | \$6,245.43  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 3  | \$7,713.63  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 4  | \$9,038.11  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 5  | \$11,283.33 |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 3 or 4 Beds, Level 6  | \$12,626.38 |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 2 | \$6,317.75  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 3 | \$7,814.51  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 4 | \$9,176.20  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 5 | \$11,507.44 |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 3 or 4 Beds, Level 6 | \$12,887.70 |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2                      | \$4,389.80  |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3                      | \$6,235.96  |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4                      | \$7,498.38  |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5                      | \$9,462.60  |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6                      | \$10,744.63 |
| Adult Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 2         | \$4,667.20  |
| Adult Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 3         | \$6,513.36  |
| Adult Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 4         | \$7,775.78  |
| Adult Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 5         | \$9,740.00  |
| Adult Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 6         | \$11,022.03 |
| Adult Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 2               | \$4,441.68  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Adult Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 3               | \$6,339.71  |
| Adult Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 4               | \$7,645.37  |
| Adult Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 5               | \$9,696.20  |
| Adult Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 6               | \$11,022.03 |
| Adult Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 2              | \$4,492.87  |
| Adult Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 3              | \$6,442.10  |
| Adult Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 4              | \$7,790.42  |
| Adult Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 5              | \$9,925.25  |
| Adult Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 6              | \$11,294.03 |
| Adult Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 2             | \$4,538.61  |
| Adult Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 3             | \$6,533.57  |
| Adult Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 4             | \$7,920.00  |
| Adult Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 5             | \$10,128.51 |
| Adult Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 6             | \$11,535.40 |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 2   | \$4,719.08  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 3   | \$6,617.11  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 4   | \$7,922.77  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 5   | \$9,973.60  |
| Adult Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 6   | \$11,299.43 |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 2  | \$4,770.27  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 3  | \$6,719.50  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 4  | \$8,067.82  |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 5  | \$10,202.65 |
| Adult Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 6  | \$11,571.43 |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 2 | \$4,816.01  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 3 | \$6,810.97  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 4 | \$8,197.40  |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 5 | \$10,405.91 |
| Adult Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 6 | \$11,812.80 |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2                      | \$4,606.08  |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3                      | \$6,517.12  |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4                      | \$7,855.37  |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5                      | \$9,932.94  |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6                      | \$11,297.33 |
| Child Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 2         | \$4,883.48  |
| Child Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 3         | \$6,794.52  |
| Child Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 4         | \$8,132.77  |
| Child Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 5         | \$10,210.34 |
| Child Community Care Facility - Staff Operated, Non-English, 5 or 6 Beds, Level 6         | \$11,574.73 |
| Child Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 2               | \$4,665.74  |
| Child Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 3               | \$6,631.03  |
| Child Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 4               | \$8,015.25  |
| Child Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 5               | \$10,182.45 |
| Child Community Care Facility - Staff Operated, DSP I, 5 or 6 Beds, Level 6               | \$11,593.42 |
| Child Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 2              | \$4,724.61  |
| Child Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 3              | \$6,743.45  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Child Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 4              | \$8,173.03  |
| Child Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 5              | \$10,427.11 |
| Child Community Care Facility - Staff Operated, DSP II, 5 or 6 Beds, Level 6              | \$11,883.74 |
| Child Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 2             | \$4,777.21  |
| Child Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 3             | \$6,843.87  |
| Child Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 4             | \$8,313.98  |
| Child Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 5             | \$10,644.22 |
| Child Community Care Facility - Staff Operated, DSP III, 5 or 6 Beds, Level 6             | \$12,141.37 |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 2   | \$4,943.14  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 3   | \$6,908.43  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 4   | \$8,292.65  |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 5   | \$10,459.85 |
| Child Community Care Facility - Staff Operated, Non-English DSP I, 5 or 6 Beds, Level 6   | \$11,870.82 |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 2  | \$5,002.01  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 3  | \$7,020.85  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 4  | \$8,450.43  |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 5  | \$10,704.51 |
| Child Community Care Facility - Staff Operated, Non-English DSP II, 5 or 6 Beds, Level 6  | \$12,161.14 |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 2 | \$5,054.61  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 3 | \$7,121.27  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 4 | \$8,591.38  |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 5 | \$10,921.62 |
| Child Community Care Facility - Staff Operated, Non-English DSP III, 5 or 6 Beds, Level 6 | \$12,418.77 |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2                      | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3                      | \$5,559.34  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4                      | \$6,724.35  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5                      | \$8,105.30  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6                      | \$9,281.50  |
| Adult Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 2         | \$5,346.61  |
| Adult Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 3         | \$5,836.74  |
| Adult Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 4         | \$7,001.75  |
| Adult Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 5         | \$8,382.70  |
| Adult Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 6         | \$9,558.90  |
| Adult Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 2               | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 3               | \$5,570.68  |
| Adult Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 4               | \$6,773.49  |
| Adult Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 5               | \$8,192.85  |
| Adult Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 6               | \$9,407.11  |
| Adult Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 2              | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 3              | \$5,581.94  |
| Adult Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 4              | \$6,822.30  |
| Adult Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 5              | \$8,279.80  |
| Adult Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 6              | \$9,531.86  |
| Adult Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 2             | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 3             | \$5,592.42  |
| Adult Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 4             | \$6,867.72  |

DDS Vendor Rate Study – Rate Models  
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| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Adult Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 5             | \$8,360.15  |
| Adult Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 6             | \$9,647.15  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 2   | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 3   | \$5,848.08  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 4   | \$7,050.89  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 5   | \$8,470.25  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 6   | \$9,684.51  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 2  | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 3  | \$5,859.34  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 4  | \$7,099.70  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 5  | \$8,557.20  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 6  | \$9,809.26  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 2 | \$5,069.21  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 3 | \$5,869.82  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 4 | \$7,145.12  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 5 | \$8,637.55  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 6 | \$9,924.55  |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2                      | \$5,361.62  |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3                      | \$5,873.02  |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4                      | \$7,103.34  |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5                      | \$8,599.26  |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6                      | \$9,846.07  |
| Child Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 2         | \$5,639.02  |
| Child Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 3         | \$6,150.42  |
| Child Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 4         | \$7,380.74  |
| Child Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 5         | \$8,876.66  |
| Child Community Care Facility - Owner Operated, Non-English, 3 or 4 Beds, Level 6         | \$10,123.47 |
| Child Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 2               | \$5,378.63  |
| Child Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 3               | \$5,895.23  |
| Child Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 4               | \$7,165.81  |
| Child Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 5               | \$8,702.60  |
| Child Community Care Facility - Owner Operated, DSP I, 3 or 4 Beds, Level 6               | \$9,989.95  |
| Child Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 2              | \$5,381.96  |
| Child Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 3              | \$5,917.29  |
| Child Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 4              | \$7,227.85  |
| Child Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 5              | \$8,805.24  |
| Child Community Care Facility - Owner Operated, DSP II, 3 or 4 Beds, Level 6              | \$10,132.85 |
| Child Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 2             | \$5,391.40  |
| Child Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 3             | \$5,937.81  |
| Child Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 4             | \$7,285.58  |
| Child Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 5             | \$8,900.09  |
| Child Community Care Facility - Owner Operated, DSP III, 3 or 4 Beds, Level 6             | \$10,264.91 |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 2   | \$5,656.03  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 3   | \$6,172.63  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 4   | \$7,443.21  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 5   | \$8,980.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Child Community Care Facility - Owner Operated, Non-English DSP I, 3 or 4 Beds, Level 6   | \$10,267.35 |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 2  | \$5,659.36  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 3  | \$6,194.69  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 4  | \$7,505.25  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 5  | \$9,082.64  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 3 or 4 Beds, Level 6  | \$10,410.25 |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 2 | \$5,668.80  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 3 | \$6,215.21  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 4 | \$7,562.98  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 5 | \$9,177.49  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 3 or 4 Beds, Level 6 | \$10,542.31 |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2                      | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3                      | \$5,263.22  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4                      | \$6,525.64  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5                      | \$8,081.91  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6                      | \$9,363.94  |
| Adult Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 2         | \$4,347.04  |
| Adult Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 3         | \$5,540.62  |
| Adult Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 4         | \$6,803.04  |
| Adult Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 5         | \$8,359.31  |
| Adult Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 6         | \$9,641.34  |
| Adult Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 2               | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 3               | \$5,298.96  |
| Adult Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 4               | \$6,602.62  |
| Adult Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 5               | \$8,200.13  |
| Adult Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 6               | \$9,523.40  |
| Adult Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 2              | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 3              | \$5,334.46  |
| Adult Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 4              | \$6,679.07  |
| Adult Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 5              | \$8,317.54  |
| Adult Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 6              | \$9,681.76  |
| Adult Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 2             | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 3             | \$5,367.49  |
| Adult Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 4             | \$6,750.21  |
| Adult Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 5             | \$8,426.79  |
| Adult Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 6             | \$9,829.13  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 2   | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 3   | \$5,576.36  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 4   | \$6,880.02  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 5   | \$8,477.53  |
| Adult Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 6   | \$9,800.80  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 2  | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 3  | \$5,611.86  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 4  | \$6,956.47  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 5  | \$8,594.94  |
| Adult Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 6  | \$9,959.16  |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 2 | \$4,069.64  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 3 | \$5,644.89  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 4 | \$7,027.61  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 5 | \$8,704.19  |
| Adult Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 6 | \$10,106.53 |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2                      | \$4,286.18  |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3                      | \$5,533.99  |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4                      | \$6,871.93  |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5                      | \$8,540.65  |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6                      | \$9,905.12  |
| Child Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 2         | \$4,563.58  |
| Child Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 3         | \$5,811.39  |
| Child Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 4         | \$7,149.33  |
| Child Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 5         | \$8,818.05  |
| Child Community Care Facility - Owner Operated, Non-English, 5 or 6 Beds, Level 6         | \$10,182.52 |
| Child Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 2               | \$4,293.60  |
| Child Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 3               | \$5,579.42  |
| Child Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 4               | \$6,961.22  |
| Child Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 5               | \$8,673.86  |
| Child Community Care Facility - Owner Operated, DSP I, 5 or 6 Beds, Level 6               | \$10,082.18 |
| Child Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 2              | \$4,300.98  |
| Child Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 3              | \$5,624.54  |
| Child Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 4              | \$7,049.88  |
| Child Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 5              | \$8,806.14  |
| Child Community Care Facility - Owner Operated, DSP II, 5 or 6 Beds, Level 6              | \$10,258.02 |
| Child Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 2             | \$4,307.84  |
| Child Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 3             | \$5,666.53  |
| Child Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 4             | \$7,132.40  |
| Child Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 5             | \$8,929.24  |
| Child Community Care Facility - Owner Operated, DSP III, 5 or 6 Beds, Level 6             | \$10,421.64 |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 2   | \$4,571.00  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 3   | \$5,856.82  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 4   | \$7,238.62  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 5   | \$8,951.26  |
| Child Community Care Facility - Owner Operated, Non-English DSP I, 5 or 6 Beds, Level 6   | \$10,359.58 |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 2  | \$4,578.38  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 3  | \$5,901.94  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 4  | \$7,327.28  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 5  | \$9,083.54  |
| Child Community Care Facility - Owner Operated, Non-English DSP II, 5 or 6 Beds, Level 6  | \$10,535.42 |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 2 | \$4,585.24  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 3 | \$5,943.93  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 4 | \$7,409.80  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 5 | \$9,206.64  |
| Child Community Care Facility - Owner Operated, Non-English DSP III, 5 or 6 Beds, Level 6 | \$10,699.04 |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| ARFPSHN  | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, Non-English         | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, DSP I               | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, DSP II              | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, DSP III             | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, Non-English DSP I   | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, Non-English DSP II  | Custom Rate |
| Adult Residential Facility for Persons with Special Health Care Needs, Non-English DSP III | Custom Rate |
| EBSH - Facility Cost   | Custom Rate |
| EBSH - Resident Cost   | Custom Rate |
| Enhanced Behavioral Supports Home, Non-English   | Custom Rate |
| Enhanced Behavioral Supports Home, DSP I   | Custom Rate |
| Enhanced Behavioral Supports Home, DSP II  | Custom Rate |
| Enhanced Behavioral Supports Home, DSP III   | Custom Rate |
| Enhanced Behavioral Supports Home, Non-English DSP I                                       | Custom Rate |
| Enhanced Behavioral Supports Home, Non-English DSP II                                      | Custom Rate |
| Enhanced Behavioral Supports Home, Non-English DSP III                                     | Custom Rate |
| CCH - Facility Cost  | Custom Rate |
| CCH - Resident Cost  | Custom Rate |
| Community Crisis Home, Non-English   | Custom Rate |
| Community Crisis Home, DSP I   | Custom Rate |
| Community Crisis Home, DSP II  | Custom Rate |
| Community Crisis Home, DSP III   | Custom Rate |
| Community Crisis Home, Non-English DSP I   | Custom Rate |

DDS Vendor Rate Study – Rate Models  
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| <b>Service</b>                                  | <b>Rate</b> |
|---|-------------|
| Community Crisis Home, Non-English DSP II       | Custom Rate |
| Community Crisis Home, Non-English DSP III      | Custom Rate |
| Supported Living-Community                      | Custom Rate |
| Supported Living-Community, Non-English         | Custom Rate |
| Supported Living-Community, DSP I               | Custom Rate |
| Supported Living-Community, DSP II              | Custom Rate |
| Supported Living-Community, DSP III             | Custom Rate |
| Supported Living-Community, Non-English DSP I   | Custom Rate |
| Supported Living-Community, Non-English DSP II  | Custom Rate |
| Supported Living-Community, Non-English DSP III | Custom Rate |
| Family Home Agency, Level 1                     | \$3,207.11  |
| Family Home Agency, Level 2                     | \$4,111.12  |
| Family Home Agency, Level 3                     | \$4,932.70  |
| Family Home Agency, Level 4                     | \$5,800.97  |
| Family Home Agency, Level 5                     | \$6,894.35  |
| Family Home Agency, Level 6                     | \$8,664.97  |
| Family Home Agency, Level 1, Non-English        | \$3,307.11  |
| Family Home Agency, Level 2, Non-English        | \$4,211.12  |
| Family Home Agency, Level 3, Non-English        | \$5,032.70  |
| Family Home Agency, Level 4, Non-English        | \$5,900.97  |
| Family Home Agency, Level 5, Non-English        | \$6,994.35  |
| Family Home Agency, Level 6, Non-English        | \$8,764.97  |
| Family Home Agency, Level 1, DSP I              | \$3,221.67  |
| Family Home Agency, Level 2, DSP I              | \$4,133.08  |
| Family Home Agency, Level 3, DSP I              | \$4,962.30  |
| Family Home Agency, Level 4, DSP I              | \$5,838.17  |
| Family Home Agency, Level 5, DSP I              | \$6,939.47  |
| Family Home Agency, Level 6, DSP I              | \$8,710.09  |
| Family Home Agency, Level 1, DSP II             | \$3,236.23  |
| Family Home Agency, Level 2, DSP II             | \$4,155.04  |
| Family Home Agency, Level 3, DSP II             | \$4,991.74  |
| Family Home Agency, Level 4, DSP II             | \$5,875.37  |
| Family Home Agency, Level 5, DSP II             | \$6,984.35  |
| Family Home Agency, Level 6, DSP II             | \$8,754.97  |
| Family Home Agency, Level 1, DSP III            | \$3,249.43  |
| Family Home Agency, Level 2, DSP III            | \$4,174.96  |
| Family Home Agency, Level 3, DSP III            | \$5,018.30  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>                                   | <b>Rate</b> |
|--|-------------|
| Family Home Agency, Level 4, DSP III             | \$5,908.57  |
| Family Home Agency, Level 5, DSP III             | \$7,024.19  |
| Family Home Agency, Level 6, DSP III             | \$8,794.81  |
| Family Home Agency, Level 1, Non-English DSP I   | \$3,321.67  |
| Family Home Agency, Level 2, Non-English DSP I   | \$4,233.08  |
| Family Home Agency, Level 3, Non-English DSP I   | \$5,062.30  |
| Family Home Agency, Level 4, Non-English DSP I   | \$5,938.17  |
| Family Home Agency, Level 5, Non-English DSP I   | \$7,039.47  |
| Family Home Agency, Level 6, Non-English DSP I   | \$8,810.09  |
| Family Home Agency, Level 1, Non-English DSP II  | \$3,336.23  |
| Family Home Agency, Level 2, Non-English DSP II  | \$4,255.04  |
| Family Home Agency, Level 3, Non-English DSP II  | \$5,091.74  |
| Family Home Agency, Level 4, Non-English DSP II  | \$5,975.37  |
| Family Home Agency, Level 5, Non-English DSP II  | \$7,084.35  |
| Family Home Agency, Level 6, Non-English DSP II  | \$8,854.97  |
| Family Home Agency, Level 1, Non-English DSP III | \$3,349.43  |
| Family Home Agency, Level 2, Non-English DSP III | \$4,274.96  |
| Family Home Agency, Level 3, Non-English DSP III | \$5,118.30  |
| Family Home Agency, Level 4, Non-English DSP III | \$6,008.57  |
| Family Home Agency, Level 5, Non-English DSP III | \$7,124.19  |
| Family Home Agency, Level 6, Non-English DSP III | \$8,894.81  |
| Supplemental Residential Program Support         | \$25.51     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Day & Employment Services – Harbor Regional Center

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Community-Based Day Programs, Center/Facility, 1:10              | \$5.35      |
| Community-Based Day Programs, Center/Facility, 1:9               | \$5.78      |
| Community-Based Day Programs, Center/Facility, 1:8               | \$6.34      |
| Community-Based Day Programs, Center/Facility, 1:7               | \$7.03      |
| Community-Based Day Programs, Center/Facility, 1:6               | \$7.99      |
| Community-Based Day Programs, Center/Facility, 1:5               | \$9.31      |
| Community-Based Day Programs, Center/Facility, 1:4               | \$11.28     |
| Community-Based Day Programs, Center/Facility, 1:3               | \$14.57     |
| Community-Based Day Programs, Center/Facility, 1:2               | \$21.16     |
| Community-Based Day Programs, Center/Facility, Non-English, 1:10 | \$5.78      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:9  | \$6.20      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:8  | \$6.76      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:7  | \$7.45      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:6  | \$8.40      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:5  | \$9.72      |
| Community-Based Day Programs, Center/Facility, Non-English, 1:4  | \$11.69     |
| Community-Based Day Programs, Center/Facility, Non-English, 1:3  | \$14.97     |
| Community-Based Day Programs, Center/Facility, Non-English, 1:2  | \$21.56     |
| Community-Based Day Programs, Center/Facility, DSP I, 1:10       | \$5.51      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:9        | \$5.96      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:8        | \$6.54      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:7        | \$7.26      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:6        | \$8.25      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:5        | \$9.62      |
| Community-Based Day Programs, Center/Facility, DSP I, 1:4        | \$11.67     |
| Community-Based Day Programs, Center/Facility, DSP I, 1:3        | \$15.09     |
| Community-Based Day Programs, Center/Facility, DSP I, 1:2        | \$21.93     |
| Community-Based Day Programs, Center/Facility, DSP II, 1:10      | \$5.68      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:9       | \$6.14      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:8       | \$6.74      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:7       | \$7.48      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:6       | \$8.52      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:5       | \$9.94      |
| Community-Based Day Programs, Center/Facility, DSP II, 1:4       | \$12.06     |
| Community-Based Day Programs, Center/Facility, DSP II, 1:3       | \$15.60     |
| Community-Based Day Programs, Center/Facility, DSP II, 1:2       | \$22.70     |
| Community-Based Day Programs, Center/Facility, DSP III, 1:10     | \$5.82      |
| Community-Based Day Programs, Center/Facility, DSP III, 1:9      | \$6.30      |
| Community-Based Day Programs, Center/Facility, DSP III, 1:8      | \$6.92      |
| Community-Based Day Programs, Center/Facility, DSP III, 1:7      | \$7.69      |
| Community-Based Day Programs, Center/Facility, DSP III, 1:6      | \$8.76      |
| Community-Based Day Programs, Center/Facility, DSP III, 1:5      | \$10.23     |
| Community-Based Day Programs, Center/Facility, DSP III, 1:4      | \$12.42     |
| Community-Based Day Programs, Center/Facility, DSP III, 1:3      | \$16.08     |
| Community-Based Day Programs, Center/Facility, DSP III, 1:2      | \$23.41     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:10   | \$5.94      |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:9    | \$6.38      |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:8    | \$6.96      |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:7    | \$7.68      |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:6    | \$8.66      |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:5    | \$10.03     |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:4    | \$12.08     |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:3    | \$15.49     |
| Community-Based Day Programs, Center/Facility, Non-English DSP I, 1:2    | \$22.33     |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:10  | \$6.11      |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:9   | \$6.56      |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:8   | \$7.16      |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:7   | \$7.90      |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:6   | \$8.93      |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:5   | \$10.35     |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:4   | \$12.47     |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:3   | \$16.00     |
| Community-Based Day Programs, Center/Facility, Non-English DSP II, 1:2   | \$23.10     |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:10 | \$6.25      |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:9  | \$6.72      |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:8  | \$7.34      |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:7  | \$8.11      |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:6  | \$9.17      |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:5  | \$10.64     |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:4  | \$12.83     |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:3  | \$16.48     |
| Community-Based Day Programs, Center/Facility, Non-English DSP III, 1:2  | \$23.81     |
| Community-Based Day Programs, Community, 1:4                             | \$13.07     |
| Community-Based Day Programs, Community, 1:3                             | \$17.03     |
| Community-Based Day Programs, Community, 1:2                             | \$24.85     |
| Community-Based Day Programs, Community, Non-English, 1:4                | \$13.47     |
| Community-Based Day Programs, Community, Non-English, 1:3                | \$17.43     |
| Community-Based Day Programs, Community, Non-English, 1:2                | \$25.25     |
| Community-Based Day Programs, Community, DSP I, 1:4                      | \$13.46     |
| Community-Based Day Programs, Community, DSP I, 1:3                      | \$17.55     |
| Community-Based Day Programs, Community, DSP I, 1:2                      | \$25.62     |
| Community-Based Day Programs, Community, DSP II, 1:4                     | \$13.85     |
| Community-Based Day Programs, Community, DSP II, 1:3                     | \$18.06     |
| Community-Based Day Programs, Community, DSP II, 1:2                     | \$26.39     |
| Community-Based Day Programs, Community, DSP III, 1:4                    | \$14.20     |
| Community-Based Day Programs, Community, DSP III, 1:3                    | \$18.54     |
| Community-Based Day Programs, Community, DSP III, 1:2                    | \$27.10     |
| Community-Based Day Programs, Community, Non-English DSP I, 1:4          | \$13.86     |
| Community-Based Day Programs, Community, Non-English DSP I, 1:3          | \$17.95     |
| Community-Based Day Programs, Community, Non-English DSP I, 1:2          | \$26.02     |
| Community-Based Day Programs, Community, Non-English DSP II, 1:4         | \$14.25     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Community-Based Day Programs, Community, Non-English DSP II, 1:3       | \$18.46     |
| Community-Based Day Programs, Community, Non-English DSP II, 1:2       | \$26.79     |
| Community-Based Day Programs, Community, Non-English DSP III, 1:4      | \$14.60     |
| Community-Based Day Programs, Community, Non-English DSP III, 1:3      | \$18.94     |
| Community-Based Day Programs, Community, Non-English DSP III, 1:2      | \$27.50     |
| Community-Based Day Programs, Community Only, 1:4                      | \$11.95     |
| Community-Based Day Programs, Community Only, 1:3                      | \$15.92     |
| Community-Based Day Programs, Community Only, 1:2                      | \$23.74     |
| Community-Based Day Programs, Community Only, Non-English, 1:4         | \$12.35     |
| Community-Based Day Programs, Community Only, Non-English, 1:3         | \$16.32     |
| Community-Based Day Programs, Community Only, Non-English, 1:2         | \$24.14     |
| Community-Based Day Programs, Community Only, DSP I, 1:4               | \$12.34     |
| Community-Based Day Programs, Community Only, DSP I, 1:3               | \$16.44     |
| Community-Based Day Programs, Community Only, DSP I, 1:2               | \$24.51     |
| Community-Based Day Programs, Community Only, DSP II, 1:4              | \$12.73     |
| Community-Based Day Programs, Community Only, DSP II, 1:3              | \$16.95     |
| Community-Based Day Programs, Community Only, DSP II, 1:2              | \$25.28     |
| Community-Based Day Programs, Community Only, DSP III, 1:4             | \$13.08     |
| Community-Based Day Programs, Community Only, DSP III, 1:3             | \$17.43     |
| Community-Based Day Programs, Community Only, DSP III, 1:2             | \$25.99     |
| Community-Based Day Programs, Community Only, Non-English DSP I, 1:4   | \$12.74     |
| Community-Based Day Programs, Community Only, Non-English DSP I, 1:3   | \$16.84     |
| Community-Based Day Programs, Community Only, Non-English DSP I, 1:2   | \$24.91     |
| Community-Based Day Programs, Community Only, Non-English DSP II, 1:4  | \$13.13     |
| Community-Based Day Programs, Community Only, Non-English DSP II, 1:3  | \$17.35     |
| Community-Based Day Programs, Community Only, Non-English DSP II, 1:2  | \$25.68     |
| Community-Based Day Programs, Community Only, Non-English DSP III, 1:4 | \$13.48     |
| Community-Based Day Programs, Community Only, Non-English DSP III, 1:3 | \$17.83     |
| Community-Based Day Programs, Community Only, Non-English DSP III, 1:2 | \$26.39     |
| Behavior Management, Center/Facility, 1:3                              | \$26.89     |
| Behavior Management, Center/Facility, 1:2                              | \$34.77     |
| Behavior Management, Center/Facility, Non-English, 1:3                 | \$27.31     |
| Behavior Management, Center/Facility, Non-English, 1:2                 | \$35.19     |
| Behavior Management, Center/Facility, DSP I, 1:3                       | \$27.42     |
| Behavior Management, Center/Facility, DSP I, 1:2                       | \$35.57     |
| Behavior Management, Center/Facility, DSP II, 1:3                      | \$27.96     |
| Behavior Management, Center/Facility, DSP II, 1:2                      | \$36.37     |
| Behavior Management, Center/Facility, DSP III, 1:3                     | \$28.45     |
| Behavior Management, Center/Facility, DSP III, 1:2                     | \$37.09     |
| Behavior Management, Center/Facility, Non-English DSP I, 1:3           | \$27.84     |
| Behavior Management, Center/Facility, Non-English DSP I, 1:2           | \$35.99     |
| Behavior Management, Center/Facility, Non-English DSP II, 1:3          | \$28.38     |
| Behavior Management, Center/Facility, Non-English DSP II, 1:2          | \$36.79     |
| Behavior Management, Center/Facility, Non-English DSP III, 1:3         | \$28.87     |
| Behavior Management, Center/Facility, Non-English DSP III, 1:2         | \$37.51     |
| Medical Management, Center/Facility, 1:3                               | \$28.16     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>   | <b>Rate</b> |
|--|-------------|
| Medical Management, Center/Facility, 1:2                       | \$36.43     |
| Medical Management, Center/Facility, Non-English, 1:3          | \$28.58     |
| Medical Management, Center/Facility, Non-English, 1:2          | \$36.85     |
| Behavior Management, Center/Facility, DSP I, 1:3               | \$28.69     |
| Behavior Management, Center/Facility, DSP I, 1:2               | \$37.23     |
| Behavior Management, Center/Facility, DSP II, 1:3              | \$29.23     |
| Behavior Management, Center/Facility, DSP II, 1:2              | \$38.03     |
| Behavior Management, Center/Facility, DSP III, 1:3             | \$29.72     |
| Behavior Management, Center/Facility, DSP III, 1:2             | \$38.75     |
| Behavior Management, Center/Facility, Non-English DSP I, 1:3   | \$29.11     |
| Behavior Management, Center/Facility, Non-English DSP I, 1:2   | \$37.65     |
| Behavior Management, Center/Facility, Non-English DSP II, 1:3  | \$29.65     |
| Behavior Management, Center/Facility, Non-English DSP II, 1:2  | \$38.45     |
| Behavior Management, Center/Facility, Non-English DSP III, 1:3 | \$30.14     |
| Behavior Management, Center/Facility, Non-English DSP III, 1:2 | \$39.17     |
| Behavior Management, Community, 1:3                            | \$29.35     |
| Behavior Management, Community, 1:2                            | \$38.47     |
| Behavior Management, Community, Non-English, 1:3               | \$29.77     |
| Behavior Management, Community, Non-English, 1:2               | \$38.89     |
| Behavior Management, Community, DSP I, 1:3                     | \$29.88     |
| Behavior Management, Community, DSP I, 1:2                     | \$39.27     |
| Behavior Management, Community, DSP II, 1:3                    | \$30.42     |
| Behavior Management, Community, DSP II, 1:2                    | \$40.07     |
| Behavior Management, Community, DSP III, 1:3                   | \$30.91     |
| Behavior Management, Community, DSP III, 1:2                   | \$40.79     |
| Behavior Management, Community, Non-English DSP I, 1:3         | \$30.30     |
| Behavior Management, Community, Non-English DSP I, 1:2         | \$39.69     |
| Behavior Management, Community, Non-English DSP II, 1:3        | \$30.84     |
| Behavior Management, Community, Non-English DSP II, 1:2        | \$40.49     |
| Behavior Management, Community, Non-English DSP III, 1:3       | \$31.33     |
| Behavior Management, Community, Non-English DSP III, 1:2       | \$41.21     |
| Medical Management, Community, 1:3                             | \$31.15     |
| Medical Management, Community, 1:2                             | \$40.91     |
| Medical Management, Community, Non-English, 1:3                | \$31.57     |
| Medical Management, Community, Non-English, 1:2                | \$41.33     |
| Medical Management, Community, DSP I, 1:3                      | \$31.69     |
| Medical Management, Community, DSP I, 1:2                      | \$41.71     |
| Medical Management, Community, DSP II, 1:3                     | \$32.23     |
| Medical Management, Community, DSP II, 1:2                     | \$42.52     |
| Medical Management, Community, DSP III, 1:3                    | \$32.72     |
| Medical Management, Community, DSP III, 1:2                    | \$43.25     |
| Medical Management, Community, Non-English DSP I, 1:3          | \$32.11     |
| Medical Management, Community, Non-English DSP I, 1:2          | \$42.13     |
| Medical Management, Community, Non-English DSP II, 1:3         | \$32.65     |
| Medical Management, Community, Non-English DSP II, 1:2         | \$42.94     |
| Medical Management, Community, Non-English DSP III, 1:3        | \$33.14     |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Medical Management, Community, Non-English DSP III, 1:2                   | \$43.67     |
| In-Home/Mobile Day Program, 1:3   | \$14.03     |
| In-Home/Mobile Day Program, 1:2   | \$20.90     |
| In-Home/Mobile Day Program, 1:1   | \$37.55     |
| In-Home/Mobile Day Program, Non-English, 1:3                              | \$14.42     |
| In-Home/Mobile Day Program, Non-English, 1:2                              | \$21.29     |
| In-Home/Mobile Day Program, Non-English, 1:1                              | \$38.34     |
| In-Home/Mobile Day Program, DSP I, 1:3                                    | \$14.53     |
| In-Home/Mobile Day Program, DSP I, 1:2                                    | \$21.64     |
| In-Home/Mobile Day Program, DSP I, 1:1                                    | \$39.07     |
| In-Home/Mobile Day Program, DSP II, 1:3                                   | \$15.03     |
| In-Home/Mobile Day Program, DSP II, 1:2                                   | \$22.39     |
| In-Home/Mobile Day Program, DSP II, 1:1                                   | \$40.60     |
| In-Home/Mobile Day Program, DSP III, 1:3                                  | \$15.49     |
| In-Home/Mobile Day Program, DSP III, 1:2                                  | \$23.07     |
| In-Home/Mobile Day Program, DSP III, 1:1                                  | \$42.00     |
| In-Home/Mobile Day Program, Non-English DSP I, 1:3                        | \$14.92     |
| In-Home/Mobile Day Program, Non-English DSP I, 1:2                        | \$22.03     |
| In-Home/Mobile Day Program, Non-English DSP I, 1:1                        | \$39.86     |
| In-Home/Mobile Day Program, Non-English DSP II, 1:3                       | \$15.42     |
| In-Home/Mobile Day Program, Non-English DSP II, 1:2                       | \$22.78     |
| In-Home/Mobile Day Program, Non-English DSP II, 1:1                       | \$41.39     |
| In-Home/Mobile Day Program, Non-English DSP III, 1:3                      | \$15.88     |
| In-Home/Mobile Day Program, Non-English DSP III, 1:2                      | \$23.46     |
| In-Home/Mobile Day Program, Non-English DSP III, 1:1                      | \$42.79     |
| Participant-Directed Community-Based Day Program, 1:3                     | \$7.13      |
| Participant-Directed Community-Based Day Program, 1:2                     | \$10.61     |
| Participant-Directed Community-Based Day Program, 1:1                     | \$21.21     |
| Participant-Directed Community-Based Day Program, Non-English, 1:3        | \$7.50      |
| Participant-Directed Community-Based Day Program, Non-English, 1:2        | \$10.98     |
| Participant-Directed Community-Based Day Program, Non-English, 1:1        | \$21.94     |
| Participant-Directed Community-Based Day Program, DSP I, 1:3              | \$7.61      |
| Participant-Directed Community-Based Day Program, DSP I, 1:2              | \$11.33     |
| Participant-Directed Community-Based Day Program, DSP I, 1:1              | \$22.64     |
| Participant-Directed Community-Based Day Program, DSP II, 1:3             | \$8.10      |
| Participant-Directed Community-Based Day Program, DSP II, 1:2             | \$12.05     |
| Participant-Directed Community-Based Day Program, DSP II, 1:1             | \$24.08     |
| Participant-Directed Community-Based Day Program, DSP III, 1:3            | \$8.54      |
| Participant-Directed Community-Based Day Program, DSP III, 1:2            | \$12.71     |
| Participant-Directed Community-Based Day Program, DSP III, 1:1            | \$25.41     |
| Participant-Directed Community-Based Day Program, Non-English DSP I, 1:3  | \$7.98      |
| Participant-Directed Community-Based Day Program, Non-English DSP I, 1:2  | \$11.70     |
| Participant-Directed Community-Based Day Program, Non-English DSP I, 1:1  | \$23.37     |
| Participant-Directed Community-Based Day Program, Non-English DSP II, 1:3 | \$8.47      |
| Participant-Directed Community-Based Day Program, Non-English DSP II, 1:2 | \$12.42     |
| Participant-Directed Community-Based Day Program, Non-English DSP II, 1:1 | \$24.81     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Participant-Directed Community-Based Day Program, Non-English DSP III, 1:3          | \$8.91      |
| Participant-Directed Community-Based Day Program, Non-English DSP III, 1:2          | \$13.08     |
| Participant-Directed Community-Based Day Program, Non-English DSP III, 1:1          | \$26.14     |
| Participant-Directed Community-Based Day Program, OT Rate, 1:3                      | \$8.22      |
| Participant-Directed Community-Based Day Program, OT Rate, 1:2                      | \$12.33     |
| Participant-Directed Community-Based Day Program, OT Rate, 1:1                      | \$24.65     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English, 1:3         | \$8.59      |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English, 1:2         | \$12.70     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English, 1:1         | \$25.38     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP I, 1:3               | \$8.70      |
| Participant-Directed Community-Based Day Program, OT Rate, DSP I, 1:2               | \$13.05     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP I, 1:1               | \$26.08     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP II, 1:3              | \$9.19      |
| Participant-Directed Community-Based Day Program, OT Rate, DSP II, 1:2              | \$13.77     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP II, 1:1              | \$27.52     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP III, 1:3             | \$9.63      |
| Participant-Directed Community-Based Day Program, OT Rate, DSP III, 1:2             | \$14.43     |
| Participant-Directed Community-Based Day Program, OT Rate, DSP III, 1:1             | \$28.85     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP I, 1:3   | \$9.07      |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP I, 1:2   | \$13.42     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP I, 1:1   | \$26.81     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP II, 1:3  | \$9.56      |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP II, 1:2  | \$14.14     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP II, 1:1  | \$28.25     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP III, 1:3 | \$10.00     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP III, 1:2 | \$14.80     |
| Participant-Directed Community-Based Day Program, OT Rate, Non-English DSP III, 1:1 | \$29.58     |
| Supplemental Day Program Support  | \$25.91     |
| Transportation, Company   | \$13.32     |
| Transportation, Company, Non-Ambulatory   | \$15.53     |
| Transportation, Additional Component  | \$13.56     |
| Transportation, Additional Component, Non-Ambulatory                                | \$14.69     |
| Transportation Assistant  | \$27.48     |
| Transportation Assistant; Non-English   | \$27.88     |
| Transportation Coordination   | \$2.79      |
| Transportation Coordination, Non-Ambulatory   | \$3.05      |
| Supported Employment-Group, 1:8   | \$6.72      |
| Supported Employment-Group, 1:7   | \$7.67      |
| Supported Employment-Group, 1:6   | \$8.89      |
| Supported Employment-Group, 1:5   | \$10.60     |
| Supported Employment-Group, 1:4   | \$13.19     |
| Supported Employment-Group, 1:3   | \$17.45     |
| Supported Employment-Group, 1:2   | \$26.18     |
| Supported Employment-Group, Non-English, 1:8  | \$7.12      |
| Supported Employment-Group, Non-English, 1:7  | \$8.07      |
| Supported Employment-Group, Non-English, 1:6  | \$9.29      |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>                                       | <b>Rate</b> |
|--|-------------|
| Supported Employment-Group, Non-English, 1:5         | \$10.99     |
| Supported Employment-Group, Non-English, 1:4         | \$13.58     |
| Supported Employment-Group, Non-English, 1:3         | \$17.84     |
| Supported Employment-Group, Non-English, 1:2         | \$26.57     |
| Supported Employment-Group, DSP I, 1:8               | \$6.92      |
| Supported Employment-Group, DSP I, 1:7               | \$7.89      |
| Supported Employment-Group, DSP I, 1:6               | \$9.15      |
| Supported Employment-Group, DSP I, 1:5               | \$10.91     |
| Supported Employment-Group, DSP I, 1:4               | \$13.57     |
| Supported Employment-Group, DSP I, 1:3               | \$17.96     |
| Supported Employment-Group, DSP I, 1:2               | \$26.94     |
| Supported Employment-Group, DSP II, 1:8              | \$7.12      |
| Supported Employment-Group, DSP II, 1:7              | \$8.12      |
| Supported Employment-Group, DSP II, 1:6              | \$9.41      |
| Supported Employment-Group, DSP II, 1:5              | \$11.22     |
| Supported Employment-Group, DSP II, 1:4              | \$13.96     |
| Supported Employment-Group, DSP II, 1:3              | \$18.47     |
| Supported Employment-Group, DSP II, 1:2              | \$27.70     |
| Supported Employment-Group, DSP III, 1:8             | \$7.29      |
| Supported Employment-Group, DSP III, 1:7             | \$8.32      |
| Supported Employment-Group, DSP III, 1:6             | \$9.64      |
| Supported Employment-Group, DSP III, 1:5             | \$11.49     |
| Supported Employment-Group, DSP III, 1:4             | \$14.31     |
| Supported Employment-Group, DSP III, 1:3             | \$18.93     |
| Supported Employment-Group, DSP III, 1:2             | \$28.38     |
| Supported Employment-Group, Non-English DSP I, 1:8   | \$7.32      |
| Supported Employment-Group, Non-English DSP I, 1:7   | \$8.29      |
| Supported Employment-Group, Non-English DSP I, 1:6   | \$9.55      |
| Supported Employment-Group, Non-English DSP I, 1:5   | \$11.30     |
| Supported Employment-Group, Non-English DSP I, 1:4   | \$13.96     |
| Supported Employment-Group, Non-English DSP I, 1:3   | \$18.35     |
| Supported Employment-Group, Non-English DSP I, 1:2   | \$27.33     |
| Supported Employment-Group, Non-English DSP II, 1:8  | \$7.52      |
| Supported Employment-Group, Non-English DSP II, 1:7  | \$8.52      |
| Supported Employment-Group, Non-English DSP II, 1:6  | \$9.81      |
| Supported Employment-Group, Non-English DSP II, 1:5  | \$11.61     |
| Supported Employment-Group, Non-English DSP II, 1:4  | \$14.35     |
| Supported Employment-Group, Non-English DSP II, 1:3  | \$18.86     |
| Supported Employment-Group, Non-English DSP II, 1:2  | \$28.09     |
| Supported Employment-Group, Non-English DSP III, 1:8 | \$7.69      |
| Supported Employment-Group, Non-English DSP III, 1:7 | \$8.72      |
| Supported Employment-Group, Non-English DSP III, 1:6 | \$10.04     |
| Supported Employment-Group, Non-English DSP III, 1:5 | \$11.88     |
| Supported Employment-Group, Non-English DSP III, 1:4 | \$14.70     |
| Supported Employment-Group, Non-English DSP III, 1:3 | \$19.32     |
| Supported Employment-Group, Non-English DSP III, 1:2 | \$28.77     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Supp Emp-Individual, Job Development                                | \$57.91     |
| Supported Employment-Individual, Job Development, Non-English, Hour | \$58.82     |
| Supp Employment-Individual, Job Coaching                            | \$47.20     |
| Supported Employment-Individual, Job Coaching, Non-English          | \$48.06     |
| Supported Employment-Individual, Job Coaching, DSP I                | \$48.92     |
| Supported Employment-Individual, Job Coaching, DSP II               | \$50.67     |
| Supported Employment-Individual, Job Coaching, DSP III              | \$52.21     |
| Supported Employment-Individual, Job Coaching, Non-English DSP I    | \$49.78     |
| Supported Employment-Individual, Job Coaching, Non-English DSP II   | \$51.53     |
| Supported Employment-Individual, Job Coaching, Non-English DSP III  | \$53.07     |
| Work Activity Program, 1:35+  | \$2.36      |
| Work Activity Program, 1:30-34                                      | \$2.45      |
| Work Activity Program, 1:25-29                                      | \$2.69      |
| Work Activity Program, 1:20-24                                      | \$3.03      |
| Work Activity Program, 1:15-19                                      | \$3.55      |
| Work Activity Program, 1:10-14                                      | \$4.51      |
| Work Activity Program, 1:9  | \$5.59      |
| Work Activity Program, 1:8  | \$6.15      |
| Work Activity Program, 1:7  | \$6.84      |
| Work Activity Program, 1:6  | \$7.80      |
| Work Activity Program, 1:5  | \$9.10      |
| Work Activity Program, 1:4  | \$11.09     |
| Work Activity Program, Non-English, 1:35+                           | \$2.78      |
| Work Activity Program, Non-English, 1:30-34                         | \$2.87      |
| Work Activity Program, Non-English, 1:25-29                         | \$3.10      |
| Work Activity Program, Non-English, 1:20-24                         | \$3.44      |
| Work Activity Program, Non-English, 1:15-19                         | \$3.96      |
| Work Activity Program, Non-English, 1:10-14                         | \$4.91      |
| Work Activity Program, Non-English, 1:9                             | \$5.99      |
| Work Activity Program, Non-English, 1:8                             | \$6.55      |
| Work Activity Program, Non-English, 1:7                             | \$7.24      |
| Work Activity Program, Non-English, 1:6                             | \$8.20      |
| Work Activity Program, Non-English, 1:5                             | \$9.50      |
| Work Activity Program, Non-English, 1:4                             | \$11.49     |
| Work Activity Program, DSP I, 1:35+                                 | \$2.41      |
| Work Activity Program, DSP I, 1:30-34                               | \$2.50      |
| Work Activity Program, DSP I, 1:25-29                               | \$2.75      |
| Work Activity Program, DSP I, 1:20-24                               | \$3.11      |
| Work Activity Program, DSP I, 1:15-19                               | \$3.65      |
| Work Activity Program, DSP I, 1:10-14                               | \$4.66      |
| Work Activity Program, DSP I, 1:9                                   | \$5.76      |
| Work Activity Program, DSP I, 1:8                                   | \$6.34      |
| Work Activity Program, DSP I, 1:7                                   | \$7.06      |
| Work Activity Program, DSP I, 1:6                                   | \$8.06      |
| Work Activity Program, DSP I, 1:5                                   | \$9.41      |
| Work Activity Program, DSP I, 1:4                                   | \$11.47     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>                                     | <b>Rate</b> |
|--|-------------|
| Work Activity Program, DSP II, 1:35+               | \$2.45      |
| Work Activity Program, DSP II, 1:30-34             | \$2.56      |
| Work Activity Program, DSP II, 1:25-29             | \$2.82      |
| Work Activity Program, DSP II, 1:20-24             | \$3.19      |
| Work Activity Program, DSP II, 1:15-19             | \$3.76      |
| Work Activity Program, DSP II, 1:10-14             | \$4.82      |
| Work Activity Program, DSP II, 1:9                 | \$5.93      |
| Work Activity Program, DSP II, 1:8                 | \$6.53      |
| Work Activity Program, DSP II, 1:7                 | \$7.28      |
| Work Activity Program, DSP II, 1:6                 | \$8.31      |
| Work Activity Program, DSP II, 1:5                 | \$9.71      |
| Work Activity Program, DSP II, 1:4                 | \$11.86     |
| Work Activity Program, DSP III, 1:35+              | \$2.49      |
| Work Activity Program, DSP III, 1:30-34            | \$2.60      |
| Work Activity Program, DSP III, 1:25-29            | \$2.87      |
| Work Activity Program, DSP III, 1:20-24            | \$3.26      |
| Work Activity Program, DSP III, 1:15-19            | \$3.85      |
| Work Activity Program, DSP III, 1:10-14            | \$4.96      |
| Work Activity Program, DSP III, 1:9                | \$6.09      |
| Work Activity Program, DSP III, 1:8                | \$6.71      |
| Work Activity Program, DSP III, 1:7                | \$7.48      |
| Work Activity Program, DSP III, 1:6                | \$8.55      |
| Work Activity Program, DSP III, 1:5                | \$9.99      |
| Work Activity Program, DSP III, 1:4                | \$12.21     |
| Work Activity Program, Non-English DSP I, 1:35+    | \$2.83      |
| Work Activity Program, Non-English DSP I, 1:30-34  | \$2.92      |
| Work Activity Program, Non-English DSP I, 1:25-29  | \$3.16      |
| Work Activity Program, Non-English DSP I, 1:20-24  | \$3.52      |
| Work Activity Program, Non-English DSP I, 1:15-19  | \$4.06      |
| Work Activity Program, Non-English DSP I, 1:10-14  | \$5.06      |
| Work Activity Program, Non-English DSP I, 1:9      | \$6.16      |
| Work Activity Program, Non-English DSP I, 1:8      | \$6.74      |
| Work Activity Program, Non-English DSP I, 1:7      | \$7.46      |
| Work Activity Program, Non-English DSP I, 1:6      | \$8.46      |
| Work Activity Program, Non-English DSP I, 1:5      | \$9.81      |
| Work Activity Program, Non-English DSP I, 1:4      | \$11.87     |
| Work Activity Program, Non-English DSP II, 1:35+   | \$2.87      |
| Work Activity Program, Non-English DSP II, 1:30-34 | \$2.98      |
| Work Activity Program, Non-English DSP II, 1:25-29 | \$3.23      |
| Work Activity Program, Non-English DSP II, 1:20-24 | \$3.60      |
| Work Activity Program, Non-English DSP II, 1:15-19 | \$4.17      |
| Work Activity Program, Non-English DSP II, 1:10-14 | \$5.22      |
| Work Activity Program, Non-English DSP II, 1:9     | \$6.33      |
| Work Activity Program, Non-English DSP II, 1:8     | \$6.93      |
| Work Activity Program, Non-English DSP II, 1:7     | \$7.68      |
| Work Activity Program, Non-English DSP II, 1:6     | \$8.71      |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| <b>Service</b>                                      | <b>Rate</b> |
|---|-------------|
| Work Activity Program, Non-English DSP II, 1:5      | \$10.11     |
| Work Activity Program, Non-English DSP II, 1:4      | \$12.26     |
| Work Activity Program, Non-English DSP III, 1:35+   | \$2.91      |
| Work Activity Program, Non-English DSP III, 1:30-34 | \$3.02      |
| Work Activity Program, Non-English DSP III, 1:25-29 | \$3.28      |
| Work Activity Program, Non-English DSP III, 1:20-24 | \$3.67      |
| Work Activity Program, Non-English DSP III, 1:15-19 | \$4.26      |
| Work Activity Program, Non-English DSP III, 1:10-14 | \$5.36      |
| Work Activity Program, Non-English DSP III, 1:9     | \$6.49      |
| Work Activity Program, Non-English DSP III, 1:8     | \$7.11      |
| Work Activity Program, Non-English DSP III, 1:7     | \$7.88      |
| Work Activity Program, Non-English DSP III, 1:6     | \$8.95      |
| Work Activity Program, Non-English DSP III, 1:5     | \$10.39     |
| Work Activity Program, Non-English DSP III, 1:4     | \$12.61     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Behavior & Professional Services – Harbor Regional Center

| <b>Service</b>  | <b>Rate</b> |
|---|-------------|
| Specialized Therapeutic Services, Professional, 1:1                     | \$124.95    |
| Specialized Therapeutic Services, Professional, 1:2                     | \$65.73     |
| Specialized Therapeutic Services, Professional, 1:3                     | \$44.79     |
| Specialized Therapeutic Services, Professional, Non-English, 1:1        | \$126.05    |
| Specialized Therapeutic Services, Professional, Non-English, 1:2        | \$66.31     |
| Specialized Therapeutic Services, Professional, Non-English, 1:3        | \$45.18     |
| Specialized Therapeutic Services, Assistant, 1:1                        | \$94.35     |
| Specialized Therapeutic Services, Assistant, 1:2                        | \$49.31     |
| Specialized Therapeutic Services, Assistant, 1:3                        | \$34.09     |
| Specialized Therapeutic Services, Assistant, Non-English, 1:1           | \$95.34     |
| Specialized Therapeutic Services, Assistant, Non-English, 1:2           | \$49.83     |
| Specialized Therapeutic Services, Assistant, Non-English, 1:3           | \$34.45     |
| Specialized Therapeutic Services-Clinic, Professional, 1:1              | \$104.70    |
| Specialized Therapeutic Services-Clinic, Professional, 1:2              | \$54.52     |
| Specialized Therapeutic Services-Clinic, Professional, 1:3              | \$36.84     |
| Specialized Therapeutic Services-Clinic, Professional, Non-English, 1:1 | \$105.63    |
| Specialized Therapeutic Services-Clinic, Professional, Non-English, 1:2 | \$55.01     |
| Specialized Therapeutic Services-Clinic, Professional, Non-English, 1:3 | \$37.17     |
| Specialized Therapeutic Services-Clinic, Assistant, 1:1                 | \$80.41     |
| Specialized Therapeutic Services-Clinic, Assistant, 1:2                 | \$41.75     |
| Specialized Therapeutic Services-Clinic, Assistant, 1:3                 | \$28.81     |
| Specialized Therapeutic Services-Clinic, Assistant, Non-English, 1:1    | \$81.25     |
| Specialized Therapeutic Services-Clinic, Assistant, Non-English, 1:2    | \$42.19     |
| Specialized Therapeutic Services-Clinic, Assistant, Non-English, 1:3    | \$29.11     |
| Adaptive Skills Trainer; Licensed Professional, 1:1                     | \$124.95    |
| Adaptive Skills Trainer; Licensed Professional, 1:2                     | \$65.73     |
| Adaptive Skills Trainer; Licensed Professional, 1:3                     | \$44.79     |
| Adaptive Skills Trainer; Licensed Professional, Non-English, 1:1        | \$126.05    |
| Adaptive Skills Trainer; Licensed Professional, Non-English, 1:2        | \$66.31     |
| Adaptive Skills Trainer; Licensed Professional, Non-English, 1:3        | \$45.18     |
| Adaptive Skills Trainer; Specialist, 1:1                                | \$93.74     |
| Adaptive Skills Trainer; Specialist, 1:2                                | \$48.98     |
| Adaptive Skills Trainer; Specialist, 1:3                                | \$33.86     |
| Adaptive Skills Trainer; Specialist, Non-English, 1:1                   | \$94.74     |
| Adaptive Skills Trainer; Specialist, Non-English, 1:2                   | \$49.50     |
| Adaptive Skills Trainer; Specialist, Non-English, 1:3                   | \$34.22     |
| Behavior Analyst, 1:1   | \$128.55    |
| Behavior Analyst, 1:2   | \$67.62     |
| Behavior Analyst, 1:3   | \$46.08     |
| Behavior Analyst, Non-English, 1:1                                      | \$129.63    |
| Behavior Analyst, Non-English, 1:2                                      | \$68.19     |
| Behavior Analyst, Non-English, 1:3                                      | \$46.47     |
| Associate Behavior Analyst, 1:1   | \$63.00     |
| Associate Behavior Analyst, 1:2   | \$32.92     |
| Associate Behavior Analyst, 1:3   | \$22.76     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

|  |         |
|--|---------|
| Associate Behavior Analyst, Non-English, 1:1   | \$63.98 |
| Associate Behavior Analyst, Non-English, 1:2   | \$33.44 |
| Associate Behavior Analyst, Non-English, 1:3   | \$23.11 |
| Behavior Management Assistant, 1:1   | \$63.00 |
| Behavior Management Assistant, 1:2   | \$32.92 |
| Behavior Management Assistant, 1:3   | \$22.76 |
| Behavior Management Assistant, Non-English, 1:1                                      | \$63.98 |
| Behavior Management Assistant, Non-English, 1:2                                      | \$33.44 |
| Behavior Management Assistant, Non-English, 1:3                                      | \$23.11 |
| Behavior Technician - Paraprofessional, 1:1  | \$60.56 |
| Behavior Technician - Paraprofessional, 1:2  | \$31.63 |
| Behavior Technician - Paraprofessional, 1:3  | \$21.94 |
| Behavior Technician - Paraprofessional, Non-English, 1:1                             | \$61.56 |
| Behavior Technician - Paraprofessional, Non-English, 1:2                             | \$32.16 |
| Behavior Technician - Paraprofessional, Non-English, 1:3                             | \$22.30 |
| Behavior Technician - Paraprofessional, DSP I, 1:1                                   | \$62.72 |
| Behavior Technician - Paraprofessional, DSP I, 1:2                                   | \$32.78 |
| Behavior Technician - Paraprofessional, DSP I, 1:23                                  | \$21.94 |
| Behavior Technician - Paraprofessional, DSP II, 1:1                                  | \$64.90 |
| Behavior Technician - Paraprofessional, DSP II, 1:2                                  | \$33.94 |
| Behavior Technician - Paraprofessional, DSP II, 1:3                                  | \$23.56 |
| Behavior Technician - Paraprofessional, DSP III, 1:1                                 | \$66.80 |
| Behavior Technician - Paraprofessional, DSP III, 1:2                                 | \$34.95 |
| Behavior Technician - Paraprofessional, DSP III, 1:3                                 | \$24.27 |
| Behavior Technician - Paraprofessional, Non-English DSP I, 1:1                       | \$63.72 |
| Behavior Technician - Paraprofessional, Non-English DSP I, 1:2                       | \$33.31 |
| Behavior Technician - Paraprofessional, Non-English DSP I, 1:3                       | \$23.11 |
| Behavior Technician - Paraprofessional, Non-English DSP II, 1:1                      | \$65.90 |
| Behavior Technician - Paraprofessional, Non-English DSP II, 1:2                      | \$34.47 |
| Behavior Technician - Paraprofessional, Non-English DSP II, 1:3                      | \$23.92 |
| Behavior Technician - Paraprofessional, Non-English DSP III, 1:1                     | \$67.80 |
| Behavior Technician - Paraprofessional, Non-English DSP III, 1:2                     | \$35.48 |
| Behavior Technician - Paraprofessional, Non-English DSP III, 1:3                     | \$24.63 |
| Behavior Management Consultant, 1:1  | \$74.22 |
| Behavior Management Consultant, 1:2  | \$39.04 |
| Behavior Management Consultant, 1:3  | \$26.59 |
| Behavior Management Consultant, Non-English, 1:1                                     | \$75.30 |
| Behavior Management Consultant, Non-English, 1:2                                     | \$39.61 |
| Behavior Management Consultant, Non-English, 1:3                                     | \$26.98 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:1 | \$88.89 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:2 | \$46.74 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:3 | \$32.51 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:1 | \$90.00 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:2 | \$47.33 |
| Infant Development Program - Specialist, Home- and Community-Based, Non-English, 1:3 | \$32.92 |
| Infant Development Program - Para-Professional, Home- and Community-Based, 1:1       | \$65.89 |
| Infant Development Program - Para-Professional, Home- and Community-Based, 1:2       | \$34.58 |



DDS Vendor Rate Study – Rate Models  
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|   |          |
|---|----------|
| Infant Development Program - Para-Professional, Home- and Community-Based, 1:3                      | \$23.88  |
| Infant Development Program - Para-Professional, Non-English, Home- and Community-Based, 1:1         | \$66.91  |
| Infant Development Program - Para-Professional, Non-English, Home- and Community-Based, 1:2         | \$35.12  |
| Infant Development Program - Para-Professional, Non-English, Home- and Community-Based, 1:3         | \$24.25  |
| Infant Development Program - Para-Professional, DSP I, Home- and Community-Based, 1:1               | \$68.29  |
| Infant Development Program - Para-Professional, DSP I, Home- and Community-Based, 1:2               | \$35.87  |
| Infant Development Program - Para-Professional, DSP I, Home- and Community-Based, 1:3               | \$24.78  |
| Infant Development Program - Para-Professional, DSP II, Home- and Community-Based, 1:1              | \$70.68  |
| Infant Development Program - Para-Professional, DSP II, Home- and Community-Based, 1:2              | \$37.14  |
| Infant Development Program - Para-Professional, DSP II, Home- and Community-Based, 1:3              | \$25.68  |
| Infant Development Program - Para-Professional, DSP III, Home- and Community-Based, 1:1             | \$72.62  |
| Infant Development Program - Para-Professional, DSP III, Home- and Community-Based, 1:2             | \$38.17  |
| Infant Development Program - Para-Professional, DSP III, Home- and Community-Based, 1:3             | \$26.40  |
| Infant Development Program - Para-Professional, Non-English DSP I, Home- and Community-Based, 1:1   | \$69.31  |
| Infant Development Program - Para-Professional, Non-English DSP I, Home- and Community-Based, 1:2   | \$36.41  |
| Infant Development Program - Para-Professional, Non-English DSP I, Home- and Community-Based, 1:3   | \$25.15  |
| Infant Development Program - Para-Professional, Non-English DSP II, Home- and Community-Based, 1:1  | \$71.70  |
| Infant Development Program - Para-Professional, Non-English DSP II, Home- and Community-Based, 1:2  | \$37.68  |
| Infant Development Program - Para-Professional, Non-English DSP II, Home- and Community-Based, 1:3  | \$26.05  |
| Infant Development Program - Para-Professional, Non-English DSP III, Home- and Community-Based, 1:1 | \$73.64  |
| Infant Development Program - Para-Professional, Non-English DSP III, Home- and Community-Based, 1:2 | \$38.71  |
| Infant Development Program - Para-Professional, Non-English DSP III, Home- and Community-Based, 1:3 | \$26.77  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                               | \$132.91 |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2                               | \$70.08  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3                               | \$47.69  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, Non-English, 1:1                  | \$134.08 |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, Non-English, 1:2                  | \$70.70  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, Non-English, 1:3                  | \$48.11  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1                     | \$110.75 |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2                     | \$58.40  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3                     | \$39.75  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, Non-English, 1:1        | \$111.91 |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, Non-English, 1:2        | \$59.02  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, Non-English, 1:3        | \$40.17  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

|   |          |
|---|----------|
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1                   | \$134.91 |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2                   | \$71.13  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3                   | \$48.41  |
| Infant Development Program, Audiologist, Home- and Community-Based, Non-English, 1:1      | \$136.08 |
| Infant Development Program, Audiologist, Home- and Community-Based, Non-English, 1:2      | \$71.75  |
| Infant Development Program, Audiologist, Home- and Community-Based, Non-English, 1:3      | \$48.83  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1              | \$74.23  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2              | \$39.13  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3              | \$26.63  |
| Infant Development Program, Family Therapist, Home- and Community-Based, Non-English, 1:1 | \$75.40  |
| Infant Development Program, Family Therapist, Home- and Community-Based, Non-English, 1:2 | \$39.75  |
| Infant Development Program, Family Therapist, Home- and Community-Based, Non-English, 1:3 | \$27.05  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1                         | \$140.98 |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2                         | \$74.33  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3                         | \$50.59  |
| Infant Development Program, Nurse, Home- and Community-Based, Non-English, 1:1            | \$142.15 |
| Infant Development Program, Nurse, Home- and Community-Based, Non-English, 1:2            | \$74.95  |
| Infant Development Program, Nurse, Home- and Community-Based, Non-English, 1:3            | \$51.01  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1                     | \$107.13 |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2                     | \$56.48  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3                     | \$38.44  |
| Infant Development Program, Dietician, Home- and Community-Based, Non-English, 1:1        | \$108.30 |
| Infant Development Program, Dietician, Home- and Community-Based, Non-English, 1:2        | \$57.10  |
| Infant Development Program, Dietician, Home- and Community-Based, Non-English, 1:3        | \$38.86  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1                 | \$93.15  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2                 | \$49.11  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3                 | \$33.42  |
| Infant Development Program, Social Worker, Home- and Community-Based, Non-English, 1:1    | \$94.32  |
| Infant Development Program, Social Worker, Home- and Community-Based, Non-English, 1:2    | \$49.73  |
| Infant Development Program, Social Worker, Home- and Community-Based, Non-English, 1:3    | \$33.84  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1                  | \$136.74 |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2                  | \$72.09  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3                  | \$49.06  |
| Infant Development Program, Psychologist, Home- and Community-Based, Non-English, 1:1     | \$137.91 |
| Infant Development Program, Psychologist, Home- and Community-Based, Non-English, 1:2     | \$72.71  |
| Infant Development Program, Psychologist, Home- and Community-Based, Non-English, 1:3     | \$49.48  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:1          | \$68.05  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:2          | \$35.82  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:3          | \$24.93  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:1          | \$68.95  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:2          | \$36.29  |
| Infant Development Program - Specialist, Center/Facility Based, Non-English, 1:3          | \$25.25  |
| Infant Development Program - Para-Professional, Center/Facility Based, 1:1                | \$53.10  |
| Infant Development Program - Para-Professional, Center/Facility Based, 1:2                | \$27.93  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

|   |          |
|---|----------|
| Infant Development Program - Para-Professional, Center/Facility Based, 1:3                      | \$19.42  |
| Infant Development Program - Para-Professional, Non-English, Center/Facility Based, 1:1         | \$53.97  |
| Infant Development Program - Para-Professional, Non-English, Center/Facility Based, 1:2         | \$28.38  |
| Infant Development Program - Para-Professional, Non-English, Center/Facility Based, 1:3         | \$19.73  |
| Infant Development Program - Para-Professional, DSP I, Center/Facility Based, 1:1               | \$54.99  |
| Infant Development Program - Para-Professional, DSP I, Center/Facility Based, 1:2               | \$28.91  |
| Infant Development Program - Para-Professional, DSP I, Center/Facility Based, 1:3               | \$20.10  |
| Infant Development Program - Para-Professional, DSP II, Center/Facility Based, 1:1              | \$56.86  |
| Infant Development Program - Para-Professional, DSP II, Center/Facility Based, 1:2              | \$29.89  |
| Infant Development Program - Para-Professional, DSP II, Center/Facility Based, 1:3              | \$20.76  |
| Infant Development Program - Para-Professional, DSP III, Center/Facility Based, 1:1             | \$58.37  |
| Infant Development Program - Para-Professional, DSP III, Center/Facility Based, 1:2             | \$30.68  |
| Infant Development Program - Para-Professional, DSP III, Center/Facility Based, 1:3             | \$21.31  |
| Infant Development Program - Para-Professional, Non-English DSP I, Center/Facility Based, 1:1   | \$55.86  |
| Infant Development Program - Para-Professional, Non-English DSP I, Center/Facility Based, 1:2   | \$29.36  |
| Infant Development Program - Para-Professional, Non-English DSP I, Center/Facility Based, 1:3   | \$20.41  |
| Infant Development Program - Para-Professional, Non-English DSP II, Center/Facility Based, 1:1  | \$57.73  |
| Infant Development Program - Para-Professional, Non-English DSP II, Center/Facility Based, 1:2  | \$30.34  |
| Infant Development Program - Para-Professional, Non-English DSP II, Center/Facility Based, 1:3  | \$21.07  |
| Infant Development Program - Para-Professional, Non-English DSP III, Center/Facility Based, 1:1 | \$59.24  |
| Infant Development Program - Para-Professional, Non-English DSP III, Center/Facility Based, 1:2 | \$31.13  |
| Infant Development Program - Para-Professional, Non-English DSP III, Center/Facility Based, 1:3 | \$21.62  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                               | \$106.63 |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2                               | \$56.14  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3                               | \$38.38  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, Non-English, 1:1                  | \$107.60 |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, Non-English, 1:2                  | \$56.65  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, Non-English, 1:3                  | \$38.73  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1                     | \$88.38  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2                     | \$46.66  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3                     | \$31.98  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, Non-English, 1:1        | \$89.35  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, Non-English, 1:2        | \$47.17  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, Non-English, 1:3        | \$32.32  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1                             | \$108.28 |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2                             | \$57.01  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3                             | \$38.97  |
| Infant Development Program, Audiologist, Center/Facility Based, Non-English, 1:1                | \$109.25 |
| Infant Development Program, Audiologist, Center/Facility Based, Non-English, 1:2                | \$57.52  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

|   |          |
|---|----------|
| Infant Development Program, Audiologist, Center/Facility Based, Non-English, 1:3      | \$39.32  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1              | \$57.88  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2              | \$30.65  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3              | \$21.06  |
| Infant Development Program, Family Therapist, Center/Facility Based, Non-English, 1:1 | \$58.85  |
| Infant Development Program, Family Therapist, Center/Facility Based, Non-English, 1:2 | \$31.16  |
| Infant Development Program, Family Therapist, Center/Facility Based, Non-English, 1:3 | \$21.41  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1                         | \$113.33 |
| Infant Development Program, Nurse, Center/Facility Based, 1:2                         | \$59.65  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3                         | \$40.76  |
| Infant Development Program, Nurse, Center/Facility Based, Non-English, 1:1            | \$114.30 |
| Infant Development Program, Nurse, Center/Facility Based, Non-English, 1:2            | \$60.16  |
| Infant Development Program, Nurse, Center/Facility Based, Non-English, 1:3            | \$41.11  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1                     | \$85.20  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2                     | \$44.94  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3                     | \$30.77  |
| Infant Development Program, Dietician, Center/Facility Based, Non-English, 1:1        | \$86.17  |
| Infant Development Program, Dietician, Center/Facility Based, Non-English, 1:2        | \$45.45  |
| Infant Development Program, Dietician, Center/Facility Based, Non-English, 1:3        | \$31.12  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1                 | \$73.60  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2                 | \$38.87  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3                 | \$26.65  |
| Infant Development Program, Social Worker, Center/Facility Based, Non-English, 1:1    | \$74.57  |
| Infant Development Program, Social Worker, Center/Facility Based, Non-English, 1:2    | \$39.38  |
| Infant Development Program, Social Worker, Center/Facility Based, Non-English, 1:3    | \$27.00  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1                  | \$109.80 |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2                  | \$57.80  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3                  | \$39.51  |
| Infant Development Program, Psychologist, Center/Facility Based, Non-English, 1:1     | \$110.77 |
| Infant Development Program, Psychologist, Center/Facility Based, Non-English, 1:2     | \$58.31  |
| Infant Development Program, Psychologist, Center/Facility Based, Non-English, 1:3     | \$39.86  |

## Vendor Rate Study

Development of Rate Models for Harbor Regional Center

### **Personal Supports and Training Services**

Prepared for Department of Developmental Services

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Personal Assistance, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.58    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.80   |
| Productivity Factor                                  | 1.20    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.67 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.08  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.37     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.12 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.74  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.66  |
| Rate per Billable Hour                                      | \$30.52 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Personal Assistance, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.97    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.41   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.03 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.09  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.40     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.52 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.76  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.72  |
| Cost per Billable Hour                                      | \$31.00 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$15.50 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Personal Assistance, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 1.16    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.22   |
| Productivity Factor                                  | 1.23    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.21 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.10  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.42     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.73 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.77  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.75  |
| Cost per Billable Hour                                      | \$31.25 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$10.42 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.39    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.05   |
| Productivity Factor                                  | 1.11    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.05 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.05 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$20.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.69    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.75   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.41 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.41 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$20.41 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$10.21 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.88    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.56   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.41 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.41 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$20.41 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$6.80  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:1 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$23.59 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:2 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$23.59 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$11.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Personal Assistance, 1:3 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$23.59 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$7.86  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 0.97    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.58   |
| Productivity Factor                                  | 1.30    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.97 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.96  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.86     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$31.79 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.88  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.59  |
| Rate per Billable Hour                                      | \$38.26 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.53    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.02   |
| Productivity Factor                                  | 1.33    |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.55 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$3.03  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.94     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$32.52 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.92  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.70  |
| Cost per Billable Hour                                      | \$39.14 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$19.57 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.93    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 25.62   |
| Productivity Factor                                  | 1.35    |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.93 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$3.07  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$4.00     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$33.00 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.95  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.77  |
| Cost per Billable Hour                                      | \$39.72 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$13.24 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living Specialist, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 0.97    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 27.48   |
| Productivity Factor                                  | 1.26    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.20 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.87  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.07 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.73  |
| Rate per Billable Hour                                      | \$28.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living Specialist, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.53    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.92   |
| Productivity Factor                                  | 1.29    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.78 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.93  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.71 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.77  |
| Cost per Billable Hour                                      | \$29.48 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$14.74 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Independent Living Specialist, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.21 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.93    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.52   |
| Productivity Factor                                  | 1.30    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.97 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.97  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.94 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.78  |
| Cost per Billable Hour                                      | \$29.72 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$9.91  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Supported Living, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.39    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.05   |
| Productivity Factor                                  | 1.11    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.69 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.69 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$20.69 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Supported Living, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.69    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.75   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.06 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.06 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$21.06 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$10.53 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parent Coordinated Supported Living, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.88    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.56   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.06 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.06 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$21.06 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$7.02  |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Parent Coordinated Supported Living, 1:1 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.45 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$24.45 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Parent Coordinated Supported Living, 1:2 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.45 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$24.45 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$12.23 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Parent Coordinated Supported Living, 1:3 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.45 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$24.45 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$8.15  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supported Living, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.93 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.58    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.55   |
| Productivity Factor                                  | 1.19    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.53 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 90      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$51.75 |
| Mileage Cost per Billable Hour                      | \$1.69  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description   | Value      |
|---|------------|
| Supervisor Hourly Wage  | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)               | 21.40%     |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)                     | \$25.62    |
| Supervisor Hourly Overtime Wage (time-and-a-half)             | \$30.45    |
| Supervisor Benefit Rate (as a percent of wages)               | 7.65%      |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Overtime Cost (wages + benefits)            | \$34.25    |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%      |
| Weighted Average Hourly Supervisor Cost                       | \$26.05    |
| Weekly Supervision Cost                                       | \$1,093.30 |
| Number of Direct Care Staff Supervised                        | 10         |
| Supervision Cost per Billable Hour                            | \$3.58     |

Staff Meal Costs

| Description                                 | Value      |
|---|------------|
| Cost of Food per Person per Year            | \$2,880.00 |
| Meal Cost per Week (Annual ÷ 52)            | \$55.38    |
| Cost per Meal (Week ÷ 21)                   | \$2.64     |
| Billable Hours                              | 30.55      |
| Number of Meals (one meal per 8-Hour shift) | 3.82       |
| Cost of Meals                               | \$10.08    |
| Staff Meal Cost per Billable Hour           | \$0.33     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.13 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.64  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.06  |
| Rate per Billable Hour                                      | \$33.83 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supported Living, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.93 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.97    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.16   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.91 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 90      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$51.75 |
| Mileage Cost per Billable Hour                      | \$1.72  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description   | Value      |
|---|------------|
| Supervisor Hourly Wage  | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)               | 21.40%     |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)                     | \$25.62    |
| Supervisor Hourly Overtime Wage (time-and-a-half)             | \$30.45    |
| Supervisor Benefit Rate (as a percent of wages)               | 7.65%      |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Overtime Cost (wages + benefits)            | \$34.25    |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%      |
| Weighted Average Hourly Supervisor Cost                       | \$26.05    |
| Weekly Supervision Cost                                       | \$1,093.30 |
| Number of Direct Care Staff Supervised                        | 10         |
| Supervision Cost per Billable Hour                            | \$3.63     |

Staff Meal Costs

| Description                                 | Value      |
|---|------------|
| Cost of Food per Person per Year            | \$2,880.00 |
| Meal Cost per Week (Annual ÷ 52)            | \$55.38    |
| Cost per Meal (Week ÷ 21)                   | \$2.64     |
| Billable Hours                              | 30.04      |
| Number of Meals (one meal per 8-Hour shift) | 3.76       |
| Cost of Meals                               | \$9.93     |
| Staff Meal Cost per Billable Hour           | \$0.33     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.59 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.66  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.13  |
| Cost per Billable Hour                                      | \$34.38 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$17.19 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supported Living, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.45 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.93 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 1.17    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.96   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.91 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 90      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$51.75 |
| Mileage Cost per Billable Hour                      | \$1.73  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description   | Value      |
|---|------------|
| Supervisor Hourly Wage  | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)               | 21.40%     |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)                     | \$25.62    |
| Supervisor Hourly Overtime Wage (time-and-a-half)             | \$30.45    |
| Supervisor Benefit Rate (as a percent of wages)               | 7.65%      |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%      |
| Hourly Supervisor Overtime Cost (wages + benefits)            | \$34.25    |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%      |
| Weighted Average Hourly Supervisor Cost                       | \$26.05    |
| Weekly Supervision Cost                                       | \$1,093.30 |
| Number of Direct Care Staff Supervised                        | 10         |
| Supervision Cost per Billable Hour                            | \$3.65     |

Staff Meal Costs

| Description                                 | Value      |
|---|------------|
| Cost of Food per Person per Year            | \$2,880.00 |
| Meal Cost per Week (Annual ÷ 52)            | \$55.38    |
| Cost per Meal (Week ÷ 21)                   | \$2.64     |
| Billable Hours                              | 29.96      |
| Number of Meals (one meal per 8-Hour shift) | 3.75       |
| Cost of Meals                               | \$9.90     |
| Staff Meal Cost per Billable Hour           | \$0.33     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.62 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.67  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.13  |
| Cost per Billable Hour                                      | \$34.42 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$11.47 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parenting Support Services, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$26.95 |
| Employee Benefit Rate (as a percent of wages)                 | 16.33%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.65 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 1.22    |
| Recordkeeping and Reporting                          | 0.77    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.00   |
| Productivity Factor                                  | 1.24    |
| Staff Cost After Productivity Adj. per Billable Hour | \$40.49 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.87  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$42.36 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.57  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.26  |
| Rate per Billable Hour                                      | \$52.19 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parenting Support Services, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$26.95 |
| Employee Benefit Rate (as a percent of wages)                 | 16.33%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.65 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 1.22    |
| Recordkeeping and Reporting                          | 1.35    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 27.42   |
| Productivity Factor                                  | 1.26    |
| Staff Cost After Productivity Adj. per Billable Hour | \$41.14 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.91  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$43.05 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.65  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.37  |
| Cost per Billable Hour                                      | \$53.07 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$26.54 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Parenting Support Services, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$26.95 |
| Employee Benefit Rate (as a percent of wages)                 | 16.33%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.65 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 1.22    |
| Recordkeeping and Reporting                          | 1.74    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 27.03   |
| Productivity Factor                                  | 1.28    |
| Staff Cost After Productivity Adj. per Billable Hour | \$41.79 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.94  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$43.73 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.70  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.47  |
| Cost per Billable Hour                                      | \$53.90 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$17.97 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Agency, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.39    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.99   |
| Productivity Factor                                  | 1.19    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.49 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.81  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.36     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.66 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.50  |
| Rate per Billable Hour                                      | \$29.16 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Agency, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.68    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.70   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.85 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.82  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.38     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$26.05 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.55  |
| Cost per Billable Hour                                      | \$29.60 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$14.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Agency, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 0.61    |
| Recordkeeping and Reporting                          | 0.86    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.52   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.85 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$1.83  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 15         |
| Supervision Cost per Billable Hour                 | \$2.40     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$26.08 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.56  |
| Cost per Billable Hour                                      | \$29.64 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$9.88  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.39    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.05   |
| Productivity Factor                                  | 1.11    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.05 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.05 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$20.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.69    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.75   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.41 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.41 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$20.41 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$10.21 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.88    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.56   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.41 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.41 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$20.41 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$6.80  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:1 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Cost per Billable Hour                                      | 0.0%    |
| Number of Individuals Served                                | \$0.00  |
| Rate per Billable Hour                                      | \$23.59 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:2 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$23.59 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$11.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Respite, 1:3 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$20.97 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.59 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.59 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$23.59 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$7.86  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Employer of Record, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.39    |
| Supervision and Other Employer Time                  | 0.46    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.59   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.41 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.02  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.43 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.37  |
| Rate per Billable Hour                                      | \$22.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Employer of Record, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.69    |
| Supervision and Other Employer Time                  | 0.46    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.29   |
| Productivity Factor                                  | 1.14    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.59 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.03  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.62 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.38  |
| Cost per Billable Hour                                      | \$23.00 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$11.50 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Respite, Employer of Record, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.88    |
| Supervision and Other Employer Time                  | 0.46    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.10   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.77 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 63      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 54      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$31.05 |
| Mileage Cost per Billable Hour                      | \$1.03  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.80 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.39  |
| Cost per Billable Hour                                      | \$23.19 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$7.73  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Tutor Services, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$25.87 |
| Employee Benefit Rate (as a percent of wages)                 | 16.69%  |
| Workers' Compensation Rate (as a percent of wages)            | 0.80%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.39 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 0.77    |
| Supervision and Other Employer Time                  | 0.45    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 27.23   |
| Productivity Factor                                  | 1.27    |
| Staff Cost After Productivity Adj. per Billable Hour | \$38.60 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.89  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$41.49 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.67  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.16  |
| Rate per Billable Hour                                      | \$51.32 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Tutor Services, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$25.87 |
| Employee Benefit Rate (as a percent of wages)                 | 16.69%  |
| Workers' Compensation Rate (as a percent of wages)            | 0.80%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.39 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.34    |
| Supervision and Other Employer Time                  | 0.45    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.66   |
| Productivity Factor                                  | 1.30    |
| Staff Cost After Productivity Adj. per Billable Hour | \$39.51 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.95  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$42.46 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.75  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.30  |
| Cost per Billable Hour                                      | \$52.51 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$26.26 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Tutor Services, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$25.87 |
| Employee Benefit Rate (as a percent of wages)                 | 16.69%  |
| Workers' Compensation Rate (as a percent of wages)            | 0.80%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.39 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Recordkeeping and Reporting                          | 1.73    |
| Supervision and Other Employer Time                  | 0.45    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.27   |
| Productivity Factor                                  | 1.32    |
| Staff Cost After Productivity Adj. per Billable Hour | \$40.11 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$3.00  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$43.11 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.81  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.40  |
| Cost per Billable Hour                                      | \$53.32 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$17.77 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Housekeeping, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.95 |
| Employee Benefit Rate (as a percent of wages)                 | 23.29%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.15 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.49    |
| Supervision and Other Employer Time                  | 0.46    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.61   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.17 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.75  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.92 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.65  |
| Rate per Billable Hour                                      | \$27.57 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Housekeeping, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.95 |
| Employee Benefit Rate (as a percent of wages)                 | 23.29%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.15 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.49    |
| Supervision and Other Employer Time                  | 0.46    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.61   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.17 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.75  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.92 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.65  |
| Cost per Billable Hour                                      | \$27.57 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$13.79 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Housekeeping, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.95 |
| Employee Benefit Rate (as a percent of wages)                 | 23.29%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.15 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.49    |
| Supervision and Other Employer Time                  | 0.46    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.61   |
| Productivity Factor                                  | 1.21    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.17 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$2.75  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.92 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.65  |
| Cost per Billable Hour                                      | \$27.57 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$9.19  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supplemental Program Support – Other

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.06 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.99   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.77 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.42     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.19 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.54  |
| Rate per Billable Hour                                      | \$25.73 |

## Vendor Rate Study

Development of Rate Models for Harbor Regional Center

### **Residential Services**

Prepared for Department of Developmental Services

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Overnight Hours

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$13.00 |
| Employee Benefit Rate (as a percent of wages)                 | 25.65%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$16.81 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 168.0    |
| Offset for Overnight Hours                          | (56.0)   |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (42.0)   |
| Allocated Line Staff Hours per Participant per Week | 3.5      |
| Weekly Line Staff Cost per Participant              | \$310.84 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 126      |
| Weekly 8-Hour Shifts                            | 15.8     |
| Weekly Staff Meal Costs                         | \$42.19  |
| Weekly Staff Meal Cost per Participant          | \$10.55  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$831.54   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$122.94   |
| Total Cost per Participant per Week                        | \$1,024.48 |
| Rate per Month per Participant                             | \$4,454.66 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,513.03 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 180.0    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 25.8     |
| Weekly Line Staff Cost per Participant              | \$556.51 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value   |
|---|---------|
| Cost of Food per Person per Month               | 240.00  |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67  |
| Weekly Staff Hours (excludes administrator)     | 159     |
| Weekly 8-Hour Shifts                            | 19.9    |
| Weekly Staff Meal Costs                         | \$53.13 |
| Weekly Staff Meal Cost per Participant          | \$13.28 |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,113.42 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$161.38   |
| Total Cost per Participant per Week                        | \$1,344.80 |
| Rate per Month per Participant                             | \$5,847.48 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,905.85 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 220.0    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 35.8     |
| Weekly Line Staff Cost per Participant              | \$772.21 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value   |
|---|---------|
| Cost of Food per Person per Month               | 240.00  |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67  |
| Weekly Staff Hours (excludes administrator)     | 199     |
| Weekly 8-Hour Shifts                            | 24.9    |
| Weekly Staff Meal Costs                         | \$66.48 |
| Weekly Staff Meal Cost per Participant          | \$16.62 |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,349.20 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$193.53   |
| Total Cost per Participant per Week                        | \$1,612.73 |
| Rate per Month per Participant                             | \$7,012.50 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,070.87 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 260.0      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 45.8       |
| Weekly Line Staff Cost per Participant              | \$1,074.93 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$375.48 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$174.83 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value   |
|---|---------|
| Cost of Food per Person per Month               | 240.00  |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67  |
| Weekly Staff Hours (excludes administrator)     | 239     |
| Weekly 8-Hour Shifts                            | 29.9    |
| Weekly Staff Meal Costs                         | \$79.83 |
| Weekly Staff Meal Cost per Participant          | \$19.96 |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,742.35  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$247.14    |
| Total Cost per Participant per Week                        | \$2,059.49  |
| Rate per Month per Participant                             | \$8,955.10  |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$10,013.47 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 300.0      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 55.8       |
| Weekly Line Staff Cost per Participant              | \$1,309.63 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$375.48 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$174.83 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value   |
|---|---------|
| Cost of Food per Person per Month               | 240.00  |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67  |
| Weekly Staff Hours (excludes administrator)     | 279     |
| Weekly 8-Hour Shifts                            | 34.9    |
| Weekly Staff Meal Costs                         | \$93.18 |
| Weekly Staff Meal Cost per Participant          | \$23.30 |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,980.39  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$279.60    |
| Total Cost per Participant per Week                        | \$2,329.99  |
| Rate per Month per Participant                             | \$10,131.30 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$11,189.67 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 7 – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing-Line Staff

| Description   | Value  |
|---|--------|
| Staff Hours per Residence per Week                  |        |
| Offset for Lead Staff Hours                         | 0.0    |
| Offset for Administrator Hours                      | (21.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0    |
| Weekly Line Staff Cost per Participant              | \$0.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing-Lead Staff

| Description   | Value  |
|---|--------|
| Lead Staff Hours per Residence per Week             | 0.0    |
| Allocated Lead Staff Hours per Participant per Week | 0.0    |
| Weekly Lead Staff Cost per Participant              | \$0.00 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$174.83 |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Weekly Facility Cost per Participant              | \$69.23     |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$274.25   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Cost (fixed at 4-Bed, Level 6 amount)       | \$279.60   |
| Total Cost per Participant per Week                        | \$623.85   |
| Rate per Month per Participant                             | \$2,712.63 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Overnight Hours

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$13.00 |
| Employee Benefit Rate (as a percent of wages)                 | 25.65%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$16.81 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 178.8    |
| Offset for Overnight Hours                          | (56.0)   |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (42.0)   |
| Allocated Line Staff Hours per Participant per Week | 6.2      |
| Weekly Line Staff Cost per Participant              | \$369.07 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 137      |
| Weekly 8-Hour Shifts                            | 17.1     |
| Weekly Staff Meal Costs                         | \$45.66  |
| Weekly Staff Meal Cost per Participant          | \$11.42  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$890.64   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$131.00   |
| Total Cost per Participant per Week                        | \$1,091.64 |
| Rate per Month per Participant                             | \$4,746.68 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,805.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A and 4B) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 191.5    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 28.6     |
| Weekly Line Staff Cost per Participant              | \$616.90 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 171      |
| Weekly 8-Hour Shifts                            | 21.3     |
| Weekly Staff Meal Costs                         | \$56.87  |
| Weekly Staff Meal Cost per Participant          | \$14.22  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,174.75 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$169.74   |
| Total Cost per Participant per Week                        | \$1,414.49 |
| Rate per Month per Participant                             | \$6,150.51 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$7,208.88 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D and 4E) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 234.1    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 39.3     |
| Weekly Line Staff Cost per Participant              | \$847.70 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$344.54 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$135.42 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 213      |
| Weekly 8-Hour Shifts                            | 26.6     |
| Weekly Staff Meal Costs                         | \$71.02  |
| Weekly Staff Meal Cost per Participant          | \$17.76  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,425.83 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$203.98   |
| Total Cost per Participant per Week                        | \$1,699.81 |
| Rate per Month per Participant                             | \$7,391.14 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,449.51 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G and 4H) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 276.6      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 49.9       |
| Weekly Line Staff Cost per Participant              | \$1,171.15 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$375.48 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$174.83 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 256      |
| Weekly 8-Hour Shifts                            | 32.0     |
| Weekly Staff Meal Costs                         | \$85.44  |
| Weekly Staff Meal Cost per Participant          | \$21.36  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,839.97  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$260.45    |
| Total Cost per Participant per Week                        | \$2,170.42  |
| Rate per Month per Participant                             | \$9,437.45  |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$10,495.82 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 319.2      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 60.6       |
| Weekly Line Staff Cost per Participant              | \$1,422.28 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 14.0     |
| Weekly Lead Staff Cost per Participant              | \$375.48 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$174.83 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 298      |
| Weekly 8-Hour Shifts                            | 37.3     |
| Weekly Staff Meal Costs                         | \$99.59  |
| Weekly Staff Meal Cost per Participant          | \$24.90  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,094.64  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$295.18    |
| Total Cost per Participant per Week                        | \$2,459.82  |
| Rate per Month per Participant                             | \$10,695.82 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$11,754.19 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Overnight Hours

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$13.00 |
| Employee Benefit Rate (as a percent of wages)                 | 25.65%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$16.81 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 168.0    |
| Offset for Overnight Hours                          | (56.0)   |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (42.0)   |
| Allocated Line Staff Hours per Participant per Week | 2.5      |
| Weekly Line Staff Cost per Participant              | \$225.09 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 126      |
| Weekly 8-Hour Shifts                            | 15.8     |
| Weekly Staff Meal Costs                         | \$42.19  |
| Weekly Staff Meal Cost per Participant          | \$7.67   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$604.22   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$91.94    |
| Total Cost per Participant per Week                        | \$766.16   |
| Rate per Month per Participant                             | \$3,331.43 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$4,389.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 220.0    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 26.0     |
| Weekly Line Staff Cost per Participant              | \$560.82 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 199      |
| Weekly 8-Hour Shifts                            | 24.9     |
| Weekly Staff Meal Costs                         | \$66.48  |
| Weekly Staff Meal Cost per Participant          | \$12.09  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$977.85   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$142.89   |
| Total Cost per Participant per Week                        | \$1,190.74 |
| Rate per Month per Participant                             | \$5,177.59 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,235.96 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 280.0    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 36.9     |
| Weekly Line Staff Cost per Participant              | \$795.93 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 259      |
| Weekly 8-Hour Shifts                            | 32.4     |
| Weekly Staff Meal Costs                         | \$86.51  |
| Weekly Staff Meal Cost per Participant          | \$15.73  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,233.34 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$177.73   |
| Total Cost per Participant per Week                        | \$1,481.07 |
| Rate per Month per Participant                             | \$6,440.01 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$7,498.38 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 340.0      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 47.8       |
| Weekly Line Staff Cost per Participant              | \$1,121.87 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$273.56 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$127.15 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 319      |
| Weekly 8-Hour Shifts                            | 39.9     |
| Weekly Staff Meal Costs                         | \$106.53 |
| Weekly Staff Meal Cost per Participant          | \$19.37  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,630.86 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$231.94   |
| Total Cost per Participant per Week                        | \$1,932.80 |
| Rate per Month per Participant                             | \$8,404.23 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,462.60 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 400.0      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 58.7       |
| Weekly Line Staff Cost per Participant              | \$1,377.69 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$273.56 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$127.15 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 379      |
| Weekly 8-Hour Shifts                            | 47.4     |
| Weekly Staff Meal Costs                         | \$126.56 |
| Weekly Staff Meal Cost per Participant          | \$23.01  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,890.32  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$267.32    |
| Total Cost per Participant per Week                        | \$2,227.64  |
| Rate per Month per Participant                             | \$9,686.26  |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$10,744.63 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 7 – Adult Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing-Line Staff

| Description   | Value  |
|---|--------|
| Staff Hours per Residence per Week                  |        |
| Offset for Lead Staff Hours                         | 0.0    |
| Offset for Administrator Hours                      | (21.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0    |
| Weekly Line Staff Cost per Participant              | \$0.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing-Lead Staff

| Description   | Value  |
|---|--------|
| Lead Staff Hours per Residence per Week             | 0.0    |
| Allocated Lead Staff Hours per Participant per Week | 0.0    |
| Weekly Lead Staff Cost per Participant              | \$0.00 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$127.15 |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Weekly Facility Cost per Participant              | \$50.35     |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$199.45   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Cost (fixed at 4-Bed, Level 6 amount)       | \$267.32   |
| Total Cost per Participant per Week                        | \$536.77   |
| Rate per Month per Participant                             | \$2,333.99 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Overnight Hours

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$13.00 |
| Employee Benefit Rate (as a percent of wages)                 | 25.65%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$16.81 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 178.8    |
| Offset for Overnight Hours                          | (56.0)   |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (42.0)   |
| Allocated Line Staff Hours per Participant per Week | 4.5      |
| Weekly Line Staff Cost per Participant              | \$268.23 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 137      |
| Weekly 8-Hour Shifts                            | 17.1     |
| Weekly Staff Meal Costs                         | \$45.66  |
| Weekly Staff Meal Cost per Participant          | \$8.30   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$647.99   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$97.91    |
| Total Cost per Participant per Week                        | \$815.90   |
| Rate per Month per Participant                             | \$3,547.71 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$4,606.08 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A and 4B) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 234.1    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 28.6     |
| Weekly Line Staff Cost per Participant              | \$616.90 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 213      |
| Weekly 8-Hour Shifts                            | 26.6     |
| Weekly Staff Meal Costs                         | \$71.02  |
| Weekly Staff Meal Cost per Participant          | \$12.91  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,034.75 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$150.65   |
| Total Cost per Participant per Week                        | \$1,255.40 |
| Rate per Month per Participant                             | \$5,458.75 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,517.12 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D and 4E) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 297.9    |
| Offset for Lead Staff Hours                         | (56.0)   |
| Offset for Administrator Hours                      | (21.0)   |
| Allocated Line Staff Hours per Participant per Week | 40.2     |
| Weekly Line Staff Cost per Participant              | \$867.11 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$251.02 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$20.30  |
| Employee Benefit Rate (as a percent of wages)                 | 21.40%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$25.39  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$30.45  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$33.89  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$25.82  |
| Weekly Administrator Cost (two homes per Administrator)       | \$541.69 |
| Weekly Administrator Cost per Participant                     | \$98.49  |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 277      |
| Weekly 8-Hour Shifts                            | 34.6     |
| Weekly Staff Meal Costs                         | \$92.38  |
| Weekly Staff Meal Cost per Participant          | \$16.80  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,305.59 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$187.58   |
| Total Cost per Participant per Week                        | \$1,563.17 |
| Rate per Month per Participant                             | \$6,797.00 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$7,855.37 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G and 4H) –  
Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 361.8      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 51.8       |
| Weekly Line Staff Cost per Participant              | \$1,215.75 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$273.56 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$127.15 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 341      |
| Weekly 8-Hour Shifts                            | 42.6     |
| Weekly Staff Meal Costs                         | \$113.74 |
| Weekly Staff Meal Cost per Participant          | \$20.68  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,726.05 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$244.92   |
| Total Cost per Participant per Week                        | \$2,040.97 |
| Rate per Month per Participant                             | \$8,874.57 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,932.94 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Staff Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Children’s Homes

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 425.6      |
| Offset for Lead Staff Hours                         | (56.0)     |
| Offset for Administrator Hours                      | (21.0)     |
| Allocated Line Staff Hours per Participant per Week | 63.4       |
| Weekly Line Staff Cost per Participant              | \$1,488.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$18.49 |
| Employee Benefit Rate (as a percent of wages)                 | 20.30%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.87 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.32 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.82 |

Staffing – Lead Staff

| Description   | Value    |
|---|----------|
| Lead Staff Hours per Residence per Week             | 56.0     |
| Allocated Lead Staff Hours per Participant per Week | 10.2     |
| Weekly Lead Staff Cost per Participant              | \$273.56 |

Wages and Benefits – Administrator

| Description   | Value    |
|---|----------|
| Administrator Hourly Wage                                     | \$26.89  |
| Employee Benefit Rate (as a percent of wages)                 | 18.03%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Cost (wages + benefits)                  | \$32.72  |
| Administrator Hourly Overtime Wage (time-and-a-half)          | \$40.34  |
| Administrator Benefit Rate (as a percent of wages)            | 7.65%    |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%    |
| Hourly Administrator Overtime Cost (wages + benefits)         | \$44.90  |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%    |
| Weighted Average Hourly Administrator Cost                    | \$33.33  |
| Weekly Administrator Cost (two homes per Administrator)       | \$699.30 |
| Weekly Administrator Cost per Participant                     | \$127.15 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 405      |
| Weekly 8-Hour Shifts                            | 50.6     |
| Weekly Staff Meal Costs                         | \$135.10 |
| Weekly Staff Meal Cost per Participant          | \$24.56  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value       |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,002.18  |
| Program Operations Cost per Week per Participant           | \$70.00     |
| Administration Percent                                     | 12.0%       |
| Administration Cost per Week per Participant               | \$282.57    |
| Total Cost per Participant per Week                        | \$2,354.75  |
| Rate per Month per Participant                             | \$10,238.96 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37  |
| Total Rate per Month per Participant                       | \$11,297.33 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  | 168.0   |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0     |
| Weekly Line Staff Cost per Participant              | \$0.00  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$741.72   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$110.69   |
| Total Cost per Participant per Week                        | \$922.41   |
| Rate per Month per Participant                             | \$4,010.84 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,069.21 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A, and 4B) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  | 180.0   |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 3.0     |
| Weekly Line Staff Cost per Participant              | \$64.71 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 12       |
| Weekly 8-Hour Shifts                            | 1.5      |
| Weekly Staff Meal Costs                         | \$4.01   |
| Weekly Staff Meal Cost per Participant          | \$1.00   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$840.91   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$124.22   |
| Total Cost per Participant per Week                        | \$1,035.13 |
| Rate per Month per Participant                             | \$4,500.97 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,559.34 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 220.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 13.0     |
| Weekly Line Staff Cost per Participant              | \$280.41 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 52       |
| Weekly 8-Hour Shifts                            | 6.5      |
| Weekly Staff Meal Costs                         | \$17.36  |
| Weekly Staff Meal Cost per Participant          | \$4.34   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,076.69 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$156.37   |
| Total Cost per Participant per Week                        | \$1,303.06 |
| Rate per Month per Participant                             | \$5,665.98 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,724.35 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$121,363 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 260.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 23.0     |
| Weekly Line Staff Cost per Participant              | \$539.81 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 92       |
| Weekly 8-Hour Shifts                            | 11.5     |
| Weekly Staff Meal Costs                         | \$30.71  |
| Weekly Staff Meal Cost per Participant          | \$7.68   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,356.17 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$194.48   |
| Total Cost per Participant per Week                        | \$1,620.65 |
| Rate per Month per Participant                             | \$7,046.93 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,105.30 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 300.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 33.0     |
| Weekly Line Staff Cost per Participant              | \$774.51 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 132      |
| Weekly 8-Hour Shifts                            | 16.5     |
| Weekly Staff Meal Costs                         | \$44.06  |
| Weekly Staff Meal Cost per Participant          | \$11.02  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,594.21 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$226.94   |
| Total Cost per Participant per Week                        | \$1,891.15 |
| Rate per Month per Participant                             | \$8,223.13 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,281.50 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 7 – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing-Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  |         |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0     |
| Weekly Line Staff Cost per Participant              | \$0.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Weekly Facility Cost per Participant              | \$69.23     |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$810.95   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Cost (fixed at 4-Bed, Level 6 amount)       | \$226.94   |
| Total Cost per Participant per Week                        | \$1,107.89 |
| Rate per Month per Participant                             | \$4,817.34 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Children’s Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  | 178.8   |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 2.7     |
| Weekly Line Staff Cost per Participant              | \$58.24 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 11       |
| Weekly 8-Hour Shifts                            | 1.4      |
| Weekly Staff Meal Costs                         | \$3.74   |
| Weekly Staff Meal Cost per Participant          | \$0.94   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$800.90   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$118.76   |
| Total Cost per Participant per Week                        | \$989.66   |
| Rate per Month per Participant                             | \$4,303.25 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,361.62 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A, and 4B) –  
Children's Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 191.5    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 5.9      |
| Weekly Line Staff Cost per Participant              | \$127.26 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 24       |
| Weekly 8-Hour Shifts                            | 2.9      |
| Weekly Staff Meal Costs                         | \$7.74   |
| Weekly Staff Meal Cost per Participant          | \$1.94   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$904.40   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$132.87   |
| Total Cost per Participant per Week                        | \$1,107.27 |
| Rate per Month per Participant                             | \$4,814.65 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,873.02 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) –  
Children's Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 234.1    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 16.5     |
| Weekly Line Staff Cost per Participant              | \$355.91 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 66       |
| Weekly 8-Hour Shifts                            | 8.3      |
| Weekly Staff Meal Costs                         | \$22.16  |
| Weekly Staff Meal Cost per Participant          | \$5.54   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,153.39 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$166.83   |
| Total Cost per Participant per Week                        | \$1,390.22 |
| Rate per Month per Participant                             | \$6,044.97 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$7,103.34 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) –  
Children’s Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 276.6    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 27.2     |
| Weekly Line Staff Cost per Participant              | \$638.38 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 109      |
| Weekly 8-Hour Shifts                            | 13.6     |
| Weekly Staff Meal Costs                         | \$36.31  |
| Weekly Staff Meal Cost per Participant          | \$9.08   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,456.14 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$208.11   |
| Total Cost per Participant per Week                        | \$1,734.25 |
| Rate per Month per Participant                             | \$7,540.89 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,599.26 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Children’s  
Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$711.53  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 319.2    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 37.8     |
| Weekly Line Staff Cost per Participant              | \$887.17 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$30.19 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 151      |
| Weekly 8-Hour Shifts                            | 18.9     |
| Weekly Staff Meal Costs                         | \$50.46  |
| Weekly Staff Meal Cost per Participant          | \$12.62  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,708.47 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$242.52   |
| Total Cost per Participant per Week                        | \$2,020.99 |
| Rate per Month per Participant                             | \$8,787.70 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,846.07 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  | 168.0   |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0     |
| Weekly Line Staff Cost per Participant              | \$0.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$539.43   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$83.10    |
| Total Cost per Participant per Week                        | \$692.53   |
| Rate per Month per Participant                             | \$3,011.27 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$4,069.64 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A, and 4B) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 220.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 9.5      |
| Weekly Line Staff Cost per Participant              | \$204.92 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 52       |
| Weekly 8-Hour Shifts                            | 6.5      |
| Weekly Staff Meal Costs                         | \$17.36  |
| Weekly Staff Meal Cost per Participant          | \$3.16   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$780.99   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$116.04   |
| Total Cost per Participant per Week                        | \$967.03   |
| Rate per Month per Participant                             | \$4,204.85 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,263.22 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 280.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 20.4     |
| Weekly Line Staff Cost per Participant              | \$440.03 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 112      |
| Weekly 8-Hour Shifts                            | 14.0     |
| Weekly Staff Meal Costs                         | \$37.38  |
| Weekly Staff Meal Cost per Participant          | \$6.80   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,036.48 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$150.88   |
| Total Cost per Participant per Week                        | \$1,257.36 |
| Rate per Month per Participant                             | \$5,467.27 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,525.64 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) –  
Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 340.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 31.3     |
| Weekly Line Staff Cost per Participant              | \$734.61 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 172      |
| Weekly 8-Hour Shifts                            | 21.5     |
| Weekly Staff Meal Costs                         | \$57.41  |
| Weekly Staff Meal Cost per Participant          | \$10.44  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,351.44 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$193.83   |
| Total Cost per Participant per Week                        | \$1,615.27 |
| Rate per Month per Participant                             | \$7,023.54 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,081.91 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 400.0    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 42.2     |
| Weekly Line Staff Cost per Participant              | \$990.43 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 232      |
| Weekly 8-Hour Shifts                            | 29.0     |
| Weekly Staff Meal Costs                         | \$77.43  |
| Weekly Staff Meal Cost per Participant          | \$14.08  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,610.90 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$229.21   |
| Total Cost per Participant per Week                        | \$1,910.11 |
| Rate per Month per Participant                             | \$8,305.57 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,363.94 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 7 – Adult Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing-Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  |         |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0     |
| Weekly Line Staff Cost per Participant              | \$0.00  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Weekly Facility Cost per Participant              | \$50.35     |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$589.78   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Cost (fixed at 4-Bed, Level 6 amount)       | \$229.21   |
| Total Cost per Participant per Week                        | \$888.99   |
| Rate per Month per Participant                             | \$3,865.52 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Children’s Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  | 178.8   |
| Offset for Home Manager Hours                       | (168.0) |
| Allocated Line Staff Hours per Participant per Week | 2.0     |
| Weekly Line Staff Cost per Participant              | \$43.14 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 11       |
| Weekly 8-Hour Shifts                            | 1.4      |
| Weekly Staff Meal Costs                         | \$3.74   |
| Weekly Staff Meal Cost per Participant          | \$0.68   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$583.25   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$89.08    |
| Total Cost per Participant per Week                        | \$742.33   |
| Rate per Month per Participant                             | \$3,227.81 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$4,286.18 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A, and 4B) –  
Children's Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 234.1    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 12.0     |
| Weekly Line Staff Cost per Participant              | \$258.84 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Annual Consultant Cost per Participant              | \$1,740.96 |
| Weekly Consultant Cost per Participant              | \$33.48    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 66       |
| Weekly 8-Hour Shifts                            | 8.3      |
| Weekly Staff Meal Costs                         | \$22.16  |
| Weekly Staff Meal Cost per Participant          | \$4.03   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$835.78   |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$123.52   |
| Total Cost per Participant per Week                        | \$1,029.30 |
| Rate per Month per Participant                             | \$4,475.62 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$5,533.99 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) –  
Children’s Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 297.9    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 23.6     |
| Weekly Line Staff Cost per Participant              | \$509.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Annual Consultant Cost per Participant              | \$2,611.44 |
| Weekly Consultant Cost per Participant              | \$50.22    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 130      |
| Weekly 8-Hour Shifts                            | 16.2     |
| Weekly Staff Meal Costs                         | \$43.25  |
| Weekly Staff Meal Cost per Participant          | \$7.86   |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,106.56 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$160.44   |
| Total Cost per Participant per Week                        | \$1,337.00 |
| Rate per Month per Participant                             | \$5,813.56 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$6,871.93 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) –  
Children’s Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$22.73 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.30 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$19.51 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value    |
|---|----------|
| Staff Hours per Residence per Week                  | 361.8    |
| Offset for Home Manager Hours                       | (168.0)  |
| Allocated Line Staff Hours per Participant per Week | 35.2     |
| Weekly Line Staff Cost per Participant              | \$826.14 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 194      |
| Weekly 8-Hour Shifts                            | 24.2     |
| Weekly Staff Meal Costs                         | \$64.61  |
| Weekly Staff Meal Cost per Participant          | \$11.75  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,444.28 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$206.49   |
| Total Cost per Participant per Week                        | \$1,720.77 |
| Rate per Month per Participant                             | \$7,482.28 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$8,540.65 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Care Facility – Owner Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Children’s  
Homes

Home Manager

| Description  | Value     |
|--|-----------|
| Home Manager Payment                               | \$127,750 |
| Benefit Rate (as a percent of wages)               | 12.20%    |
| Workers' Compensation Rate (as a percent of wages) | 3.65%     |
| Annual Cost of Home Manager Payment and Benefits   | \$147,998 |
| Weekly Home Manager Cost per Participant           | \$517.48  |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.94 |
| Employee Benefit Rate (as a percent of wages)                 | 22.32%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.08 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$23.91 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.61 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$20.41 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$23.47 |

Staffing – Line Staff

| Description   | Value      |
|---|------------|
| Staff Hours per Residence per Week                  | 425.6      |
| Offset for Home Manager Hours                       | (168.0)    |
| Allocated Line Staff Hours per Participant per Week | 46.8       |
| Weekly Line Staff Cost per Participant              | \$1,098.40 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Annual Consultant Cost per Participant              | \$3,481.92 |
| Weekly Consultant Cost per Participant              | \$66.96    |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$21.95 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 258      |
| Weekly 8-Hour Shifts                            | 32.2     |
| Weekly Staff Meal Costs                         | \$85.97  |
| Weekly Staff Meal Cost per Participant          | \$15.63  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,720.42 |
| Program Operations Cost per Week per Participant           | \$70.00    |
| Administration Percent                                     | 12.0%      |
| Administration Cost per Week per Participant               | \$244.15   |
| Total Cost per Participant per Week                        | \$2,034.57 |
| Rate per Month per Participant                             | \$8,846.75 |
| Monthly Allowance for SSI/SSP                              | \$1,058.37 |
| Total Rate per Month per Participant                       | \$9,905.12 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adult Residential Facility for Persons with Special Health Care Needs

Number of Participants

| Description            | Value |
|------------------------|-------|
| Number of Participants |       |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$17.06 |
| Employee Benefit Rate (as a percent of wages)                 | 21.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.59 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.48 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.69 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.89    |
| Training   | 0.96    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.71   |
| Productivity Factor                                  | 1.16    |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.16 |

Staffing-Line Staff

| Description   | Value   |
|---|---------|
| Staff Hours per Residence per Week                  |         |
| Offset for Lead Staff Hours                         | (128.0) |
| Offset for Administrator Hours                      | (20.0)  |
| Allocated Line Staff Hours per Participant per Week | 0.0     |
| Weekly Line Staff Cost per Participant              | \$0.00  |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$28.76 |
| Employee Benefit Rate (as a percent of wages)                 | 15.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.35 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$43.14 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$48.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$35.03 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.89    |
| Training   | 0.96    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.71   |
| Productivity Factor                                  | 1.16    |
| Staff Cost After Productivity Adj. per Billable Hour | \$40.63 |

Staffing-Lead Staff

| Description   | Value  |
|---|--------|
| Lead Staff Hours per Residence per Week             | 128.0  |
| Allocated Lead Staff Hours per Participant per Week | 0.0    |
| Weekly Lead Staff Cost per Participant              | \$0.00 |

Wages and Benefits – Administrator

| Description  | Value      |
|--|------------|
| Specialized Administrator Qualifications           |            |
| Administrator Hourly Wage                          | \$33.03    |
| Employee Benefit Rate (as a percent of wages)      | 16.10%     |
| Workers' Compensation Rate (as a percent of wages) | 3.65%      |
| Weekly Administrator Cost                          | \$1,582.14 |
| Weekly Administrator Cost per Participant          | \$0.00     |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Annual Consultant Cost per Participant              | \$0.00   |
| Weekly Consultant Cost per Participant              | \$0.00   |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$0.00  |

DDS Vendor Rate Study – Rate Models  
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Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Monthly Facility Cost                             |             |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value    |
|--|----------|
| Program Operations Cost per Week                       | \$70.00  |
| Administration Cost (Staff Op., Adult, 4-Bed, Level 6) | \$279.60 |
| Total Cost per Participant per Week                    | \$349.60 |
| Total Rate per Month per Participant                   |          |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Enhanced Behavioral Support Home – Facility Cost

Licensed Capacity

| Description       | Value |
|-------------------|-------|
| Facility Capacity |       |

Wages and Benefits – Administrator

| Description   | Value      |
|---|------------|
| Specialized Administrator Qualifications              |            |
| Administrator Hourly Wage                             | \$33.03    |
| Administrator Benefit Rate (as a percent of wages)    | 16.10%     |
| Workers' Compensation Rate (as a percent of wages)    | 3.65%      |
| Monthly Administrator Cost (1 Administrator per Home) | \$6,862.52 |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Monthly Facility Cost                             | \$1,200.00  |

Mileage

| Description                        | Value   |
|------------------------------------|---------|
| Number of Miles per Home per Month |         |
| Amount per Mile                    | \$0.575 |
| Monthly Mileage Cost               | \$0.00  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Program Operations Cost per Month (200% of standard)   | \$0.00     |
| Administration Cost (Staff Op., Adult, 4-Bed, Level 6) | \$0.00     |
| Total Facility Cost per Month                          | \$8,062.52 |
| Facility Cost per Month, per Facility Capacity         |            |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Enhanced Behavioral Support Home – Resident Cost

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.91 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.72 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.85 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.31 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 1.75    |
| Training   | 1.35    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.46   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.44 |

Staffing-Line Staff

| Description                             | Value  |
|---|--------|
| Staff Hours per Residence per Week      |        |
| Monthly Line Staff Cost per Participant | \$0.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.35 |
| Employee Benefit Rate (as a percent of wages)                 | 18.61%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.10 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 1.75    |
| Training   | 1.35    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.46   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$31.84 |

Staffing – Lead Staff

| Description                             | Value  |
|---|--------|
| Staff Hours per Residence per Week      |        |
| Monthly Lead Staff Cost per Participant | \$0.00 |

Wages and Benefits – Board Certified Behavioral Analyst (BCBA)

| Description  | Value   |
|--|---------|
| BCBA Hourly Wage                                   | \$52.00 |
| Supervisor Benefit Rate (as a percent of wages)    | 12.15%  |
| Workers' Compensation Rate (as a percent of wages) | 3.65%   |
| Hourly Supervision Cost                            | \$60.22 |
| BCBA Hours per Participant per Month               |         |
| Monthly BCBA Cost per Participant                  | \$0.00  |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Monthly Consultant Cost per Participant             | \$0.00   |

Food

| Description                       | Value    |
|-----------------------------------|----------|
| Monthly Food Cost per Participant | \$240.00 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Total Rate per Month per Participant

| Description                          | Value |
|--------------------------------------|-------|
| Total Rate per Month per Participant |       |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Crisis Home – Facility Cost

Facility Capacity

| Description       | Value |
|-------------------|-------|
| Facility Capacity |       |

Wages and Benefits – Administrator

| Description   | Value      |
|---|------------|
| Specialized Administrator Qualifications              |            |
| Administrator Hourly Wage                             | \$33.03    |
| Administrator Benefit Rate (as a percent of wages)    | 16.10%     |
| Workers' Compensation Rate (as a percent of wages)    | 3.65%      |
| Monthly Administrator Cost (1 Administrator per Home) | \$6,862.52 |

Facility

| Description                                       | Value       |
|---|-------------|
| Annual Mortgage/ Rent Cost                        |             |
| Annual Property Tax Cost                          |             |
| Annual Utilities Cost                             | \$6,000     |
| Annual Newspaper/ Telephone/ Cable/ Internet Cost | \$2,400     |
| Annual Repair and Maintenance Cost                | \$6,000     |
| Annual Facility Cost                              | \$14,400.00 |
| Monthly Facility Cost                             | \$1,200.00  |

Mileage

| Description                        | Value   |
|------------------------------------|---------|
| Number of Miles per Home per Month |         |
| Amount per Mile                    | \$0.575 |
| Monthly Mileage Cost               | \$0.00  |

Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value      |
|--|------------|
| Program Operations Cost per Month (200% of standard)   | \$0.00     |
| Administration Cost (Staff Op., Adult, 4-Bed, Level 6) | \$0.00     |
| Total Facility Cost per Month                          | \$8,062.52 |
| Facility Cost per Month, per Facility Capacity         |            |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community Crisis Home – Resident Cost

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.91 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$27.72 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.85 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$23.31 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 1.75    |
| Training   | 1.35    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.46   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.44 |

Staffing-Line Staff

| Description                             | Value  |
|---|--------|
| Staff Hours per Residence per Week      |        |
| Monthly Line Staff Cost per Participant | \$0.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.35 |
| Employee Benefit Rate (as a percent of wages)                 | 18.61%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.10 |

DDS Vendor Rate Study – Rate Models  
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Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 1.75    |
| Training   | 1.35    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.46   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$31.84 |

Staffing – Lead Staff

| Description                             | Value  |
|---|--------|
| Staff Hours per Residence per Week      |        |
| Monthly Line Staff Cost per Participant | \$0.00 |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year |          |
| Monthly Consultant Cost per Participant             | \$0.00   |

Food

| Description                       | Value    |
|-----------------------------------|----------|
| Monthly Food Cost per Participant | \$240.00 |

Staff Meal Costs

| Description                                     | Value    |
|---|----------|
| Cost of Food per Person per Month               | \$240.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$2.67   |
| Weekly Staff Hours (excludes administrator)     | 0        |
| Weekly 8-Hour Shifts                            | 0.0      |
| Weekly Staff Meal Costs                         | \$0.00   |
| Weekly Staff Meal Cost per Participant          | \$0.00   |

Total Rate per Month per Participant

| Description                          | Value |
|--------------------------------------|-------|
| Total Rate per Month per Participant |       |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supported Living - Community

Number of Participants

| Description            | Value |
|------------------------|-------|
| Number of Participants |       |

Direct Care Staff Wages and Benefits – Line Staff Regular Time

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$21.74 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.20 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$18.76 |

Productivity Adjustments – Line Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.57 |

Staffing-Line Staff

| Description   | Value  |
|---|--------|
| Staff Hours per Residence per Week                  |        |
| Offset for Lead Staff Hours                         | (56.0) |
| Allocated Line Staff Hours per Participant per Week | 0.0    |
| Weekly Line Staff Cost per Participant              | \$0.00 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$16.81 |
| Employee Benefit Rate (as a percent of wages)                 | 21.57%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.05 |

DDS Vendor Rate Study – Rate Models  
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Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half)      | \$25.22 |
| Employee Benefit Rate (payroll taxes only)                    | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.07 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%   |
| Weighted Average Hourly Staff Cost Before Productivity Adj.   | \$21.40 |

Productivity Adjustments – Lead Staff

| Description  | Value   |
|--|---------|
| Total Hours  | 36.35   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 31.74   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.61 |

Staffing-Lead Staff

| Description   | Value  |
|---|--------|
| Lead Staff Hours per Residence per Week             | 56.0   |
| Allocated Lead Staff Hours per Participant per Week | 0.0    |
| Weekly Lead Staff Cost per Participant              | \$0.00 |

Wages and Benefits – Supervisor

| Description   | Value      |
|---|------------|
| Supervisor Hourly Wage  | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)               | 21.40%     |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%      |
| Hourly Supervisor Cost (wages + benefits)                     | \$25.39    |
| Supervisor Hourly Overtime Wage (time-and-a-half)             | \$30.45    |
| Supervisor Benefit Rate (as a percent of wages)               | 7.65%      |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%      |
| Hourly Supervisor Overtime Cost (wages + benefits)            | \$33.89    |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00%      |
| Weighted Average Hourly Supervisor Cost                       | \$25.82    |
| Weekly Supervision Cost                                       | \$1,032.80 |
| Weekly Supervisor Cost per Participant                        | \$0.00     |

Mileage

| Description                         | Value   |
|-------------------------------------|---------|
| Amount per Mile                     | \$0.575 |
| Number of Miles per Home per Week   | 210     |
| Weekly Mileage Cost per Participant | \$0.00  |

DDS Vendor Rate Study – Rate Models  
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Administration and Program Operations and Total Rate per Month per Participant

| Description  | Value    |
|--|----------|
| Program Operations Cost per Week                       | \$70.00  |
| Administration Cost (Staff Op., Adult, 6-Bed, Level 4) | \$177.73 |
| Total Cost per Participant per Week                    | \$247.73 |
| Total Rate per Month per Participant                   |          |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 1

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 15          |
| Annual Home Coordinator Cost per Home              | \$3,510.03  |

Home Coordinator Mileage

| Description                            | Value    |
|--|----------|
| Annual Home Coordinator Miles          | 11,340   |
| Annual Home Coordinator Miles per Home | 756      |
| Amount per Mile                        | \$0.575  |
| Home Coordinator Mileage Cost per Home | \$434.70 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$233.86 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 8          |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$2,447.04 |

Consultant Costs

| Description   | Value    |
|---|----------|
| Consultant Hourly Cost                              | \$108.81 |
| Number of Consultant Hours per Participant per Year | 0        |
| Monthly Consultant Cost per Participant             | \$0.00   |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$60.00     |
| Annual Payment per Participant               | \$21,915.00 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value       |
|--------------------------------------|-------------|
| Annual Program Operations Cost       | \$3,650.00  |
| Administration Percent               | 12.0%       |
| Annual Administration Cost           | \$4,618.24  |
| Total Annual Cost per Participant    | \$38,485.32 |
| Total Rate per Month per Participant | \$3,207.11  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 2

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 12          |
| Annual Home Coordinator Cost per Home              | \$4,387.53  |

Home Coordinator Mileage

| Description                            | Value    |
|--|----------|
| Annual Home Coordinator Miles          | 11,340   |
| Annual Home Coordinator Miles per Home | 945      |
| Amount per Mile                        | \$0.575  |
| Home Coordinator Mileage Cost per Home | \$543.38 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$350.78 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 12         |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$3,670.56 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 16         |
| Monthly Consultant Cost per Participant             | \$1,740.96 |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$75.00     |
| Annual Payment per Participant               | \$27,393.75 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value       |
|--------------------------------------|-------------|
| Annual Program Operations Cost       | \$3,650.00  |
| Administration Percent               | 12.0%       |
| Annual Administration Cost           | \$5,920.01  |
| Total Annual Cost per Participant    | \$49,333.42 |
| Total Rate per Month per Participant | \$4,111.12  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 3

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 10          |
| Annual Home Coordinator Cost per Home              | \$5,265.04  |

Home Coordinator Mileage

| Description                            | Value    |
|--|----------|
| Annual Home Coordinator Miles          | 11,340   |
| Annual Home Coordinator Miles per Home | 1,134    |
| Amount per Mile                        | \$0.575  |
| Home Coordinator Mileage Cost per Home | \$652.05 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$467.71 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 16         |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$4,894.08 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 24         |
| Monthly Consultant Cost per Participant             | \$2,611.44 |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$90.00     |
| Annual Payment per Participant               | \$32,872.50 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value       |
|--------------------------------------|-------------|
| Annual Program Operations Cost       | \$3,650.00  |
| Administration Percent               | 12.0%       |
| Annual Administration Cost           | \$7,103.08  |
| Total Annual Cost per Participant    | \$59,192.35 |
| Total Rate per Month per Participant | \$4,932.70  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 4

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 8           |
| Annual Home Coordinator Cost per Home              | \$6,581.30  |

Home Coordinator Mileage

| Description                            | Value    |
|--|----------|
| Annual Home Coordinator Miles          | 11,340   |
| Annual Home Coordinator Miles per Home | 1,418    |
| Amount per Mile                        | \$0.575  |
| Home Coordinator Mileage Cost per Home | \$815.06 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$584.64 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 20         |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$6,117.60 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 32         |
| Monthly Consultant Cost per Participant             | \$3,481.92 |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$105.00    |
| Annual Payment per Participant               | \$38,351.25 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value       |
|--------------------------------------|-------------|
| Annual Program Operations Cost       | \$3,650.00  |
| Administration Percent               | 12.0%       |
| Annual Administration Cost           | \$8,353.39  |
| Total Annual Cost per Participant    | \$69,611.61 |
| Total Rate per Month per Participant | \$5,800.97  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 5

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 6           |
| Annual Home Coordinator Cost per Home              | \$8,775.06  |

Home Coordinator Mileage

| Description                            | Value      |
|--|------------|
| Annual Home Coordinator Miles          | 11,340     |
| Annual Home Coordinator Miles per Home | 1,890      |
| Amount per Mile                        | \$0.575    |
| Home Coordinator Mileage Cost per Home | \$1,086.75 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$701.57 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 24         |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$7,341.12 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 36         |
| Monthly Consultant Cost per Participant             | \$3,917.16 |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$125.00    |
| Annual Payment per Participant               | \$45,656.25 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value       |
|--------------------------------------|-------------|
| Annual Program Operations Cost       | \$3,650.00  |
| Administration Percent               | 12.0%       |
| Annual Administration Cost           | \$9,927.87  |
| Total Annual Cost per Participant    | \$82,732.23 |
| Total Rate per Month per Participant | \$6,894.35  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Family Home Agency, Level 6

Wages and Benefits – Home Recruiter

| Description  | Value       |
|--|-------------|
| Recruiter Hourly Wage                              | \$23.35     |
| Employee Benefit Rate (as a percent of wages)      | 17.67%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Recruiter Cost (wages + benefits)           | \$58,979.35 |
| Number of Home Recruitments per Recruiter per Year | 24          |
| Recruiter Cost per Home Recruitment                | \$2,457.47  |
| Average Number of Years that a Home Provides Care  | 5.0         |
| Amortized Annual Recruitment Cost per Home         | \$491.49    |

Wages and Benefits – Home Coordinator

| Description  | Value       |
|--|-------------|
| Home Coordinator Hourly Wage                       | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Home Coordinator Cost (wages + benefits)    | \$52,650.38 |
| Home Coordinator Caseload                          | 6           |
| Annual Home Coordinator Cost per Home              | \$8,775.06  |

Home Coordinator Mileage

| Description                            | Value      |
|--|------------|
| Annual Home Coordinator Miles          | 11,340     |
| Annual Home Coordinator Miles per Home | 1,890      |
| Amount per Mile                        | \$0.575    |
| Home Coordinator Mileage Cost per Home | \$1,086.75 |

Home Recruiter Mileage

| Description                          | Value    |
|--------------------------------------|----------|
| Annual Home Recruiter Miles          | 5,460    |
| Annual Home Recruiter Miles per Home | 228      |
| Amount per Mile                      | \$0.580  |
| Home Recruiter Mileage Cost per Home | \$131.95 |

Agency-Provided Staffing Mileage

| Description                                 | Value    |
|---|----------|
| Annual Agency Staff Miles                   | 5,460    |
| Annual Agency Staff Miles per Billable Hour | 4.2      |
| Amount per Mile                             | \$0.580  |
| Agency Staff Mileage Cost per Home          | \$701.57 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Wages and Benefits – Trainer

| Description  | Value       |
|--|-------------|
| Trainer Hourly Wage                                | \$20.62     |
| Employee Benefit Rate (as a percent of wages)      | 18.99%      |
| Workers' Compensation Rate (as a percent of wages) | 3.65%       |
| Annual Trainer Cost (wages + benefits)             | \$52,650.38 |
| Number of Home per Full-Time Trainer               | 50          |
| Annual Trainer Cost per Home                       | \$1,053.01  |

Wages and Benefits – Agency-Provided Staffing

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.47 |

Productivity Adjustments – Agency-Provided Staffing

| Description  | Value      |
|--|------------|
| Total Hours  | 34.60      |
| Travel Time Between Individuals                          | 4.05       |
| Recordkeeping and Reporting                              | 0.96       |
| Supervision and Other Employer Time                      | 0.89       |
| Training   | 0.67       |
| Paid Time Off  | 3.04       |
| "Billable" Hours   | 24.99      |
| Productivity Factor                                      | 1.38       |
| Staff Cost After Productivity Adj. per Billable Hour     | \$25.49    |
| Number of Agency-Provided In-Home Staff Hours per Month  | 24         |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$7,341.12 |

Consultant Costs

| Description   | Value      |
|---|------------|
| Consultant Hourly Cost                              | \$108.81   |
| Number of Consultant Hours per Participant per Year | 40         |
| Monthly Consultant Cost per Participant             | \$4,352.40 |

Home Payment

| Description                                  | Value       |
|--|-------------|
| Daily Payment to Family Home per Participant | \$175.00    |
| Annual Payment per Participant               | \$63,918.75 |

Administration and Program Operations and Total Rate per Month per Participant

| Description                          | Value        |
|--------------------------------------|--------------|
| Annual Program Operations Cost       | \$3,650.00   |
| Administration Percent               | 12.0%        |
| Annual Administration Cost           | \$12,477.56  |
| Total Annual Cost per Participant    | \$103,979.66 |
| Total Rate per Month per Participant | \$8,664.97   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supplemental Residential Program Support

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 3.65%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$17.90 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.99   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.59 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 3.65%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.39    |
| Weekly Supervision Cost                            | \$1,015.60 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.39     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.98 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.53  |
| Rate per Billable Hour                                      | \$25.51 |

# Vendor Rate Study

Development of Rate Models for Harbor Regional Center

## **Day and Employment Services**

Prepared for Department of Developmental Services

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:10

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 2.32  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.70 |
| Productivity Factor                 | 1.30  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 10.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 8.80   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$2.86 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.44     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$4.28  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.64  |
| Rate per Billable Hour                                      | \$5.35  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:9

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 2.12  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.90 |
| Productivity Factor                 | 1.29  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 9.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 7.92   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$3.15 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.48     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$4.61  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.48  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.69  |
| Rate per Billable Hour                                      | \$5.78  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:8

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.94  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.08 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 8.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 7.04   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$3.52 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.54     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.04  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.54  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.76  |
| Rate per Billable Hour                                      | \$6.34  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:7

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.74  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.28 |
| Productivity Factor                 | 1.27  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 7.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 6.16   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$3.99 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.61     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.58  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.61  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.84  |
| Rate per Billable Hour                                      | \$7.03  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:6

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.54  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.48 |
| Productivity Factor                 | 1.26  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 6.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 5.28   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$4.62 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.71     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$6.31  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.72  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.96  |
| Rate per Billable Hour                                      | \$7.99  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:5

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.35  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.67 |
| Productivity Factor                 | 1.25  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 5.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 4.40   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$5.50 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.85     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$7.33  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.86  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.12  |
| Rate per Billable Hour                                      | \$9.31  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:4

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.16  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.86 |
| Productivity Factor                 | 1.24  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 4.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 3.52   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$6.82 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.05     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$8.85  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.08  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.35  |
| Rate per Billable Hour                                      | \$11.28 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 3.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$9.02 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.39     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$11.39 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.75  |
| Rate per Billable Hour                                      | \$14.57 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Center/ Facility, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$13.41 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.08     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$16.47 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.54  |
| Rate per Billable Hour                                      | \$21.16 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community, 1:4

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 4.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 3.52   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$6.76 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 3.52       |
| Allocated Miles per Participant per Week                    | 74.7       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,148.20 |
| Mileage Cost per Participant per Billable Hour              | \$1.63     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.05     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$10.42 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.08  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.57  |
| Rate per Billable Hour                                      | \$13.07 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 3.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$9.02 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 2.64       |
| Allocated Miles per Participant per Week                    | 99.6       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,864.08 |
| Mileage Cost per Participant per Billable Hour              | \$2.17     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.39     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$13.56 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.04  |
| Rate per Billable Hour                                      | \$17.03 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$13.41 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 1.76       |
| Allocated Miles per Participant per Week                    | 149.4      |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$4,296.11 |
| Mileage Cost per Participant per Billable Hour              | \$3.25     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 75         |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,293.75 |
| Facility Cost per Participant per Billable Hour | \$0.98     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.08     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$19.72 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.98  |
| Rate per Billable Hour                                      | \$24.85 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community Only, 1:4

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 4.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 3.52   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$6.76 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 3.52       |
| Allocated Miles per Participant per Week                    | 74.7       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,148.20 |
| Mileage Cost per Participant per Billable Hour              | \$1.63     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.05     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$9.44  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.08  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.43  |
| Rate per Billable Hour                                      | \$11.95 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community Only, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 3.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$9.02 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 2.64       |
| Allocated Miles per Participant per Week                    | 99.6       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,864.08 |
| Mileage Cost per Participant per Billable Hour              | \$2.17     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.39     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$12.58 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.91  |
| Rate per Billable Hour                                      | \$15.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Community-Based Day Programs, Community Only, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$15.00 |
| Employee Benefit Rate (as a percent of wages)                 | 23.24%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.35 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$13.41 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 1.76       |
| Allocated Miles per Participant per Week                    | 149.4      |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$4,296.11 |
| Mileage Cost per Participant per Billable Hour              | \$3.25     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.08     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$18.74 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.85  |
| Rate per Billable Hour                                      | \$23.74 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management, Center/ Facility, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.96  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.90 |
| Productivity Factor                 | 1.29  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 3.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$11.38 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.31     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.45     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| BCBA Hourly Cost                 | \$108.81 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.09   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$22.23 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.23  |
| Rate per Billable Hour                                      | \$26.89 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management, Center/ Facility, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.09 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$16.94 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.31     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.17     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| BCBA Hourly Cost                 | \$108.81 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.03   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.45 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.17  |
| Rate per Billable Hour                                      | \$34.77 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Medical Management, Center/ Facility, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$17.06 |
| Employee Benefit Rate (as a percent of wages)                 | 21.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.68 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.96  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.90 |
| Productivity Factor                 | 1.29  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 3.0     |
| Participant Attendance Rate                             | 80%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.40    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$11.65 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 200.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,200 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.44     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.60     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| RN Hourly Cost                   | \$112.37 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.35   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.04 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.74  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.38  |
| Rate per Billable Hour                                      | \$28.16 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Medical Management, Center/ Facility, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$17.06 |
| Employee Benefit Rate (as a percent of wages)                 | 21.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.68 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.09 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 80%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.60    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$17.34 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 200.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,200 |

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.44     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.38     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| RN Hourly Cost                   | \$112.37 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.30   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.46 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.60  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.37  |
| Rate per Billable Hour                                      | \$36.43 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management, Community, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.96  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.90 |
| Productivity Factor                 | 1.29  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 3.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$11.38 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 2.64       |
| Allocated Miles per Participant per Week                    | 99.6       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,864.08 |
| Mileage Cost per Participant per Billable Hour              | \$2.17     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.31     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.45     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| BCBA Hourly Cost                 | \$108.81 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.09   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.40 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.52  |
| Rate per Billable Hour                                      | \$29.35 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management, Community, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.09 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$16.94 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 1.76       |
| Allocated Miles per Participant per Week                    | 149.4      |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$4,296.11 |
| Mileage Cost per Participant per Billable Hour              | \$3.25     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.31     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.17     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| BCBA Hourly Cost                 | \$108.81 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.03   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$31.70 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.62  |
| Rate per Billable Hour                                      | \$38.47 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Medical Management, Community, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$17.06 |
| Employee Benefit Rate (as a percent of wages)                 | 21.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.68 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.96  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 26.90 |
| Productivity Factor                 | 1.29  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 3.0     |
| Participant Attendance Rate                             | 80%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.40    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$11.65 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 200.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,200 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 2.40       |
| Allocated Miles per Participant per Week                    | 109.6      |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$3,150.43 |
| Mileage Cost per Participant per Billable Hour              | \$2.63     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.44     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.60     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| RN Hourly Cost                   | \$112.37 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.35   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.67 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.74  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.74  |
| Rate per Billable Hour                                      | \$31.15 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Medical Management, Community, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$17.06 |
| Employee Benefit Rate (as a percent of wages)                 | 21.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.68 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.96  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 1.78  |
| Training                            | 0.96  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.09 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 80%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.60    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$17.34 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 200.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,200 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 263        |
| Number of Participants per Vehicle                          | 1.60       |
| Allocated Miles per Participant per Week                    | 164.4      |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$4,725.93 |
| Mileage Cost per Participant per Billable Hour              | \$3.94     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Facility

| Description                                     | Value      |
|---|------------|
| Square Feet of Service Space per Participant    | 100        |
| Annual Cost per Square Foot                     | \$17.25    |
| Annual Facility Cost per Participant            | \$1,725.00 |
| Facility Cost per Participant per Billable Hour | \$1.44     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervisor Cost (wages + benefits)          | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$2.38     |

Oversight

| Description                      | Value    |
|----------------------------------|----------|
| RN Hourly Cost                   | \$112.37 |
| Hours of Oversight per Week      | 2.00     |
| Oversight Cost per Billable Hour | \$8.30   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$33.40 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.60  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.91  |
| Rate per Billable Hour                                      | \$40.91 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

In-Home Day Program, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 29.02 |
| Productivity Factor                 | 1.19  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 3.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$8.40 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 158        |
| Number of Participants per Vehicle                          | 2.64       |
| Allocated Miles per Participant per Week                    | 59.9       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$1,720.69 |
| Mileage Cost per Participant per Billable Hour              | \$1.30     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.34     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$11.04 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.31  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.68  |
| Rate per Billable Hour                                      | \$14.03 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

In-Home Day Program, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 29.22 |
| Productivity Factor                 | 1.18  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$12.50 |

Mileage

| Description   | Value      |
|---|------------|
| Amount per Mile   | \$0.575    |
| Number of Miles Traveled per Vehicle per Week               | 158        |
| Number of Participants per Vehicle                          | 1.76       |
| Allocated Miles per Participant per Week                    | 89.8       |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,580.89 |
| Mileage Cost per Participant per Billable Hour              | \$1.96     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.99     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$16.45 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.94  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.51  |
| Rate per Billable Hour                                      | \$20.90 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

In-Home Day Program, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 4.83%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.64 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.77    |
| Supervision and Other Employer Time                  | 0.90    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.45   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.75 |

Mileage

| Description                       | Value   |
|-----------------------------------|---------|
| Number of Miles Traveled per Week | 158     |
| Amount per Mile                   | \$0.575 |
| Weekly Mileage Cost               | \$90.85 |
| Mileage Cost per Billable Hour    | \$29.88 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 4.83%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.62    |
| Weekly Supervision Cost                            | \$1,024.80 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$3.60     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.53 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.51  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$4.51  |
| Rate per Billable Hour                                      | \$37.55 |



DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Participant-Directed Community-Based Training, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.99    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.45   |
| Productivity Factor                                  | 1.14    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.40 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.40 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$21.40 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$7.13  |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Participant-Directed Community-Based Training, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.79    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.65   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.21 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.21 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$21.21 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$10.61 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Participant-Directed Community-Based Training, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 0.79    |
| Training   | 0.12    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 30.65   |
| Productivity Factor                                  | 1.13    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.21 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.21 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Rate per Billable Hour                                      | \$21.21 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Community-Based Training, 1:3 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.65 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.65 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$24.65 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$8.22  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Community-Based Training, 1:2 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.65 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.65 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$24.65 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$12.33 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Participant-Directed Community-Based Training, 1:1 - Overtime

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Direct Care Staff Hourly Wage                                 | \$21.74 |
| Employee Benefit Rate (as a percent of wages)                 | 7.65%   |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$24.65 |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.65 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 0.0%    |
| Administration Cost per Billable Hour                       | \$0.00  |
| Cost per Billable Hour                                      | \$24.65 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supplemental Day Program Support

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.19 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.99   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$20.92 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.44     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.36 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.55  |
| Rate per Billable Hour                                      | \$25.91 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation, Company

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$19.86 |
| Employee Benefit Rate (as a percent of wages)                 | 19.43%  |
| Workers' Compensation Rate (as a percent of wages)            | 8.17%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.34 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time without Individuals                      | 4.19    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 25.80   |
| Productivity Factor                                  | 1.34    |
| Staff Cost After Productivity Adj. per Billable Hour | \$33.96 |

Mileage

| Description                                  | Value    |
|--|----------|
| Number of Miles Traveled per Trip            | 31.5     |
| Number of Miles per trip without Individuals | 15.8     |
| Amount per Mile (less vehicle acquisition)   | \$0.305  |
| Vehicle acquisition                          | \$40,000 |
| Less: Vehicle trade-in/salvage value         | \$4,000  |
| Vehicle useful life, miles                   | 125,000  |
| Vehicle acquisition per Mile                 | \$0.288  |
| Adjusted amount per Mile                     | \$0.593  |
| Mileage Cost per Trip                        | \$28.05  |
| Number of Staff Hours per Trip               | 1.44     |
| Amount per Staff Hour                        | \$33.96  |
| Staff Cost per Trip                          | \$48.90  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$23.92    |
| Supervisor Benefit Rate (as a percent of wages)    | 19.32%     |
| Workers' Compensation Rate (as a percent of wages) | 8.17%      |
| Weekly Supervision Cost                            | \$1,219.82 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Trip                          | \$6.81     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$83.76  |
| Program Operations Costs                                    | \$10.00  |
| Program Operations Cost per Trip                            | \$10.00  |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Trip                                | \$12.79  |
| Cost per Trip   | \$106.55 |
| Number of Individuals Served                                | 8        |
| Rate per Participant per Trip                               | \$13.32  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation, Company, Non-Ambulatory

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$19.86 |
| Employee Benefit Rate (as a percent of wages)                 | 19.43%  |
| Workers' Compensation Rate (as a percent of wages)            | 8.17%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.34 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time without Individuals                      | 4.19    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 25.80   |
| Productivity Factor                                  | 1.34    |
| Staff Cost After Productivity Adj. per Billable Hour | \$33.96 |

Mileage

| Description                                  | Value    |
|--|----------|
| Number of Miles Traveled per Trip            | 31.5     |
| Number of Miles per trip without Individuals | 15.8     |
| Amount per Mile (less vehicle acquisition)   | \$0.305  |
| Vehicle acquisition                          | \$55,000 |
| Less: Vehicle trade-in/salvage value         | \$5,500  |
| Vehicle useful life, miles                   | 125,000  |
| Vehicle acquisition per Mile                 | \$0.396  |
| Adjusted amount per Mile                     | \$0.701  |
| Mileage Cost per Trip                        | \$33.16  |
| Number of Staff Hours per Trip               | 1.71     |
| Amount per Staff Hour                        | \$33.96  |
| Staff Cost per Trip                          | \$58.07  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$23.92    |
| Supervisor Benefit Rate (as a percent of wages)    | 19.32%     |
| Workers' Compensation Rate (as a percent of wages) | 8.17%      |
| Weekly Supervision Cost                            | \$1,219.82 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Trip                          | \$8.08     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$99.31  |
| Program Operations Costs                                    | \$10.00  |
| Program Operations Cost per Trip                            | \$10.00  |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Trip                                | \$14.91  |
| Cost per Trip   | \$124.22 |
| Number of Individuals Served                                | 8        |
| Rate per Participant per Trip                               | \$15.53  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation, Additional Component

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.99   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.59 |

Mileage

| Description                       | Value   |
|-----------------------------------|---------|
| Number of Miles Traveled per Trip | 15.8    |
| Amount per Mile                   | \$0.575 |
| Mileage Cost per Trip             | \$9.09  |
| Number of Staff Hours per Trip    | 0.59    |
| Amount per Staff Hour             | \$21.59 |
| Staff Cost per Trip               | \$12.74 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervision Cost                            | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Trip                          | \$2.03     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.86 |
| Program Operations Cost                                     | \$0.00  |
| Program Operations Cost per Trip                            | \$0.00  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Trip                                | \$3.25  |
| Cost per Trip   | \$27.11 |
| Number of Individuals Served                                | 2       |
| Rate per Participant per Trip                               | \$13.56 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation, Additional Component, Non-Ambulatory

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 29.99   |
| Productivity Factor                                  | 1.15    |
| Staff Cost After Productivity Adj. per Billable Hour | \$21.59 |

Mileage

| Description                                | Value    |
|--|----------|
| Number of Miles Traveled per Trip          | 15.8     |
| Amount per Mile (less vehicle acquisition) | \$0.305  |
| Vehicle acquisition                        | \$55,000 |
| Less: Vehicle trade-in/salvage value       | \$5,500  |
| Vehicle useful life, miles                 | 125,000  |
| Vehicle acquisition per Mile               | \$0.396  |
| Adjusted amount per Mile                   | \$0.701  |
| Mileage Cost per Trip                      | \$11.08  |
| Number of Staff Hours per Trip             | 0.59     |
| Amount per Staff Hour                      | \$21.59  |
| Staff Cost per Trip                        | \$12.74  |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Weekly Supervision Cost                            | \$1,032.38 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Trip                          | \$2.03     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.85 |
| Program Operations Cost                                     | \$0.00  |
| Program Operations Cost per Trip                            | \$0.00  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Trip                                | \$3.53  |
| Cost per Trip   | \$29.38 |
| Number of Individuals Served                                | 2       |
| Rate per Participant per Trip                               | \$14.69 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation Assistant

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$13.98 |
| Employee Benefit Rate (as a percent of wages)                 | 24.38%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.19 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time without Individuals                      | 1.62    |
| Supervision and Other Employer Time                  | 0.90    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 28.37   |
| Productivity Factor                                  | 1.22    |
| Staff Cost After Productivity Adj. per Billable Hour | \$22.19 |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.74%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.81    |
| Weekly Supervision Cost                            | \$1,032.40 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$3.64     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.83 |
| Daily Program Operations Costs                              | \$0.00  |
| Program Operations Cost per Billable Hour                   | \$0.00  |
| Administration Percent                                      | 6.0%    |
| Administration Cost per Billable Hour                       | \$1.65  |
| Rate per Billable Hour                                      | \$27.48 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation Broker

All Rate Factors

| Description   | Value   |
|---|---------|
| Number of Individuals, per Trip                           | 8.0     |
| Cost per Trip, Before Program Operations & Administration | \$80.54 |
| Program Operations Cost per Trip                          | \$10.00 |
| Administrative Percent                                    | 12.0%   |
| Administration Cost per Trip                              | \$12.35 |
| Transportation Broker Cost per Trip                       | \$22.35 |
| Rate per Participant per Trip                             | \$2.79  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Transportation Broker, Non-Ambulatory

All Rate Factors

| Description   | Value   |
|---|---------|
| Number of Individuals, per Trip                           | 8.0     |
| Cost per Trip, Before Program Operations & Administration | \$95.65 |
| Program Operations Cost per Trip                          | \$10.00 |
| Administrative Percent                                    | 12.0%   |
| Administration Cost per Trip                              | \$14.41 |
| Transportation Broker Cost per Trip                       | \$24.41 |
| Rate per Participant per Trip                             | \$3.05  |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:8

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 1.94  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.27 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 8.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 7.04   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$4.50 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 7.04       |
| Allocated Miles per Participant per Week       | 37.4       |
| Annual Mileage Cost/ Participant               | \$1,074.10 |
| Mileage Cost per Participant per Billable Hour | \$0.81     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 10,349.08  |
| Accreditation cost per Individual per Billable Hour | \$0.06     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.37  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.54  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.81  |
| Rate per Billable Hour                                      | \$6.72  |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:7

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 1.74  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.47 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 7.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 6.16   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$5.14 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 6.16       |
| Allocated Miles per Participant per Week       | 42.7       |
| Annual Mileage Cost/ Participant               | \$1,227.34 |
| Mileage Cost per Participant per Billable Hour | \$0.93     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 9,119.51   |
| Accreditation cost per Individual per Billable Hour | \$0.07     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$6.14  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.61  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.92  |
| Rate per Billable Hour                                      | \$7.67  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services  
Supported Employment-Group, Center/ Facility, 1:6

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 1.54  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.67 |
| Productivity Factor                 | 1.21  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 6.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 5.28   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$5.94 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 5.28       |
| Allocated Miles per Participant per Week       | 49.8       |
| Annual Mileage Cost/ Participant               | \$1,432.04 |
| Mileage Cost per Participant per Billable Hour | \$1.08     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 7,871.64   |
| Accreditation cost per Individual per Billable Hour | \$0.08     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$7.10  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.72  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.07  |
| Rate per Billable Hour                                      | \$8.89  |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:5

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 1.35  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.86 |
| Productivity Factor                 | 1.20  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 5.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 4.40   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$7.07 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 4.40       |
| Allocated Miles per Participant per Week       | 59.8       |
| Annual Mileage Cost/ Participant               | \$1,718.39 |
| Mileage Cost per Participant per Billable Hour | \$1.30     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 6,603.17   |
| Accreditation cost per Individual per Billable Hour | \$0.10     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$8.47  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.86  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.27  |
| Rate per Billable Hour                                      | \$10.60 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:4

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 1.16  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 29.05 |
| Productivity Factor                 | 1.19  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 4.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 3.52   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$8.77 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 3.52       |
| Allocated Miles per Participant per Week       | 74.7       |
| Annual Mileage Cost/ Participant               | \$2,148.20 |
| Mileage Cost per Participant per Billable Hour | \$1.63     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 5,317.31   |
| Accreditation cost per Individual per Billable Hour | \$0.13     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$10.53 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.08  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.58  |
| Rate per Billable Hour                                      | \$13.19 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 29.24 |
| Productivity Factor                 | 1.18  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 3.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$11.59 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 2.64       |
| Allocated Miles per Participant per Week       | 99.6       |
| Annual Mileage Cost/ Participant               | \$2,864.08 |
| Mileage Cost per Participant per Billable Hour | \$2.17     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 4,014.07   |
| Accreditation cost per Individual per Billable Hour | \$0.17     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$13.93 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.43  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$2.09  |
| Rate per Billable Hour                                      | \$17.45 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Supported Employment-Group, Center/ Facility, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.68  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 29.44 |
| Productivity Factor                 | 1.18  |

Staffing Ratio

| Description   | Value   |
|---|---------|
| Group Size (Participants per Direct Care Staff)         | 2.0     |
| Participant Attendance Rate                             | 88%     |
| Adjusted Weighted Avg. of No. of Participants per Staff | 1.76    |
| Staff Cost After Productivity Adj. per Billable Hour    | \$17.39 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value      |
|--|------------|
| Amount per Mile                                | \$0.575    |
| Number of Miles Traveled per Vehicle per Week  | 263        |
| Number of Participants per Vehicle             | 1.76       |
| Allocated Miles per Participant per Week       | 149.4      |
| Annual Mileage Cost/ Participant               | \$4,296.11 |
| Mileage Cost per Participant per Billable Hour | \$3.25     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 2,694.35   |
| Accreditation cost per Individual per Billable Hour | \$0.25     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.89 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$2.15  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$3.14  |
| Rate per Billable Hour                                      | \$26.18 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services  
Supported Employment-Individual, Job Development

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$25.83 |
| Employee Benefit Rate (as a percent of wages)                 | 16.71%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$31.63 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 1.62    |
| Networking/ General Development Activities           | 3.85    |
| Supervision and Other Employer Time                  | 0.68    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.40    |
| Staff Cost After Productivity Adj. per Billable Hour | \$44.28 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 105     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 91      |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$52.33 |
| Mileage Cost per Billable Hour                      | \$2.12  |

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Developers per accreditation          | 5.00       |
| Accreditation, annual cost per Job Developer        | \$667.00   |
| Annual billable hours per Job Developer, Total      | 1,272.96   |
| Accreditation cost per Individual per Billable Hour | \$0.52     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$46.92 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.95  |
| Rate per Billable Hour                                      | \$57.91 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supported Employment-Individual, Job Coaching

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$20.81 |
| Employee Benefit Rate (as a percent of wages)                 | 18.89%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.74%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.94 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 2.44    |
| Collateral Contacts (not billable)                   | 0.77    |
| Recordkeeping and Reporting                          | 0.77    |
| Supervision and Other Employer Time                  | 0.68    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.23   |
| Productivity Factor                                  | 1.32    |
| Staff Cost After Productivity Adj. per Billable Hour | \$34.24 |

Mileage

| Description   | Value   |
|---|---------|
| Number of Miles Traveled per 40-Hour Week           | 158     |
| Number of Miles Adjusted for Mix of FT and PT Staff | 137     |
| Amount per Mile                                     | \$0.575 |
| Weekly Mileage Cost                                 | \$78.78 |
| Mileage Cost per Billable Hour                      | \$3.00  |

CARF Accreditation

| Description   | Value      |
|---|------------|
| Accreditation, three years                          | \$10,000   |
| Accreditation, annual amount                        | \$3,333.33 |
| Number of Job Coaches per accreditation             | 5.00       |
| Accreditation, annual cost per Job Coach            | \$667.00   |
| Annual billable hours per Job Coach, Total          | 1,363.96   |
| Accreditation cost per Individual per Billable Hour | \$0.49     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$37.73 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.81  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$5.66  |
| Rate per Billable Hour                                      | \$47.20 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:35+

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.94  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.08 |
| Productivity Factor                 | 1.28  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 35.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 30.80  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$0.78 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.13     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$1.96  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.12  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.28  |
| Rate per Billable Hour                                      | \$2.36  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:30-34

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.74  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.28 |
| Productivity Factor                 | 1.27  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 32.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 28.16  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$0.84 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.14     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$2.03  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.13  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.29  |
| Rate per Billable Hour                                      | \$2.45  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:25-29

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.54  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.48 |
| Productivity Factor                 | 1.26  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 27.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 23.76  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$0.99 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.17     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$2.21  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.16  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.32  |
| Rate per Billable Hour                                      | \$2.69  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:20-24

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.35  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.67 |
| Productivity Factor                 | 1.25  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 22.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 19.36  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$1.21 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.21     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$2.47  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.20  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.36  |
| Rate per Billable Hour                                      | \$3.03  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:15-19

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 1.16  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 27.86 |
| Productivity Factor                 | 1.24  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 17.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 14.96  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$1.55 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.27     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$2.87  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.25  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.43  |
| Rate per Billable Hour                                      | \$3.55  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:10-14

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.97  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.05 |
| Productivity Factor                 | 1.23  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 12.0   |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 10.56  |
| Staff Cost After Productivity Adj. per Billable Hour    | \$2.18 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.38     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$3.61  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.36  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.54  |
| Rate per Billable Hour                                      | \$4.51  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:9

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 9.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 7.92   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$2.88 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.51     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$4.44  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.48  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.67  |
| Rate per Billable Hour                                      | \$5.59  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:8

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 8.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 7.04   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$3.24 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.58     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$4.87  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.54  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.74  |
| Rate per Billable Hour                                      | \$6.15  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:7

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 7.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 6.16   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$3.70 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.66     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.41  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.61  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.82  |
| Rate per Billable Hour                                      | \$6.84  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:6

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 6.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 5.28   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$4.32 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.77     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$6.14  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.72  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$0.94  |
| Rate per Billable Hour                                      | \$7.80  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:5

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 5.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 4.40   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$5.18 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$0.92     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$7.15  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$0.86  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.09  |
| Rate per Billable Hour                                      | \$9.10  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Work Activity Program, 1:4

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$14.49 |
| Employee Benefit Rate (as a percent of wages)                 | 23.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 5.20%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$18.69 |

Productivity Adjustments

| Description                         | Value |
|-------------------------------------|-------|
| Total Hours                         | 34.60 |
| Program Set-Up/ Clean-Up            | 0.97  |
| Recordkeeping and Reporting         | 0.77  |
| Supervision and Other Employer Time | 0.90  |
| Training                            | 0.67  |
| Paid Time Off                       | 3.04  |
| "Billable" Hours                    | 28.25 |
| Productivity Factor                 | 1.22  |

Staffing Ratio

| Description   | Value  |
|---|--------|
| Group Size (Participants per Direct Care Staff)         | 4.0    |
| Participant Attendance Rate                             | 88%    |
| Adjusted Weighted Avg. of No. of Participants per Staff | 3.52   |
| Staff Cost After Productivity Adj. per Billable Hour    | \$6.48 |

Attendance

| Description                              | Value |
|--|-------|
| Annual Days of Program Operations        | 250.0 |
| Annual Days of Participant Attendance    | 220.0 |
| Hours per Day of Participant Attendance  | 6.00  |
| Hours per Year of Participant Attendance | 1,320 |

Mileage

| Description                                    | Value    |
|--|----------|
| Amount per Mile                                | \$0.575  |
| Number of Miles Traveled per Vehicle per Week  | 263      |
| Number of Participants per Vehicle             | 8.00     |
| Allocated Miles per Participant per Week       | 32.9     |
| Annual Mileage Cost/ Participant               | \$945.30 |
| Mileage Cost per Participant per Billable Hour | \$0.72   |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$20.30    |
| Supervisor Benefit Rate (as a percent of wages)    | 21.40%     |
| Workers' Compensation Rate (as a percent of wages) | 5.20%      |
| Hourly Supervisor Cost (wages + benefits)          | \$25.70    |
| Weekly Supervision Cost                            | \$1,028.00 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Participant per Billable Hour | \$1.15     |

Facility

| Description                                     | Value    |
|---|----------|
| Square Feet of Service Space per Participant    | 50       |
| Annual Cost per Square Foot                     | \$17.25  |
| Amount reimbursable under Habilitative Services | 50.0%    |
| Annual Facility Cost per Participant            | \$431.25 |
| Facility Cost per Participant per Billable Hour | \$0.33   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$8.68  |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$1.08  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$1.33  |
| Rate per Billable Hour                                      | \$11.09 |

## Vendor Rate Study

Development of Rate Models for Harbor Regional Center

### **Behavioral and Professional Support Services**

Prepared for Department of Developmental Services

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Professional, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 23.21    |
| Productivity Factor                                  | 1.72     |
| Staff Cost After Productivity Adj. per Billable Hour | \$100.45 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.20   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$105.65 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.31   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.99  |
| Rate per Billable Hour                                      | \$124.95 |

DDS Vendor Rate Study – Rate Models  
 Prepared for Department of Developmental Services  
 Specialized Therapeutic Services, Professional, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 22.10    |
| Productivity Factor                                  | 1.81     |
| Staff Cost After Productivity Adj. per Billable Hour | \$105.70 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.46   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$111.16 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.52   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$15.77  |
| Cost per Billable Hour                                      | \$131.45 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$65.73  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services  
Specialized Therapeutic Services, Professional, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.65    |
| Productivity Factor                                  | 1.85     |
| Staff Cost After Productivity Adj. per Billable Hour | \$108.04 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.58   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$113.62 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.62   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.12  |
| Cost per Billable Hour                                      | \$134.36 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$44.79  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 1.93    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 22.28   |
| Productivity Factor                                  | 1.55    |
| Staff Cost After Productivity Adj. per Billable Hour | \$65.60 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$4.70   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.49    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$80.79 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.24  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.32 |
| Rate per Billable Hour                                      | \$94.35 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 2.89    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 21.32   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$68.56 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$4.91   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.96    |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$84.43 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.35  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.83 |
| Cost per Billable Hour                                      | \$98.61 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$49.31 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 3.66    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 20.55   |
| Productivity Factor                                  | 1.68    |
| Staff Cost After Productivity Adj. per Billable Hour | \$71.10 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.09   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$11.37    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$87.56  |
| Daily Program Operations Costs                              | \$10.00  |
| Program Operations Cost per Billable Hour                   | \$2.43   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.27  |
| Cost per Billable Hour                                      | \$102.26 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$34.09  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Professional, Clinic, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 27.64   |
| Productivity Factor                                  | 1.45    |
| Staff Cost After Productivity Adj. per Billable Hour | \$84.68 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,437.28 |
| Clinic Space Cost per Billable Hour | \$3.84     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$88.52  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.62   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.56  |
| Rate per Billable Hour                                      | \$104.70 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Professional, Clinic, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.52   |
| Productivity Factor                                  | 1.51    |
| Staff Cost After Productivity Adj. per Billable Hour | \$88.18 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,379.04 |
| Clinic Space Cost per Billable Hour | \$4.00     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$92.18  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.77   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.08  |
| Cost per Billable Hour                                      | \$109.03 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$54.52  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Professional, Clinic, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.08   |
| Productivity Factor                                  | 1.53    |
| Staff Cost After Productivity Adj. per Billable Hour | \$89.35 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,356.16 |
| Clinic Space Cost per Billable Hour | \$4.07     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$93.42  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.83   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.26  |
| Cost per Billable Hour                                      | \$110.51 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$36.84  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, Clinic, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 2.53    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 26.15   |
| Productivity Factor                                  | 1.32    |
| Staff Cost After Productivity Adj. per Billable Hour | \$55.86 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,359.80 |
| Clinic Space Cost per Billable Hour | \$4.06     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$8.93     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$68.85 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.91  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.65  |
| Rate per Billable Hour                                      | \$80.41 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, Clinic, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 3.50    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.37    |
| Staff Cost After Productivity Adj. per Billable Hour | \$57.98 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,309.36 |
| Clinic Space Cost per Billable Hour | \$4.22     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$9.28     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$71.48 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.99  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.02 |
| Cost per Billable Hour                                      | \$83.49 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$41.75 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Specialized Therapeutic Services, Assistant, Clinic, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 4.28    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 24.40   |
| Productivity Factor                                  | 1.42    |
| Staff Cost After Productivity Adj. per Billable Hour | \$60.09 |

Clinic Space

| Description                         | Value      |
|-------------------------------------|------------|
| Square Feet of Service Space        | 200        |
| Annual Cost per Square Foot         | \$27.60    |
| Annual Clinic Cost                  | \$5,520.00 |
| Annual Billable Hours               | \$1,268.80 |
| Clinic Space Cost per Billable Hour | \$4.35     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$9.57     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$74.01 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.05  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.37 |
| Cost per Billable Hour                                      | \$86.43 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$28.81 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Licensed Professional, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 23.21    |
| Productivity Factor                                  | 1.72     |
| Staff Cost After Productivity Adj. per Billable Hour | \$100.45 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.20   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$105.65 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.31   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.99  |
| Rate per Billable Hour                                      | \$124.95 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Licensed Professional, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 22.10    |
| Productivity Factor                                  | 1.81     |
| Staff Cost After Productivity Adj. per Billable Hour | \$105.70 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.46   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$111.16 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.52   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$15.77  |
| Cost per Billable Hour                                      | \$131.45 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$65.73  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Licensed Professional, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.65    |
| Productivity Factor                                  | 1.85     |
| Staff Cost After Productivity Adj. per Billable Hour | \$108.04 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.58   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$113.62 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.62   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.12  |
| Cost per Billable Hour                                      | \$134.36 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$44.79  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Specialist, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 15.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 2.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.64   |
| Productivity Factor                                  | 1.56    |
| Staff Cost After Productivity Adj. per Billable Hour | \$66.72 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.71   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$9.11     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$80.54 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.95  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.25 |
| Rate per Billable Hour                                      | \$93.74 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Specialist, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 15.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.54   |
| Productivity Factor                                  | 1.63    |
| Staff Cost After Productivity Adj. per Billable Hour | \$69.72 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.92   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$9.52     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$84.16 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.75 |
| Cost per Billable Hour                                      | \$97.95 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$48.98 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Adaptive Skills Trainer, Specialist, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 15.36%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.77 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 23.64   |
| Productivity Factor                                  | 1.69    |
| Staff Cost After Productivity Adj. per Billable Hour | \$72.28 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.11   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$9.88     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$87.27  |
| Daily Program Operations Costs                              | \$10.00  |
| Program Operations Cost per Billable Hour                   | \$2.12   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.19  |
| Cost per Billable Hour                                      | \$101.58 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$33.86  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Analyst, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 23.21    |
| Productivity Factor                                  | 1.72     |
| Staff Cost After Productivity Adj. per Billable Hour | \$103.61 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.20   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$108.81 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.31   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$15.43  |
| Rate per Billable Hour                                      | \$128.55 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Analyst, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 22.10    |
| Productivity Factor                                  | 1.81     |
| Staff Cost After Productivity Adj. per Billable Hour | \$109.03 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.46   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$114.49 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.52   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.23  |
| Cost per Billable Hour                                      | \$135.24 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$67.62  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Analyst, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.65    |
| Productivity Factor                                  | 1.85     |
| Staff Cost After Productivity Adj. per Billable Hour | \$111.44 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.58   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$117.02 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.62   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.59  |
| Cost per Billable Hour                                      | \$138.23 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$46.08  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Associate Behavior Analyst, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 2.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.64   |
| Productivity Factor                                  | 1.56    |
| Staff Cost After Productivity Adj. per Billable Hour | \$44.54 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.71   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.24   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$53.49 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.95  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.56  |
| Rate per Billable Hour                                      | \$63.00 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Associate Behavior Analyst, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.54   |
| Productivity Factor                                  | 1.63    |
| Staff Cost After Productivity Adj. per Billable Hour | \$46.54 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.92   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.43   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$55.89 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.90  |
| Cost per Billable Hour                                      | \$65.83 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$32.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Associate Behavior Analyst, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 23.64   |
| Productivity Factor                                  | 1.69    |
| Staff Cost After Productivity Adj. per Billable Hour | \$48.25 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.11   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.60   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$57.96 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.12  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.19  |
| Cost per Billable Hour                                      | \$68.27 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$22.76 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Assistant, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 2.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.64   |
| Productivity Factor                                  | 1.56    |
| Staff Cost After Productivity Adj. per Billable Hour | \$44.54 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.71   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.24   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$53.49 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.95  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.56  |
| Rate per Billable Hour                                      | \$63.00 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Assistant, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.54   |
| Productivity Factor                                  | 1.63    |
| Staff Cost After Productivity Adj. per Billable Hour | \$46.54 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$4.92   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.43   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$55.89 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.90  |
| Cost per Billable Hour                                      | \$65.83 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$32.92 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Assistant, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$23.32 |
| Employee Benefit Rate (as a percent of wages)                 | 19.62%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$28.55 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 23.64   |
| Productivity Factor                                  | 1.69    |
| Staff Cost After Productivity Adj. per Billable Hour | \$48.25 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.11   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 1.00     |
| Supervision Cost per Billable Hour | \$4.60   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$57.96 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.12  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.19  |
| Cost per Billable Hour                                      | \$68.27 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$22.76 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Technician - Paraprofessional, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.75 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.42    |
| Recordkeeping and Reporting                          | 1.90    |
| Supervision and Other Employer Time                  | 1.77    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Training   | 0.96    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 21.75   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$36.17 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$4.81   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 2.00     |
| Supervision Cost per Billable Hour | \$10.01  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$50.99 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.30  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.27  |
| Rate per Billable Hour                                      | \$60.56 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Technician - Paraprofessional, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.75 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.42    |
| Recordkeeping and Reporting                          | 2.85    |
| Supervision and Other Employer Time                  | 1.77    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Training   | 0.96    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 20.80   |
| Productivity Factor                                  | 1.66    |
| Staff Cost After Productivity Adj. per Billable Hour | \$37.77 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.03   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 2.00     |
| Supervision Cost per Billable Hour | \$10.46  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$53.26 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.40  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.59  |
| Cost per Billable Hour                                      | \$63.25 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$31.63 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Technician - Paraprofessional, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$18.48 |
| Employee Benefit Rate (as a percent of wages)                 | 20.31%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.75 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.42    |
| Recordkeeping and Reporting                          | 3.60    |
| Supervision and Other Employer Time                  | 1.77    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Training   | 0.96    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 20.05   |
| Productivity Factor                                  | 1.73    |
| Staff Cost After Productivity Adj. per Billable Hour | \$39.36 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.22   |

Supervision

| Description                        | Value    |
|------------------------------------|----------|
| Supervision Hourly Cost            | \$108.81 |
| Hours of Supervision per Week      | 2.00     |
| Supervision Cost per Billable Hour | \$10.85  |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$55.43 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.49  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.90  |
| Cost per Billable Hour                                      | \$65.82 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$21.94 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Consultant, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$26.84 |
| Employee Benefit Rate (as a percent of wages)                 | 18.05%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.44 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 23.21   |
| Productivity Factor                                  | 1.72    |
| Staff Cost After Productivity Adj. per Billable Hour | \$55.80 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.20   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$61.00 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.31  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.91  |
| Rate per Billable Hour                                      | \$74.22 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Consultant, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$26.84 |
| Employee Benefit Rate (as a percent of wages)                 | 18.05%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.44 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.42    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 22.10   |
| Productivity Factor                                  | 1.81    |
| Staff Cost After Productivity Adj. per Billable Hour | \$58.72 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.46   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$64.18 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.52  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.37  |
| Cost per Billable Hour                                      | \$78.07 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$39.04 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Behavior Management Consultant, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$26.84 |
| Employee Benefit Rate (as a percent of wages)                 | 18.05%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.44 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.87    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 21.65   |
| Productivity Factor                                  | 1.85    |
| Staff Cost After Productivity Adj. per Billable Hour | \$60.01 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.58   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$65.59 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.62  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.57  |
| Cost per Billable Hour                                      | \$79.78 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$26.59 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 2.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 22.98   |
| Productivity Factor                                  | 1.74    |
| Staff Cost After Productivity Adj. per Billable Hour | \$60.62 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.25   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.17    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$76.04 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.18  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.67 |
| Rate per Billable Hour                                      | \$88.89 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 21.88   |
| Productivity Factor                                  | 1.83    |
| Staff Cost After Productivity Adj. per Billable Hour | \$63.76 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.68    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$79.96 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.29  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.22 |
| Cost per Billable Hour                                      | \$93.47 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$46.74 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.21    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.98   |
| Productivity Factor                                  | 1.91    |
| Staff Cost After Productivity Adj. per Billable Hour | \$66.54 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.76   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$11.14    |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$83.44 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.38  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.70 |
| Cost per Billable Hour                                      | \$97.52 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$32.51 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.46    |
| Recordkeeping and Reporting                          | 1.92    |
| Supervision and Other Employer Time                  | 0.89    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Interdisciplinary team case reviews/planning         | 1.15    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 21.71   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$44.44 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$4.82   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$6.42     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$55.68 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.30  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.91  |
| Rate per Billable Hour                                      | \$65.89 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.46    |
| Recordkeeping and Reporting                          | 2.88    |
| Supervision and Other Employer Time                  | 0.89    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Interdisciplinary team case reviews/planning         | 1.15    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 20.75   |
| Productivity Factor                                  | 1.67    |
| Staff Cost After Productivity Adj. per Billable Hour | \$46.68 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.04   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$6.72     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$58.44 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.41  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.30  |
| Cost per Billable Hour                                      | \$69.15 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$34.58 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.46    |
| Recordkeeping and Reporting                          | 3.63    |
| Supervision and Other Employer Time                  | 0.89    |
| Missed Appointments (not redirected to other tasks)  | 0.76    |
| Interdisciplinary team case reviews/planning         | 1.15    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 20.00   |
| Productivity Factor                                  | 1.73    |
| Staff Cost After Productivity Adj. per Billable Hour | \$48.35 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.23   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$6.97     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$60.55 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.50  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.60  |
| Cost per Billable Hour                                      | \$71.65 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$23.88 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.88    |
| Productivity Factor                                  | 1.83     |
| Staff Cost After Productivity Adj. per Billable Hour | \$106.87 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$112.39 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.57   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$15.95  |
| Rate per Billable Hour                                      | \$132.91 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.77    |
| Productivity Factor                                  | 1.93     |
| Staff Cost After Productivity Adj. per Billable Hour | \$112.71 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$118.52 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.81   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.82  |
| Cost per Billable Hour                                      | \$140.15 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$70.08  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.32    |
| Productivity Factor                                  | 1.97     |
| Staff Cost After Productivity Adj. per Billable Hour | \$115.05 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$120.99 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.17  |
| Cost per Billable Hour                                      | \$143.08 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$47.69  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 2.89    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 2.32    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 19.00   |
| Productivity Factor                                  | 1.82    |
| Staff Cost After Productivity Adj. per Billable Hour | \$77.02 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.51   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$12.30    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$94.83  |
| Daily Program Operations Costs                              | \$10.00  |
| Program Operations Cost per Billable Hour                   | \$2.63   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.29  |
| Rate per Billable Hour                                      | \$110.75 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 3.86    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 2.32    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 18.03   |
| Productivity Factor                                  | 1.92    |
| Staff Cost After Productivity Adj. per Billable Hour | \$81.25 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.80   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$12.96    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$100.01 |
| Daily Program Operations Costs                              | \$10.00  |
| Program Operations Cost per Billable Hour                   | \$2.77   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.02  |
| Cost per Billable Hour                                      | \$116.80 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$58.40  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Travel Time Between Individuals                      | 4.49    |
| Recordkeeping and Reporting                          | 4.25    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.77    |
| Collateral contacts (not billable)                   | 2.32    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 17.64   |
| Productivity Factor                                  | 1.96    |
| Staff Cost After Productivity Adj. per Billable Hour | \$82.95 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 182      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$104.65 |
| Mileage Cost per Billable Hour                      | \$5.93   |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$13.24    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$102.12 |
| Daily Program Operations Costs                              | \$10.00  |
| Program Operations Cost per Billable Hour                   | \$2.83   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.31  |
| Cost per Billable Hour                                      | \$119.26 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$39.75  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.88    |
| Productivity Factor                                  | 1.83     |
| Staff Cost After Productivity Adj. per Billable Hour | \$108.63 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$114.15 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.57   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.19  |
| Rate per Billable Hour                                      | \$134.91 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.77    |
| Productivity Factor                                  | 1.93     |
| Staff Cost After Productivity Adj. per Billable Hour | \$114.56 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$120.37 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.81   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.07  |
| Cost per Billable Hour                                      | \$142.25 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$71.13  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.32    |
| Productivity Factor                                  | 1.97     |
| Staff Cost After Productivity Adj. per Billable Hour | \$116.94 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$122.88 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.43  |
| Cost per Billable Hour                                      | \$145.23 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$48.41  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 21.88   |
| Productivity Factor                                  | 1.83    |
| Staff Cost After Productivity Adj. per Billable Hour | \$55.23 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$60.75 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.57  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.91  |
| Rate per Billable Hour                                      | \$74.23 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.42    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.77   |
| Productivity Factor                                  | 1.93    |
| Staff Cost After Productivity Adj. per Billable Hour | \$58.25 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$64.06 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.81  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.39  |
| Cost per Billable Hour                                      | \$78.26 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$39.13 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.87    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.32   |
| Productivity Factor                                  | 1.97    |
| Staff Cost After Productivity Adj. per Billable Hour | \$59.45 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$65.39 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.92  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.59  |
| Cost per Billable Hour                                      | \$79.90 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$26.63 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.88    |
| Productivity Factor                                  | 1.83     |
| Staff Cost After Productivity Adj. per Billable Hour | \$113.97 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$119.49 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.57   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.92  |
| Rate per Billable Hour                                      | \$140.98 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.77    |
| Productivity Factor                                  | 1.93     |
| Staff Cost After Productivity Adj. per Billable Hour | \$120.20 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$126.01 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.81   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.84  |
| Cost per Billable Hour                                      | \$148.66 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$74.33  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.32    |
| Productivity Factor                                  | 1.97     |
| Staff Cost After Productivity Adj. per Billable Hour | \$122.69 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$128.63 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$18.21  |
| Cost per Billable Hour                                      | \$151.76 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$50.59  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 21.88   |
| Productivity Factor                                  | 1.83    |
| Staff Cost After Productivity Adj. per Billable Hour | \$84.18 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$89.70  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.57   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.86  |
| Rate per Billable Hour                                      | \$107.13 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.42    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.77   |
| Productivity Factor                                  | 1.93    |
| Staff Cost After Productivity Adj. per Billable Hour | \$88.78 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$94.59  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.81   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.55  |
| Cost per Billable Hour                                      | \$112.95 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$56.48  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.87    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.32   |
| Productivity Factor                                  | 1.97    |
| Staff Cost After Productivity Adj. per Billable Hour | \$90.62 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$96.56  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.84  |
| Cost per Billable Hour                                      | \$115.32 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$38.44  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 3.31    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 21.88   |
| Productivity Factor                                  | 1.83    |
| Staff Cost After Productivity Adj. per Billable Hour | \$71.88 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$77.40 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.57  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.18 |
| Rate per Billable Hour                                      | \$93.15 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.42    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.77   |
| Productivity Factor                                  | 1.93    |
| Staff Cost After Productivity Adj. per Billable Hour | \$75.81 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$81.62 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.81  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.79 |
| Cost per Billable Hour                                      | \$98.22 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$49.11 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Travel Time Between Individuals                      | 5.16    |
| Recordkeeping and Reporting                          | 4.87    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.88    |
| Collateral contacts (not billable)                   | 2.66    |
| Interdisciplinary team case reviews/planning         | 1.33    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 20.32   |
| Productivity Factor                                  | 1.97    |
| Staff Cost After Productivity Adj. per Billable Hour | \$77.38 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$83.32  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.03  |
| Cost per Billable Hour                                      | \$100.27 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$33.42  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Psychologist, Home and Community Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 3.31     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 21.88    |
| Productivity Factor                                  | 1.83     |
| Staff Cost After Productivity Adj. per Billable Hour | \$110.24 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.52   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$115.76 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.57   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$16.41  |
| Rate per Billable Hour                                      | \$136.74 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Psychologist, Home and Community Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.42     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.77    |
| Productivity Factor                                  | 1.93     |
| Staff Cost After Productivity Adj. per Billable Hour | \$116.26 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.81   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$122.07 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.81   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.30  |
| Cost per Billable Hour                                      | \$144.18 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$72.09  |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Psychologist, Home and Community Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Travel Time Between Individuals                      | 5.16     |
| Recordkeeping and Reporting                          | 4.87     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.88     |
| Collateral contacts (not billable)                   | 2.66     |
| Interdisciplinary team case reviews/planning         | 1.33     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 20.32    |
| Productivity Factor                                  | 1.97     |
| Staff Cost After Productivity Adj. per Billable Hour | \$118.67 |

Mileage

| Description   | Value    |
|---|----------|
| Number of Miles Traveled per 40-Hour Week           | 210      |
| Number of Miles Adjusted for Mix of FT and PT Staff | 210      |
| Amount per Mile                                     | \$0.575  |
| Weekly Mileage Cost                                 | \$120.75 |
| Mileage Cost per Billable Hour                      | \$5.94   |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$124.61 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.92   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$17.66  |
| Cost per Billable Hour                                      | \$147.19 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$49.06  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 2.23    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.45    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 28.52   |
| Productivity Factor                                  | 1.40    |
| Staff Cost After Productivity Adj. per Billable Hour | \$48.78 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,483.04 |
| Facility Cost per Billable Hour | \$1.16     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$8.19     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$58.13 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.75  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.17  |
| Rate per Billable Hour                                      | \$68.05 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 3.34    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.45    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 27.41   |
| Productivity Factor                                  | 1.46    |
| Staff Cost After Productivity Adj. per Billable Hour | \$50.87 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,425.32 |
| Facility Cost per Billable Hour | \$1.82     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$8.52     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$61.21 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.82  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.60  |
| Cost per Billable Hour                                      | \$71.63 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$35.82 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$29.01 |
| Employee Benefit Rate (as a percent of wages)                 | 17.27%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$34.84 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.24    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.45    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.51   |
| Productivity Factor                                  | 1.51    |
| Staff Cost After Productivity Adj. per Billable Hour | \$52.61 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,378.52 |
| Facility Cost per Billable Hour | \$2.50     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$8.81     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$63.92 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.89  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.97  |
| Cost per Billable Hour                                      | \$74.78 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$24.93 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 1.94    |
| Supervision and Other Employer Time                  | 0.90    |
| Missed Appointments (not redirected to other tasks)  | 0.39    |
| Program Set-Up/ Clean-Up                             | 0.97    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 25.53   |
| Productivity Factor                                  | 1.36    |
| Staff Cost After Productivity Adj. per Billable Hour | \$38.01 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,327.56 |
| Facility Cost per Billable Hour | \$1.30     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$5.46     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$44.77 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$1.96  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.37  |
| Rate per Billable Hour                                      | \$53.10 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 2.90    |
| Supervision and Other Employer Time                  | 0.90    |
| Missed Appointments (not redirected to other tasks)  | 0.39    |
| Program Set-Up/ Clean-Up                             | 0.97    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 24.57   |
| Productivity Factor                                  | 1.41    |
| Staff Cost After Productivity Adj. per Billable Hour | \$39.41 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,277.64 |
| Facility Cost per Billable Hour | \$2.03     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$5.67     |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$47.11 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.70  |
| Cost per Billable Hour                                      | \$55.85 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$27.93 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$23.18 |
| Employee Benefit Rate (as a percent of wages)                 | 17.74%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$27.95 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 3.66    |
| Supervision and Other Employer Time                  | 0.90    |
| Missed Appointments (not redirected to other tasks)  | 0.39    |
| Program Set-Up/ Clean-Up                             | 0.97    |
| Interdisciplinary team case reviews/planning         | 1.16    |
| Training   | 0.67    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 23.81   |
| Productivity Factor                                  | 1.45    |
| Staff Cost After Productivity Adj. per Billable Hour | \$40.53 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,238.12 |
| Facility Cost per Billable Hour | \$2.79     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$29.01    |
| Supervisor Benefit Rate (as a percent of wages)    | 17.27%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$1,393.52 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$5.85     |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$49.17 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.10  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.99  |
| Cost per Billable Hour                                      | \$58.26 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$19.42 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$88.77 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$90.03  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.80   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.80  |
| Rate per Billable Hour                                      | \$106.63 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$92.86 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$94.84  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.97   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.47  |
| Cost per Billable Hour                                      | \$112.28 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$56.14  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$50.34 |
| Employee Benefit Rate (as a percent of wages)                 | 13.20%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$58.40 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$94.61 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$97.29  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.04   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.82  |
| Cost per Billable Hour                                      | \$115.15 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$38.38  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 3.50    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 2.34    |
| Interdisciplinary team case reviews/planning         | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 22.84   |
| Productivity Factor                                  | 1.51    |
| Staff Cost After Productivity Adj. per Billable Hour | \$63.90 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,187.68 |
| Facility Cost per Billable Hour | \$1.45     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.23    |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$75.58 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.19  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.61 |
| Rate per Billable Hour                                      | \$88.38 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 4.47    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 2.34    |
| Interdisciplinary team case reviews/planning         | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 21.87   |
| Productivity Factor                                  | 1.58    |
| Staff Cost After Productivity Adj. per Billable Hour | \$66.87 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,137.24 |
| Facility Cost per Billable Hour | \$2.28     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.68    |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$79.83 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.29  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.20 |
| Cost per Billable Hour                                      | \$93.32 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$46.66 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 70%     |
| Direct Care Staff Hourly Wage                                 | \$36.19 |
| Employee Benefit Rate (as a percent of wages)                 | 14.11%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.32 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 34.60   |
| Recordkeeping and Reporting                          | 4.85    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.78    |
| Collateral contacts (not billable)                   | 2.34    |
| Interdisciplinary team case reviews/planning         | 1.17    |
| Training   | 0.48    |
| Paid Time Off  | 3.04    |
| "Billable" Hours                                     | 21.49   |
| Productivity Factor                                  | 1.61    |
| Staff Cost After Productivity Adj. per Billable Hour | \$68.14 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,117.48 |
| Facility Cost per Billable Hour | \$3.09     |

Supervision

| Description  | Value      |
|--|------------|
| Supervisor Hourly Wage                             | \$50.34    |
| Supervisor Benefit Rate (as a percent of wages)    | 13.20%     |
| Workers' Compensation Rate (as a percent of wages) | 2.82%      |
| Weekly Supervision Cost                            | \$2,336.18 |
| Number of Direct Care Staff Supervised             | 10         |
| Supervision Cost per Billable Hour                 | \$10.87    |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$82.10 |
| Daily Program Operations Costs                              | \$10.00 |
| Program Operations Cost per Billable Hour                   | \$2.33  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.51 |
| Cost per Billable Hour                                      | \$95.94 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$31.98 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$90.23 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$91.49  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.80   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$12.99  |
| Rate per Billable Hour                                      | \$108.28 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$94.38 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$96.36  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.97   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.68  |
| Cost per Billable Hour                                      | \$114.01 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$57.01  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Audiologist, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$51.21 |
| Employee Benefit Rate (as a percent of wages)                 | 13.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$59.36 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$96.16 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$98.84  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.04   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.03  |
| Cost per Billable Hour                                      | \$116.91 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$38.97  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$45.87 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$47.13 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.80  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$6.95  |
| Rate per Billable Hour                                      | \$57.88 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$47.99 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$49.97 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.97  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.36  |
| Cost per Billable Hour                                      | \$61.30 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$30.65 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Family Therapist, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$24.79 |
| Employee Benefit Rate (as a percent of wages)                 | 18.91%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.18 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$48.89 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$51.57 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$7.58  |
| Cost per Billable Hour                                      | \$63.19 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$21.06 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$94.67 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$95.93  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.80   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.60  |
| Rate per Billable Hour                                      | \$113.33 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$99.03 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$101.01 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.97   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.32  |
| Cost per Billable Hour                                      | \$119.30 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$59.65  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Nurse, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$53.85 |
| Employee Benefit Rate (as a percent of wages)                 | 12.83%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$62.28 |

Productivity Adjustments

| Description  | Value    |
|--|----------|
| Total Hours  | 40.00    |
| Recordkeeping and Reporting                          | 5.57     |
| Supervision and Other Employer Time                  | 0.45     |
| Missed Appointments (not redirected to other tasks)  | 0.89     |
| Collateral contacts (not billable)                   | 2.68     |
| Interdisciplinary team case reviews/planning         | 1.34     |
| Training   | 0.48     |
| Paid Time Off  | 3.85     |
| "Billable" Hours                                     | 24.74    |
| Productivity Factor                                  | 1.62     |
| Staff Cost After Productivity Adj. per Billable Hour | \$100.89 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$103.57 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.04   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.67  |
| Cost per Billable Hour                                      | \$122.28 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$40.76  |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$69.92 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$71.18 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.80  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.22 |
| Rate per Billable Hour                                      | \$85.20 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$73.14 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$75.12 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.97  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$10.79 |
| Cost per Billable Hour                                      | \$89.88 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$44.94 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Dietician, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$39.11 |
| Employee Benefit Rate (as a percent of wages)                 | 14.79%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.00 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$74.52 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$77.20 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$11.08 |
| Cost per Billable Hour                                      | \$92.32 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$30.77 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$59.71 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$60.97 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.80  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$8.83  |
| Rate per Billable Hour                                      | \$73.60 |



DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$62.46 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$64.44 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$3.97  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.33  |
| Cost per Billable Hour                                      | \$77.74 |
| Number of Individuals Served                                | 2       |
| Rate per Billable Hour                                      | \$38.87 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Social Worker, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$33.03 |
| Employee Benefit Rate (as a percent of wages)                 | 16.10%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$39.28 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$63.63 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value   |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$66.31 |
| Daily Program Operations Costs                              | \$20.00 |
| Program Operations Cost per Billable Hour                   | \$4.04  |
| Administration Percent                                      | 12.0%   |
| Administration Cost per Billable Hour                       | \$9.59  |
| Cost per Billable Hour                                      | \$79.94 |
| Number of Individuals Served                                | 3       |
| Rate per Billable Hour                                      | \$26.65 |

DDS Vendor Rate Study – Rate Models  
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Infant Development Program – Psychologist, Center/Facility Based, 1:1

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 4.01    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 26.30   |
| Productivity Factor                                  | 1.52    |
| Staff Cost After Productivity Adj. per Billable Hour | \$91.56 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 100        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$1,725.00 |
| Annual Billable Hours           | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$92.82  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.80   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.18  |
| Rate per Billable Hour                                      | \$109.80 |

DDS Vendor Rate Study – Rate Models  
Prepared for Department of Developmental Services

Infant Development Program – Psychologist, Center/Facility Based, 1:2

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.13    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 25.18   |
| Productivity Factor                                  | 1.59    |
| Staff Cost After Productivity Adj. per Billable Hour | \$95.78 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 150        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$2,587.50 |
| Annual Billable Hours           | \$1,309.36 |
| Facility Cost per Billable Hour | \$1.98     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$97.76  |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$3.97   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$13.87  |
| Cost per Billable Hour                                      | \$115.60 |
| Number of Individuals Served                                | 2        |
| Rate per Billable Hour                                      | \$57.80  |

DDS Vendor Rate Study – Rate Models  
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Infant Development Program – Psychologist, Center/Facility Based, 1:3

Direct Care Staff Wages and Benefits

| Description   | Value   |
|---|---------|
| Percent of Direct Care Staff Working Full-Time                | 100%    |
| Direct Care Staff Hourly Wage                                 | \$52.00 |
| Employee Benefit Rate (as a percent of wages)                 | 13.02%  |
| Workers' Compensation Rate (as a percent of wages)            | 2.82%   |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$60.24 |

Productivity Adjustments

| Description  | Value   |
|--|---------|
| Total Hours  | 40.00   |
| Recordkeeping and Reporting                          | 5.57    |
| Supervision and Other Employer Time                  | 0.45    |
| Missed Appointments (not redirected to other tasks)  | 0.89    |
| Collateral contacts (not billable)                   | 2.68    |
| Interdisciplinary team case reviews/planning         | 1.34    |
| Training   | 0.48    |
| Paid Time Off  | 3.85    |
| "Billable" Hours                                     | 24.74   |
| Productivity Factor                                  | 1.62    |
| Staff Cost After Productivity Adj. per Billable Hour | \$97.59 |

Facility

| Description                     | Value      |
|---------------------------------|------------|
| Square Feet of Service Space    | 200        |
| Annual Cost per Square Foot     | \$17.25    |
| Annual Facility Cost            | \$3,450.00 |
| Annual Billable Hours           | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68     |

Administration and Program Operations

| Description   | Value    |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$100.27 |
| Daily Program Operations Costs                              | \$20.00  |
| Program Operations Cost per Billable Hour                   | \$4.04   |
| Administration Percent                                      | 12.0%    |
| Administration Cost per Billable Hour                       | \$14.22  |
| Cost per Billable Hour                                      | \$118.53 |
| Number of Individuals Served                                | 3        |
| Rate per Billable Hour                                      | \$39.51  |

DDS Vendor Rate Study

**Appendices to Rate Models  
for Harbor Regional Center**

Prepared for California Department of Developmental Services

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**Appendix A: Summary of All Regional Categories**

| Base Model Multipliers | Wages | Travel | Commercial Real Estate |
|------------------------|-------|--------|------------------------|
| Category A             | 95%   | 90%    | 80%                    |
| Category B             | 100%  | 105%   | 115%                   |
| Category C             | 115%  | 125%   | 130%                   |

| Regional Center Designations              | Regional Category for Wages | Regional Category for Travel | Regional Category for Real Estate |
|---|-----------------------------|------------------------------|-----------------------------------|
| Alta Regional Center                      | Category A                  | Category C                   | Category A                        |
| Central Valley Regional Center            | Category A                  | Category C                   | Category A                        |
| Regional Center of the East Bay           | Category C                  | Category B                   | Category C                        |
| Far Northern Regional Center              | Category A                  | Category C                   | Category A                        |
| Golden Gate Regional Center               | Category C                  | Category A                   | Category C                        |
| Inland Regional Center                    | Category A                  | Category C                   | Category A                        |
| Kern Regional Center                      | Category A                  | Category C                   | Category A                        |
| Eastern Los Angeles Regional Center       | Category B                  | Category A                   | Category B                        |
| Frank D. Lanterman Regional Center        | Category B                  | Category A                   | Category B                        |
| Harbor Regional Center                    | Category B                  | Category B                   | Category B                        |
| North Los Angeles Regional Center         | Category B                  | Category B                   | Category B                        |
| San Gabriel/ Pomona Regional Center       | Category B                  | Category B                   | Category B                        |
| South Central Los Angeles Regional Center | Category B                  | Category A                   | Category B                        |
| Westside Regional Center                  | Category B                  | Category A                   | Category B                        |
| North Bay Regional Center                 | Category B                  | Category B                   | Category A                        |
| Regional Center of Orange County          | Category B                  | Category B                   | Category B                        |
| Redwood Coast Regional Center             | Category A                  | Category C                   | Category A                        |
| San Andreas Regional Center               | Category C                  | Category B                   | Category C                        |
| San Diego Regional Center                 | Category B                  | Category B                   | Category B                        |
| Tri-Counties Regional Center              | Category B                  | Category C                   | Category B                        |
| Valley Mountain Regional Center           | Category A                  | Category C                   | Category A                        |

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**Appendix B: Wage Assumptions – Data for Occupations with Duties Related to HCBS**

| BLS Occupational Code | BLS Occupation                                   | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 11-9151               | Social/ community svc. mgr.                      | Bachelor's                 | Under 5 yrs.                | None                                 | \$19.28                    | \$23.87                    | \$30.79                    | \$43.37                    | \$57.24                    |
| 19-3031               | Clinic./ counsel./ school psychologist           | Doctoral/ prof.            | None                        | Intern/ resident                     | \$26.46                    | \$37.79                    | \$48.48                    | \$60.57                    | \$76.10                    |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           | Master's                   | None                        | None                                 | \$18.63                    | \$23.67                    | \$33.42                    | \$47.27                    | \$58.34                    |
| 21-1013               | Marriage and family therapist                    | Master's                   | None                        | Intern/ resident                     | \$15.22                    | \$17.67                    | \$23.11                    | \$29.37                    | \$38.94                    |
| 21-1015               | Rehabilitation counselor                         | Master's                   | None                        | None                                 | \$11.24                    | \$12.26                    | \$14.68                    | \$20.84                    | \$29.77                    |
| 21-1018               | Substance/ behav./ mental hlth. counselor        | Bachelor's                 | None                        | None                                 | \$13.72                    | \$16.77                    | \$21.74                    | \$29.03                    | \$41.29                    |
| 21-1021               | Child/ family/ school social worker              | Bachelor's                 | None                        | None                                 | \$16.83                    | \$20.71                    | \$26.66                    | \$35.49                    | \$44.85                    |
| 21-1022               | Healthcare social worker                         | Master's                   | None                        | Intern/ resident                     | \$19.88                    | \$27.23                    | \$35.57                    | \$45.76                    | \$56.71                    |
| 21-1023               | Mental hlth/ substance abuse social worker       | Master's                   | None                        | Intern/ resident                     | \$14.99                    | \$18.63                    | \$26.92                    | \$39.47                    | \$49.07                    |
| 21-1091               | Health educator                                  | Bachelor's                 | None                        | None                                 | \$15.50                    | \$19.47                    | \$27.14                    | \$41.07                    | \$53.02                    |
| 21-1093               | Social and human service assistant               | High school                | None                        | Short-term OTJ                       | \$13.20                    | \$15.95                    | \$19.22                    | \$24.38                    | \$30.55                    |
| 21-1094               | Community health worker                          | High school                | None                        | Short-term OTJ                       | \$13.27                    | \$16.77                    | \$21.77                    | \$29.61                    | \$37.15                    |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     | Bachelor's                 | None                        | None                                 | \$18.84                    | \$22.27                    | \$27.04                    | \$34.92                    | \$47.49                    |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                            |                             |                                      | \$14.99                    | \$17.69                    | \$24.12                    | \$41.01                    | \$61.83                    |
| 25-9041               | Teacher Assistants                               | Some college               | None                        | None                                 | \$15.40                    | \$17.77                    | \$21.61                    | \$25.71                    | \$30.21                    |
| 29-1031               | Dietitian/ nutritionist                          | Bachelor's                 | None                        | Intern/ resident                     | \$20.62                    | \$30.11                    | \$36.46                    | \$43.21                    | \$48.36                    |
| 29-1066               | Psychiatrist <sup>2</sup>                        | Doctoral/ prof.            | None                        | Intern/ resident                     | \$48.24                    | \$93.62                    |                            |                            |                            |
| 29-1122               | Occupational therapist                           | Master's                   | None                        | None                                 | \$31.41                    | \$39.72                    | \$46.76                    | \$54.77                    | \$60.89                    |

<sup>1</sup> Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

<sup>2</sup> The Bureau of Labor Statistics does not publish wages that exceed \$100 per hour or \$208,000 per year.

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| BLS Occupational Code | BLS Occupation                             | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 29-1125               | Recreational therapist                     | Bachelor's                 | None                        | None                                 | \$20.07                    | \$30.06                    | \$38.41                    | \$43.17                    | \$47.31                    |
| 29-1123               | Physical therapist                         | Doctoral/ prof.            | None                        | None                                 | \$31.63                    | \$39.12                    | \$46.93                    | \$55.69                    | \$61.74                    |
| 29-1127               | Speech-language pathologist                | Master's                   | None                        | Intern/ resident                     | \$30.32                    | \$36.68                    | \$44.59                    | \$53.37                    | \$61.05                    |
| 29-1141               | Registered nurse                           | Bachelor's                 | None                        | None                                 | \$31.94                    | \$40.20                    | \$50.20                    | \$62.56                    | \$75.56                    |
| 29-1181               | Audiologists                               | Doctoral/ prof.            | None                        | None                                 | \$24.19                    | \$36.70                    | \$47.74                    | \$57.67                    | \$68.94                    |
| 29-2053               | Psychiatric technician                     | Postsec. award             | Under 5 yrs.                | Short-term OTJ                       | \$17.16                    | \$25.98                    | \$32.74                    | \$36.01                    | \$38.47                    |
| 29-2061               | Licensed practical/ vocational nurse       | Postsec. award             | None                        | None                                 | \$19.71                    | \$22.56                    | \$26.81                    | \$30.92                    | \$36.08                    |
| 31-1011               | Home health aide                           | High school                | None                        | Short-term OTJ                       | \$11.14                    | \$11.95                    | \$14.13                    | \$19.30                    | \$24.57                    |
| 31-1013               | Psychiatric aide                           | High school                | None                        | Short-term OTJ                       | \$12.00                    | \$13.04                    | \$14.51                    | \$17.23                    | \$19.90                    |
| 31-1014               | Nursing assistant                          | Postsec. award             | None                        | None                                 | \$12.11                    | \$13.54                    | \$15.90                    | \$19.02                    | \$23.76                    |
| 31-1015               | Orderlies                                  | High school                | None                        | Short-term OTJ                       | \$13.05                    | \$15.06                    | \$17.99                    | \$22.37                    | \$27.27                    |
| 31-2011               | Occupational therapy assistant             | Associate's                | None                        | None                                 | \$20.93                    | \$26.85                    | \$33.74                    | \$37.73                    | \$41.65                    |
| 31-2012               | Occupational therapy aides                 | High school                | None                        | Short-term OTJ                       | \$12.00                    | \$13.64                    | \$16.22                    | \$18.85                    | \$23.66                    |
| 31-2021               | Physical therapist assistant               | Associate's                | None                        | None                                 | \$17.24                    | \$25.52                    | \$32.45                    | \$37.07                    | \$40.77                    |
| 31-2022               | Physical therapist aide                    | High school                | None                        | Short-term OTJ                       | \$11.00                    | \$11.68                    | \$13.47                    | \$16.75                    | \$19.99                    |
| 31-9092               | Medical assistant                          | Postsec. award             | None                        | None                                 | \$12.31                    | \$14.33                    | \$17.34                    | \$21.71                    | \$26.84                    |
| 37-2011               | Janitor/ cleaner                           | None                       | None                        | Short-term OTJ                       | \$11.13                    | \$12.10                    | \$14.48                    | \$18.91                    | \$24.10                    |
| 37-2012               | Maids and housekeeping cleaners            | None                       | None                        | Short-term OTJ                       | \$11.02                    | \$11.71                    | \$13.37                    | \$16.41                    | \$20.15                    |
| 39-1021               | First-line supervisor of pers. svc. worker | High school                | Under 5 yrs.                | None                                 | \$12.44                    | \$14.47                    | \$18.92                    | \$25.07                    | \$33.47                    |

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| BLS Occupational Code | BLS Occupation                       | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--------------------------------------|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 39-9021               | Personal care aide                   | High school                | None                        | Short-term OTJ                       | \$10.80                    | \$11.17                    | \$11.80                    | \$13.34                    | \$16.94                    |
| 39-9032               | Recreation worker                    | High school                | None                        | Short-term OTJ                       | \$11.00                    | \$11.74                    | \$13.62                    | \$16.91                    | \$21.43                    |
| 39-9041               | Residential advisor                  | High school                | None                        | Short-term OTJ                       | \$11.54                    | \$12.82                    | \$14.98                    | \$19.09                    | \$24.21                    |
| 53-3022               | Bus driver, school or special client | High school                | None                        | Short-term OTJ                       | \$12.54                    | \$14.81                    | \$18.51                    | \$22.30                    | \$24.94                    |

**Appendix B: Wage Assumptions – Bureau of Labor Statistics Wage Adjustment  
Assumptions – Minimum Wage ‘Spillover’ and Wage Inflation**

Adjustment for Minimum Wage ‘Spillover’

| Current Wage      | Dollar Amount from Previous 'Step' | Percentage of Dollar Amount from Previous Step 'Captured' as Part of Wage Increase | Dollar Amount from Previous Step 'Captured' as Part of Wage Increase | Revised Wage      |
|-------------------|------------------------------------|--|--|-------------------|
| \$11.00           |                                    | 100.0%   |  | \$13.00           |
| \$11.01 - \$11.99 | \$0.99                             | 90.0%  | \$0.89   | \$13.01 - \$13.89 |
| \$12.00 - \$12.99 | \$1.00                             | 80.0%  | \$0.80   | \$13.89 - \$14.68 |
| \$13.00 - \$13.99 | \$1.00                             | 70.0%  | \$0.70   | \$14.69 - \$15.38 |
| \$14.00 - \$14.99 | \$1.00                             | 60.0%  | \$0.60   | \$15.39 - \$15.98 |
| \$15.00 - \$15.99 | \$1.00                             | 50.0%  | \$0.50   | \$15.99 - \$16.49 |
| \$16.00 - \$16.80 | \$1.00                             | 40.0%  | \$0.40   | \$16.49 - \$16.81 |

Adjustment of Wage Inflation

| Item   | Value  |
|--|--------|
| Weighted Annual Average <sup>3</sup>                             | 4.30%  |
| BLS Dataset Month  | May-18 |
| Midpoint of Initial Year of Implementation                       | Jan-20 |
| Number of Months Between BLS Dataset and Implementation Midpoint | 20     |
| Total Inflation Factor   | 7.27%  |

<sup>3</sup> Compound annual growth rate for Net Earnings in California for 2007 - 2017; Source Bureau of Economic Analysis <https://apps.bea.gov/regional/bearfacts/action.cfm>.

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**Appendix B: Wage Assumptions – BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments**

| BLS Occupational Code | BLS Occupation                                   | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 11-9151               | Social/ community svc. mgr.                      | Bachelor's                 | Under 5 yrs.                | None                                 | \$20.68                    | \$25.61                    | \$33.03                    | \$46.52                    | \$61.40                    |
| 19-3031               | Clinic./ counsel./ school psychologist           | Doctoral/ prof.            | None                        | Intern/ resident                     | \$28.38                    | \$40.54                    | \$52.00                    | \$64.97                    | \$81.63                    |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           | Master's                   | None                        | None                                 | \$19.98                    | \$25.39                    | \$35.85                    | \$50.71                    | \$62.58                    |
| 21-1013               | Marriage and family therapist                    | Master's                   | None                        | Intern/ resident                     | \$16.33                    | \$18.95                    | \$24.79                    | \$31.50                    | \$41.77                    |
| 21-1015               | Rehabilitation counselor                         | Master's                   | None                        | None                                 | \$13.22                    | \$14.10                    | \$15.80                    | \$22.35                    | \$31.93                    |
| 21-1018               | Substance/ behav./ mental hlth. counselor        | Bachelor's                 | None                        | None                                 | \$15.19                    | \$17.99                    | \$23.32                    | \$31.14                    | \$44.29                    |
| 21-1021               | Child/ family/ school social worker              | Bachelor's                 | None                        | None                                 | \$18.05                    | \$22.22                    | \$28.60                    | \$38.07                    | \$48.11                    |
| 21-1022               | Healthcare social worker                         | Master's                   | None                        | Intern/ resident                     | \$21.33                    | \$29.21                    | \$38.16                    | \$49.09                    | \$60.83                    |
| 21-1023               | Mental hlth/ substance abuse social worker       | Master's                   | None                        | Intern/ resident                     | \$16.08                    | \$19.98                    | \$28.88                    | \$42.34                    | \$52.64                    |
| 21-1091               | Health educator                                  | Bachelor's                 | None                        | None                                 | \$16.63                    | \$20.89                    | \$29.11                    | \$44.06                    | \$56.87                    |
| 21-1093               | Social and human service assistant               | High school                | None                        | Short-term OTJ                       | \$14.83                    | \$17.11                    | \$20.62                    | \$26.15                    | \$32.77                    |
| 21-1094               | Community health worker                          | High school                | None                        | Short-term OTJ                       | \$14.88                    | \$17.99                    | \$23.35                    | \$31.76                    | \$39.85                    |
| 25-2051               | Special ed. teachers, preschool <sup>4</sup>     | Bachelor's                 | None                        | None                                 | \$20.21                    | \$23.89                    | \$29.01                    | \$37.46                    | \$50.94                    |
| 25-3097               | Teachers and instructors, all other <sup>4</sup> |                            |                             |                                      | \$16.08                    | \$18.97                    | \$25.87                    | \$43.99                    | \$66.33                    |
| 25-9041               | Teacher Assistants                               | Some college               | None                        | None                                 | \$16.52                    | \$19.06                    | \$23.18                    | \$27.57                    | \$32.40                    |
| 29-1031               | Dietitian/ nutritionist                          | Bachelor's                 | None                        | Intern/ resident                     | \$22.12                    | \$32.30                    | \$39.11                    | \$46.35                    | \$51.88                    |
| 29-1066               | Psychiatrist                                     | Doctoral/ prof.            | None                        | Intern/ resident                     | \$51.75                    | \$100.43                   | 1/                         | 1/                         | 1/                         |
| 29-1122               | Occupational therapist                           | Master's                   | None                        | None                                 | \$33.69                    | \$42.61                    | \$50.16                    | \$58.75                    | \$65.32                    |
| 29-1125               | Recreational therapist                           | Bachelor's                 | None                        | None                                 | \$21.53                    | \$32.25                    | \$41.20                    | \$46.31                    | \$50.75                    |

<sup>4</sup> Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year.

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| BLS Occupational Code | BLS Occupation                             | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 29-1123               | Physical therapist                         | Doctoral/ prof.            | None                        | None                                 | \$33.93                    | \$41.96                    | \$50.34                    | \$59.74                    | \$66.23                    |
| 29-1127               | Speech-language pathologist                | Master's                   | None                        | Intern/ resident                     | \$32.52                    | \$39.35                    | \$47.83                    | \$57.25                    | \$65.49                    |
| 29-1141               | Registered nurse                           | Bachelor's                 | None                        | None                                 | \$34.26                    | \$43.12                    | \$53.85                    | \$67.11                    | \$81.05                    |
| 29-1181               | Audiologists                               | Doctoral/ prof.            | None                        | None                                 | \$25.95                    | \$39.37                    | \$51.21                    | \$61.86                    | \$73.95                    |
| 29-2053               | Psychiatric technician                     | Postsec. award             | Under 5 yrs.                | Short-term OTJ                       | \$18.41                    | \$27.87                    | \$35.12                    | \$38.63                    | \$41.27                    |
| 29-2061               | Licensed practical/ vocational nurse       | Postsec. award             | None                        | None                                 | \$21.14                    | \$24.20                    | \$28.76                    | \$33.17                    | \$38.70                    |
| 31-1011               | Home health aide                           | High school                | None                        | Short-term OTJ                       | \$13.13                    | \$13.86                    | \$15.47                    | \$20.70                    | \$26.36                    |
| 31-1013               | Psychiatric aide                           | High school                | None                        | Short-term OTJ                       | \$13.89                    | \$14.72                    | \$15.70                    | \$18.48                    | \$21.35                    |
| 31-1014               | Nursing assistant                          | Postsec. award             | None                        | None                                 | \$13.98                    | \$15.07                    | \$17.06                    | \$20.40                    | \$25.49                    |
| 31-1015               | Orderlies                                  | High school                | None                        | Short-term OTJ                       | \$14.73                    | \$16.15                    | \$19.30                    | \$24.00                    | \$29.25                    |
| 31-2011               | Occupational therapy assistant             | Associate's                | None                        | None                                 | \$22.45                    | \$28.80                    | <b>\$36.19</b>             | \$40.47                    | \$44.68                    |
| 31-2012               | Occupational therapy aides                 | High school                | None                        | Short-term OTJ                       | \$13.89                    | \$15.14                    | \$17.40                    | \$20.22                    | \$25.38                    |
| 31-2021               | Physical therapist assistant               | Associate's                | None                        | None                                 | \$18.49                    | \$27.38                    | <b>\$34.81</b>             | \$39.76                    | \$43.73                    |
| 31-2022               | Physical therapist aide                    | High school                | None                        | Short-term OTJ                       | \$13.00                    | \$13.61                    | \$15.02                    | \$17.97                    | \$21.44                    |
| 31-9092               | Medical assistant                          | Postsec. award             | None                        | None                                 | \$14.14                    | \$15.59                    | \$18.60                    | \$23.29                    | \$28.79                    |
| 37-2011               | Janitor/ cleaner                           | None                       | None                        | Short-term OTJ                       | \$13.12                    | \$13.97                    | \$15.68                    | \$20.28                    | \$25.85                    |
| 37-2012               | Maids and housekeeping cleaners            | None                       | None                        | Short-term OTJ                       | \$13.02                    | \$13.64                    | \$14.95                    | \$17.60                    | \$21.61                    |
| 39-1021               | First-line supervisor of pers. svc. worker | High school                | Under 5 yrs.                | None                                 | \$14.24                    | \$15.67                    | \$20.30                    | \$26.89                    | \$35.90                    |
| 39-9021               | Personal care aide                         | High school                | None                        | Short-term OTJ                       | \$11.59                    | \$13.15                    | \$13.72                    | \$14.93                    | \$18.17                    |

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| BLS Occupational Code | BLS Occupation                       | BLS Education Requirements | BLS Experience Requirements | BLS On-the-job training requirements | 10th percentile wage level | 25th percentile wage level | 50th percentile wage level | 75th percentile wage level | 90th percentile wage level |
|-----------------------|--------------------------------------|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 39-9032               | Recreation worker                    | High school                | None                        | Short-term OTJ                       | \$13.00                    | \$13.67                    | \$15.12                    | \$18.14                    | \$22.99                    |
| 39-9041               | Residential advisor                  | High school                | None                        | Short-term OTJ                       | \$13.49                    | \$14.55                    | \$16.07                    | \$20.48                    | \$25.97                    |
| 53-3022               | Bus driver, school or special client | High school                | None                        | Short-term OTJ                       | \$14.32                    | \$15.89                    | \$19.86                    | \$23.92                    | \$26.75                    |



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**Appendix B: Wage Assumptions – Development of Job Requirements by Service (Using BLS Job Codes)**

| BLS Occupational Code | BLS Occupation                                   | Personal Assistance | Parent Coordinated<br>Personal Assistance | Independent Living | Independent Living<br>Specialist | Parent Coordinated<br>Supported Living | Supported Living | Parenting Support Services | Respite, Agency |
|-----------------------|--|---------------------|---|--------------------|----------------------------------|--|------------------|----------------------------|-----------------|
| 11-9151               | Social/ community svc. mgr.                      |                     |   |                    |                                  |  |                  |                            |                 |
| 19-3031               | Clinic./ counsel./ school psychologist           |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1013               | Marriage and family therapist                    |                     |   |                    |                                  |  |                  | 50%                        |                 |
| 21-1015               | Rehabilitation counselor                         |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1021               | Child/ family/ school social worker              |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1022               | Healthcare social worker                         |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1023               | Mental hlth/ substance abuse social worker       |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1091               | Health educator                                  |                     |   |                    |                                  |  |                  | 50%                        |                 |
| 21-1093               | Social and human service assistant               |                     |   |                    |                                  |  |                  |                            |                 |
| 21-1094               | Community health worker                          |                     |   |                    |                                  |  |                  |                            |                 |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |                     |   |                    |                                  |  |                  |                            |                 |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                     |   |                    |                                  |  |                  |                            |                 |
| 25-9041               | Teacher Assistants                               |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1031               | Dietitian/ nutritionist                          |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1066               | Psychiatrist                                     |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1122               | Occupational therapist                           |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1125               | Recreational therapist                           |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1123               | Physical therapist                               |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1127               | Speech-language pathologist                      |                     |   |                    |                                  |  |                  |                            |                 |

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| BLS Occupational Code     | BLS Occupation                             | Personal Assistance | Parent Coordinated<br>Personal Assistance | Independent Living | Independent Living<br>Specialist | Parent Coordinated<br>Supported Living | Supported Living | Parenting Support Services | Respite, Agency |
|---------------------------|--|---------------------|---|--------------------|----------------------------------|--|------------------|----------------------------|-----------------|
| 29-1141                   | Registered nurse                           |                     |   |                    |                                  |  |                  |                            |                 |
| 29-1181                   | Audiologists                               |                     |   |                    |                                  |  |                  |                            |                 |
| 29-2053                   | Psychiatric technician                     |                     |   |                    |                                  |  |                  |                            |                 |
| 29-2061                   | Licensed practical/ vocational nurse       |                     |   |                    |                                  |  |                  |                            |                 |
| 31-1011                   | Home health aide                           | 5%                  | 5%  | 25%                | 25%                              | 15%                                    | 15%              |                            | 5%              |
| 31-1013                   | Psychiatric aide                           | 5%                  | 5%  | 25%                | 25%                              | 15%                                    | 15%              |                            | 5%              |
| 31-1014                   | Nursing assistant                          |                     |   |                    |                                  |  |                  |                            |                 |
| 31-1015                   | Orderlies                                  |                     |   |                    |                                  |  |                  |                            |                 |
| 31-2011                   | Occupational therapy assistant             |                     |   |                    |                                  |  |                  |                            |                 |
| 31-2012                   | Occupational therapy aides                 |                     |   |                    |                                  |  |                  |                            |                 |
| 31-2021                   | Physical therapist assistant               |                     |   |                    |                                  |  |                  |                            |                 |
| 31-2022                   | Physical therapist aide                    |                     |   |                    |                                  |  |                  |                            |                 |
| 31-9092                   | Medical assistant                          |                     |   |                    |                                  |  |                  |                            |                 |
| 37-2011                   | Janitor/ cleaner                           |                     |   |                    |                                  |  |                  |                            |                 |
| 37-2012                   | Maids and housekeeping cleaners            |                     |   |                    |                                  |  |                  |                            |                 |
| 39-1021                   | First-line supervisor of pers. svc. worker |                     |   |                    |                                  |  |                  |                            |                 |
| 39-9021                   | Personal care aide                         | 85%                 | 85%                                       | 25%                | 25%                              | 55%                                    | 55%              |                            | 85%             |
| 39-9032                   | Recreation worker                          | 5%                  | 5%  | 25%                | 25%                              | 15%                                    | 15%              |                            | 5%              |
| 39-9041                   | Residential advisor                        |                     |   |                    |                                  |  |                  |                            |                 |
| 53-3022                   | Bus driver, school or special client       |                     |   |                    |                                  |  |                  |                            |                 |
| <b>Total Distribution</b> |  | <b>100%</b>         | <b>100%</b>                               | <b>100%</b>        | <b>100%</b>                      | <b>100%</b>                            | <b>100%</b>      | <b>100%</b>                | <b>100%</b>     |

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| BLS Occupational Code | BLS Occupation                                   | Participant-Directed<br>Respite | Respite, Employer of<br>Record | Tutor Services | Housekeeping | Supplemental Prog. Supp. -<br>Other Svcs | Community Care Facility -<br>Staff Operated Line Staff | Community Care Facility -<br>Owner Operated Line Staff | Community Care Facility -<br>Staff Operated Lead Staff |
|-----------------------|--|---------------------------------|--------------------------------|----------------|--------------|--|--|--|--|
| 11-9151               | Social/ community svc. mgr.                      |                                 |                                |                |              |  |  |  |  |
| 19-3031               | Clinic./ counsel./ school psychologist           |                                 |                                |                |              |  |  |  |  |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |                                 |                                |                |              |  |  |  |  |
| 21-1013               | Marriage and family therapist                    |                                 |                                |                |              |  |  |  |  |
| 21-1015               | Rehabilitation counselor                         |                                 |                                |                |              |  |  |  |  |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |                                 |                                |                |              |  |  |  |  |
| 21-1021               | Child/ family/ school social worker              |                                 |                                |                |              |  |  |  |  |
| 21-1022               | Healthcare social worker                         |                                 |                                |                |              |  |  |  |  |
| 21-1023               | Mental hlth/ substance abuse social worker       |                                 |                                |                |              |  |  |  |  |
| 21-1091               | Health educator                                  |                                 |                                |                |              |  |  |  |  |
| 21-1093               | Social and human service assistant               |                                 |                                |                |              |  |  |  |  |
| 21-1094               | Community health worker                          |                                 |                                |                |              |  |  |  |  |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |                                 |                                |                |              |  |  |  |  |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                                 |                                | 100%           |              |  |  |  |  |
| 25-9041               | Teacher Assistants                               |                                 |                                |                |              |  |  |  |  |
| 29-1031               | Dietitian/ nutritionist                          |                                 |                                |                |              |  |  |  |  |
| 29-1066               | Psychiatrist                                     |                                 |                                |                |              |  |  |  |  |
| 29-1122               | Occupational therapist                           |                                 |                                |                |              |  |  |  |  |
| 29-1125               | Recreational therapist                           |                                 |                                |                |              |  |  |  |  |
| 29-1123               | Physical therapist                               |                                 |                                |                |              |  |  |  |  |
| 29-1127               | Speech-language pathologist                      |                                 |                                |                |              |  |  |  |  |
| 29-1141               | Registered nurse                                 |                                 |                                |                |              |  |  |  |  |
| 29-1181               | Audiologists                                     |                                 |                                |                |              |  |  |  |  |

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| BLS Occupational Code     | BLS Occupation                             | Participant-Directed<br>Respite | Respite, Employer of<br>Record | Tutor Services | Housekeeping | Supplemental Prog. Supp. -<br>Other Svcs | Community Care Facility -<br>Staff Operated Line Staff | Community Care Facility -<br>Owner Operated Line Staff | Community Care Facility -<br>Staff Operated Lead Staff |
|---------------------------|--|---------------------------------|--------------------------------|----------------|--------------|--|--|--|--|
| 29-2053                   | Psychiatric technician                     |                                 |                                |                |              |  |  |  |  |
| 29-2061                   | Licensed practical/ vocational nurse       |                                 |                                |                |              |  |  |  |  |
| 31-1011                   | Home health aide                           | 5%                              | 5%                             |                |              | 5%                                       | 15%  | 15%  | 15%  |
| 31-1013                   | Psychiatric aide                           | 5%                              | 5%                             |                |              | 5%                                       | 15%  | 15%  | 15%  |
| 31-1014                   | Nursing assistant                          |                                 |                                |                |              |  |  |  |  |
| 31-1015                   | Orderlies                                  |                                 |                                |                |              |  |  |  |  |
| 31-2011                   | Occupational therapy assistant             |                                 |                                |                |              |  |  |  |  |
| 31-2012                   | Occupational therapy aides                 |                                 |                                |                |              |  |  |  |  |
| 31-2021                   | Physical therapist assistant               |                                 |                                |                |              |  |  |  |  |
| 31-2022                   | Physical therapist aide                    |                                 |                                |                |              |  |  |  |  |
| 31-9092                   | Medical assistant                          |                                 |                                |                |              |  |  |  |  |
| 37-2011                   | Janitor/ cleaner                           |                                 |                                |                |              |  |  |  |  |
| 37-2012                   | Maids and housekeeping cleaners            |                                 |                                |                | 100%         |  |  |  |  |
| 39-1021                   | First-line supervisor of pers. svc. worker |                                 |                                |                |              |  |  |  |  |
| 39-9021                   | Personal care aide                         | 85%                             | 85%                            |                |              | 85%                                      | 55%  | 55%  | 55%  |
| 39-9032                   | Recreation worker                          | 5%                              | 5%                             |                |              | 5%                                       | 15%  | 15%  | 15%  |
| 39-9041                   | Residential advisor                        |                                 |                                |                |              |  |  |  |  |
| 53-3022                   | Bus driver, school or special client       |                                 |                                |                |              |  |  |  |  |
| <b>Total Distribution</b> |  | <b>100%</b>                     | <b>100%</b>                    | <b>100%</b>    | <b>100%</b>  | <b>100%</b>                              | <b>100%</b>  | <b>100%</b>  | <b>100%</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| BLS Occupational Code | BLS Occupation                                   | Community Care Facility -<br>Staff Operated Home<br>Administrator, Level 2-3 | Community Care Facility -<br>Staff Operated Home<br>Administrator, Level 4+ | Adult Residential Facility<br>for Persons with Special<br>Health Care Needs Line | Adult Residential Facility<br>for Persons with Special<br>Health Care Needs Lead | Adult Residential Facility<br>for Persons with Special<br>Health Care Needs Home | Enhanced Behavioral<br>Supports Home<br>Administrator | Enhanced Behavioral<br>Supports Home Lead DSP | Enhanced Behavioral<br>Supports Home DSP |
|-----------------------|--|--|---|--|--|--|---|---|--|
| 11-9151               | Social/ community svc. mgr.                      |  |   |  |  |  | 100%  |   |  |
| 19-3031               | Clinic./ counsel./ school psychologist           |  |   |  |  |  |   |   |  |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |  |   |  |  |  |   |   |  |
| 21-1013               | Marriage and family therapist                    |  |   |  |  |  |   |   |  |
| 21-1015               | Rehabilitation counselor                         |  |   |  |  |  |   |   |  |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |  |   |  |  |  |   |   |  |
| 21-1021               | Child/ family/ school social worker              |  |   |  |  |  |   |   |  |
| 21-1022               | Healthcare social worker                         |  |   |  |  |  |   |   |  |
| 21-1023               | Mental hlth/ substance abuse social worker       |  |   |  |  |  |   |   |  |
| 21-1091               | Health educator                                  |  |   |  |  |  |   |   |  |
| 21-1093               | Social and human service assistant               |  |   |  |  |  |   |   |  |
| 21-1094               | Community health worker                          |  |   |  |  |  |   |   |  |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |  |   |  |  |  |   |   |  |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |  |   |  |  |  |   |   |  |
| 25-9041               | Teacher Assistants                               |  |   |  |  |  |   |   |  |
| 29-1031               | Dietitian/ nutritionist                          |  |   |  |  |  |   |   |  |
| 29-1066               | Psychiatrist                                     |  |   |  |  |  |   |   |  |
| 29-1122               | Occupational therapist                           |  |   |  |  |  |   |   |  |
| 29-1125               | Recreational therapist                           |  |   |  |  |  |   |   |  |
| 29-1123               | Physical therapist                               |  |   |  |  |  |   |   |  |
| 29-1127               | Speech-language pathologist                      |  |   |  |  |  |   |   |  |
| 29-1141               | Registered nurse                                 |  |   |  |  | 100%   |   |   |  |
| 29-1181               | Audiologists                                     |  |   |  |  |  |   |   |  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| BLS Occupational Code     | BLS Occupation                             | Community Care Facility - Staff Operated Home Administrator, Level 2-3 | Community Care Facility - Staff Operated Home Administrator, Level 4+ | Adult Residential Facility for Persons with Special Health Care Needs Line | Adult Residential Facility for Persons with Special Health Care Needs Lead | Adult Residential Facility for Persons with Special Health Care Needs Home | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP |
|---------------------------|--|--|---|--|--|--|---|--|---------------------------------------|
| 29-2053                   | Psychiatric technician                     |  |   |  |  |  |   |  |                                       |
| 29-2061                   | Licensed practical/ vocational nurse       |  |   |  | 100%   |  |   |  |                                       |
| 31-1011                   | Home health aide                           |  |   |  |  |  |   |  |                                       |
| 31-1013                   | Psychiatric aide                           |  |   |  |  |  |   | 100%                                       | 100%                                  |
| 31-1014                   | Nursing assistant                          |  |   | 100%   |  |  |   |  |                                       |
| 31-1015                   | Orderlies                                  |  |   |  |  |  |   |  |                                       |
| 31-2011                   | Occupational therapy assistant             |  |   |  |  |  |   |  |                                       |
| 31-2012                   | Occupational therapy aides                 |  |   |  |  |  |   |  |                                       |
| 31-2021                   | Physical therapist assistant               |  |   |  |  |  |   |  |                                       |
| 31-2022                   | Physical therapist aide                    |  |   |  |  |  |   |  |                                       |
| 31-9092                   | Medical assistant                          |  |   |  |  |  |   |  |                                       |
| 37-2011                   | Janitor/ cleaner                           |  |   |  |  |  |   |  |                                       |
| 37-2012                   | Maids and housekeeping cleaners            |  |   |  |  |  |   |  |                                       |
| 39-1021                   | First-line supervisor of pers. svc. worker | 100%   | 100%  |  |  |  |   |  |                                       |
| 39-9021                   | Personal care aide                         |  |   |  |  |  |   |  |                                       |
| 39-9032                   | Recreation worker                          |  |   |  |  |  |   |  |                                       |
| 39-9041                   | Residential advisor                        |  |   |  |  |  |   |  |                                       |
| 53-3022                   | Bus driver, school or special client       |  |   |  |  |  |   |  |                                       |
| <b>Total Distribution</b> |  | <b>100%</b>  | <b>100%</b>   | <b>100%</b>  | <b>100%</b>  | <b>100%</b>  | <b>100%</b>                                     | <b>100%</b>                                | <b>100%</b>                           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| BLS Occupational Code | BLS Occupation                                   | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff |
|-----------------------|--|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|--|----------------------------------|
| 11-9151               | Social/ community svc. mgr.                      | 100%                                |                                |                           |                                     |                                     |                               |  |                                  |
| 19-3031               | Clinic./ counsel./ school psychologist           |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1013               | Marriage and family therapist                    |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1015               | Rehabilitation counselor                         |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1021               | Child/ family/ school social worker              |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1022               | Healthcare social worker                         |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1023               | Mental hlth/ substance abuse social worker       |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1091               | Health educator                                  |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 21-1093               | Social and human service assistant               |                                     |                                |                           |                                     |                                     |                               | 100%   |                                  |
| 21-1094               | Community health worker                          |                                     |                                |                           |                                     |                                     | 100%                          |  |                                  |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 25-9041               | Teacher Assistants                               |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1031               | Dietitian/ nutritionist                          |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1066               | Psychiatrist                                     |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1122               | Occupational therapist                           |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1125               | Recreational therapist                           |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1123               | Physical therapist                               |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1127               | Speech-language pathologist                      |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1141               | Registered nurse                                 |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-1181               | Audiologists                                     |                                     |                                |                           |                                     |                                     |                               |  |                                  |

DDS Vendor Rate Study – Rate Models  
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| BLS Occupational Code     | BLS Occupation                             | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff |
|---------------------------|--|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|--|----------------------------------|
| 29-2053                   | Psychiatric technician                     |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 29-2061                   | Licensed practical/ vocational nurse       |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-1011                   | Home health aide                           |                                     |                                |                           | 15%                                 | 15%                                 |                               |  | 15%                              |
| 31-1013                   | Psychiatric aide                           |                                     | 100%                           | 100%                      | 15%                                 | 15%                                 |                               |  | 15%                              |
| 31-1014                   | Nursing assistant                          |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-1015                   | Orderlies                                  |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-2011                   | Occupational therapy assistant             |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-2012                   | Occupational therapy aides                 |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-2021                   | Physical therapist assistant               |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-2022                   | Physical therapist aide                    |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 31-9092                   | Medical assistant                          |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 37-2011                   | Janitor/ cleaner                           |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 37-2012                   | Maids and housekeeping cleaners            |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 39-1021                   | First-line supervisor of pers. svc. worker |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 39-9021                   | Personal care aide                         |                                     |                                |                           | 55%                                 | 55%                                 |                               |  | 55%                              |
| 39-9032                   | Recreation worker                          |                                     |                                |                           | 15%                                 | 15%                                 |                               |  | 15%                              |
| 39-9041                   | Residential advisor                        |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| 53-3022                   | Bus driver, school or special client       |                                     |                                |                           |                                     |                                     |                               |  |                                  |
| <b>Total Distribution</b> |  | <b>100%</b>                         | <b>100%</b>                    | <b>100%</b>               | <b>100%</b>                         | <b>100%</b>                         | <b>100%</b>                   | <b>100%</b>                                  | <b>100%</b>                      |



DDS Vendor Rate Study – Rate Models  
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| BLS Occupational Code | BLS Occupation                                   | Supplemental Residential<br>Prog. Supp. | Community-Based Day<br>Programs, Center/Facility | Community-Based Day<br>Programs, Community | Community-Based Day<br>Programs, Community<br>Only | Behavior Management,<br>Center/Facility | Behavior Management,<br>Community | Medical Management,<br>Center/Facility | Medical Management,<br>Community |
|-----------------------|--|---|--|--|--|---|-----------------------------------|--|----------------------------------|
| 11-9151               | Social/ community svc. mgr.                      |   |  |  |  |   |                                   |  |                                  |
| 19-3031               | Clinic./ counsel./ school psychologist           |   |  |  |  |   |                                   |  |                                  |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |   |  |  |  |   |                                   |  |                                  |
| 21-1013               | Marriage and family therapist                    |   |  |  |  |   |                                   |  |                                  |
| 21-1015               | Rehabilitation counselor                         |   |  |  |  |   |                                   |  |                                  |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |   |  |  |  |   |                                   |  |                                  |
| 21-1021               | Child/ family/ school social worker              |   |  |  |  |   |                                   |  |                                  |
| 21-1022               | Healthcare social worker                         |   |  |  |  |   |                                   |  |                                  |
| 21-1023               | Mental hlth/ substance abuse social worker       |   |  |  |  |   |                                   |  |                                  |
| 21-1091               | Health educator                                  |   |  |  |  |   |                                   |  |                                  |
| 21-1093               | Social and human service assistant               |   |  |  |  |   |                                   |  |                                  |
| 21-1094               | Community health worker                          |   |  |  |  |   |                                   |  |                                  |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |   |  |  |  |   |                                   |  |                                  |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |   |  |  |  |   |                                   |  |                                  |
| 25-9041               | Teacher Assistants                               |   |  |  |  |   |                                   |  |                                  |
| 29-1031               | Dietitian/ nutritionist                          |   |  |  |  |   |                                   |  |                                  |
| 29-1066               | Psychiatrist                                     |   |  |  |  |   |                                   |  |                                  |
| 29-1122               | Occupational therapist                           |   |  |  |  |   |                                   |  |                                  |
| 29-1125               | Recreational therapist                           |   |  |  |  |   |                                   |  |                                  |
| 29-1123               | Physical therapist                               |   |  |  |  |   |                                   |  |                                  |
| 29-1127               | Speech-language pathologist                      |   |  |  |  |   |                                   |  |                                  |
| 29-1141               | Registered nurse                                 |   |  |  |  |   |                                   |  |                                  |
| 29-1181               | Audiologists                                     |   |  |  |  |   |                                   |  |                                  |

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| BLS Occupational Code     | BLS Occupation                             | Supplemental Residential<br>Prog. Supp. | Community-Based Day<br>Programs, Center/Facility | Community-Based Day<br>Programs, Community | Community-Based Day<br>Programs, Community<br>Only | Behavior Management,<br>Center/Facility | Behavior Management,<br>Community | Medical Management,<br>Center/Facility | Medical Management,<br>Community |
|---------------------------|--|---|--|--|--|---|-----------------------------------|--|----------------------------------|
| 29-2053                   | Psychiatric technician                     |   |  |  |  |   |                                   |  |                                  |
| 29-2061                   | Licensed practical/ vocational nurse       |   |  |  |  |   |                                   |  |                                  |
| 31-1011                   | Home health aide                           | 5%                                      | 25%  | 25%  | 25%  |   |                                   |  |                                  |
| 31-1013                   | Psychiatric aide                           | 5%                                      | 25%  | 25%  | 25%  | 100%                                    | 100%                              |  |                                  |
| 31-1014                   | Nursing assistant                          |   |  |  |  |   |                                   | 100%                                   | 100%                             |
| 31-1015                   | Orderlies                                  |   |  |  |  |   |                                   |  |                                  |
| 31-2011                   | Occupational therapy assistant             |   |  |  |  |   |                                   |  |                                  |
| 31-2012                   | Occupational therapy aides                 |   |  |  |  |   |                                   |  |                                  |
| 31-2021                   | Physical therapist assistant               |   |  |  |  |   |                                   |  |                                  |
| 31-2022                   | Physical therapist aide                    |   |  |  |  |   |                                   |  |                                  |
| 31-9092                   | Medical assistant                          |   |  |  |  |   |                                   |  |                                  |
| 37-2011                   | Janitor/ cleaner                           |   |  |  |  |   |                                   |  |                                  |
| 37-2012                   | Maids and housekeeping cleaners            |   |  |  |  |   |                                   |  |                                  |
| 39-1021                   | First-line supervisor of pers. svc. worker |   |  |  |  |   |                                   |  |                                  |
| 39-9021                   | Personal care aide                         | 85%                                     | 25%  | 25%  | 25%  |   |                                   |  |                                  |
| 39-9032                   | Recreation worker                          | 5%                                      | 25%  | 25%  | 25%  |   |                                   |  |                                  |
| 39-9041                   | Residential advisor                        |   |  |  |  |   |                                   |  |                                  |
| 53-3022                   | Bus driver, school or special client       |   |  |  |  |   |                                   |  |                                  |
| <b>Total Distribution</b> |  | <b>100%</b>                             | <b>100%</b>                                      | <b>100%</b>                                | <b>100%</b>  | <b>100%</b>                             | <b>100%</b>                       | <b>100%</b>                            | <b>100%</b>                      |

DDS Vendor Rate Study – Rate Models  
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| BLS Occupational Code | BLS Occupation                                   | In-Home Day Program | Participant-Directed<br>Community-Based<br>Training | Supplemental Day Program<br>Support | Transportation, Company | Transportation, Additional<br>Component | Transportation Assistant | Supported Employment-<br>Group | Supported Employment-<br>Individual, Job<br>Development |
|-----------------------|--|---------------------|---|-------------------------------------|-------------------------|---|--------------------------|--------------------------------|---|
| 11-9151               | Social/ community svc. mgr.                      |                     |   |                                     |                         |   |                          |                                |   |
| 19-3031               | Clinic./ counsel./ school psychologist           |                     |   |                                     |                         |   |                          |                                |   |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |                     |   |                                     |                         |   |                          | 25%                            | 50%   |
| 21-1013               | Marriage and family therapist                    |                     |   |                                     |                         |   |                          |                                |   |
| 21-1015               | Rehabilitation counselor                         |                     |   |                                     |                         |   |                          | 75%                            | 50%   |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |                     |   |                                     |                         |   |                          |                                |   |
| 21-1021               | Child/ family/ school social worker              |                     |   |                                     |                         |   |                          |                                |   |
| 21-1022               | Healthcare social worker                         |                     |   |                                     |                         |   |                          |                                |   |
| 21-1023               | Mental hlth/ substance abuse social worker       |                     |   |                                     |                         |   |                          |                                |   |
| 21-1091               | Health educator                                  |                     |   |                                     |                         |   |                          |                                |   |
| 21-1093               | Social and human service assistant               |                     |   |                                     |                         |   |                          |                                |   |
| 21-1094               | Community health worker                          |                     |   |                                     |                         |   |                          |                                |   |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |                     |   |                                     |                         |   |                          |                                |   |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                     |   |                                     |                         |   |                          |                                |   |
| 25-9041               | Teacher Assistants                               |                     |   |                                     |                         |   |                          |                                |   |
| 29-1031               | Dietitian/ nutritionist                          |                     |   |                                     |                         |   |                          |                                |   |
| 29-1066               | Psychiatrist                                     |                     |   |                                     |                         |   |                          |                                |   |
| 29-1122               | Occupational therapist                           |                     |   |                                     |                         |   |                          |                                |   |
| 29-1125               | Recreational therapist                           |                     |   |                                     |                         |   |                          |                                |   |
| 29-1123               | Physical therapist                               |                     |   |                                     |                         |   |                          |                                |   |
| 29-1127               | Speech-language pathologist                      |                     |   |                                     |                         |   |                          |                                |   |
| 29-1141               | Registered nurse                                 |                     |   |                                     |                         |   |                          |                                |   |
| 29-1181               | Audiologists                                     |                     |   |                                     |                         |   |                          |                                |   |

DDS Vendor Rate Study – Rate Models  
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| BLS Occupational Code     | BLS Occupation                             | In-Home Day Program | Participant-Directed<br>Community-Based<br>Training | Supplemental Day Program<br>Support | Transportation, Company | Transportation, Additional<br>Component | Transportation Assistant | Supported Employment-<br>Group | Supported Employment-<br>Individual, Job<br>Development |
|---------------------------|--|---------------------|---|-------------------------------------|-------------------------|---|--------------------------|--------------------------------|---|
| 29-2053                   | Psychiatric technician                     |                     |   |                                     |                         |   |                          |                                |   |
| 29-2061                   | Licensed practical/ vocational nurse       |                     |   |                                     |                         |   |                          |                                |   |
| 31-1011                   | Home health aide                           | 15%                 | 15%   | 5%                                  |                         | 15%                                     | 5%                       |                                |   |
| 31-1013                   | Psychiatric aide                           | 15%                 | 15%   | 5%                                  |                         | 15%                                     | 5%                       |                                |   |
| 31-1014                   | Nursing assistant                          |                     |   |                                     |                         |   |                          |                                |   |
| 31-1015                   | Orderlies                                  |                     |   |                                     |                         |   |                          |                                |   |
| 31-2011                   | Occupational therapy assistant             |                     |   |                                     |                         |   |                          |                                |   |
| 31-2012                   | Occupational therapy aides                 |                     |   |                                     |                         |   |                          |                                |   |
| 31-2021                   | Physical therapist assistant               |                     |   |                                     |                         |   |                          |                                |   |
| 31-2022                   | Physical therapist aide                    |                     |   |                                     |                         |   |                          |                                |   |
| 31-9092                   | Medical assistant                          |                     |   |                                     |                         |   |                          |                                |   |
| 37-2011                   | Janitor/ cleaner                           |                     |   |                                     |                         |   |                          |                                |   |
| 37-2012                   | Maids and housekeeping cleaners            |                     |   |                                     |                         |   |                          |                                |   |
| 39-1021                   | First-line supervisor of pers. svc. worker |                     |   |                                     |                         |   |                          |                                |   |
| 39-9021                   | Personal care aide                         | 55%                 | 55%   | 85%                                 |                         | 55%                                     | 85%                      |                                |   |
| 39-9032                   | Recreation worker                          | 15%                 | 15%   | 5%                                  |                         | 15%                                     | 5%                       |                                |   |
| 39-9041                   | Residential advisor                        |                     |   |                                     |                         |   |                          |                                |   |
| 53-3022                   | Bus driver, school or special client       |                     |   |                                     | 100%                    |   |                          |                                |   |
| <b>Total Distribution</b> |  | <b>100%</b>         | <b>100%</b>   | <b>100%</b>                         | <b>100%</b>             | <b>100%</b>                             | <b>100%</b>              | <b>100%</b>                    | <b>100%</b>   |

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| BLS Occupational Code | BLS Occupation                                   | Supported Employment-<br>Individual, Job Coaching | Work Activity Program | Specialized Therapeutic<br>Services, Professional | Specialized Therapeutic<br>Services, Assistant | Adaptive Skills Trainer;<br>Licensed Professional | Adaptive Skills Trainer;<br>Specialist | Behavior Analyst | Associate Behavior<br>Analyst |
|-----------------------|--|---|-----------------------|---|--|---|--|------------------|-------------------------------|
| 11-9151               | Social/ community svc. mgr.                      |   |                       |   |  |   |  |                  |                               |
| 19-3031               | Clinic./ counsel./ school psychologist           |   |                       |   |  |   |  | 100%             |                               |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           | 25%   |                       |   |  |   |  |                  |                               |
| 21-1013               | Marriage and family therapist                    |   |                       |   |  |   |  |                  |                               |
| 21-1015               | Rehabilitation counselor                         | 75%   |                       |   |  |   |  |                  |                               |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |   |                       |   |  |   |  |                  | 100%                          |
| 21-1021               | Child/ family/ school social worker              |   |                       |   |  |   |  |                  |                               |
| 21-1022               | Healthcare social worker                         |   |                       |   |  |   |  |                  |                               |
| 21-1023               | Mental hlth/ substance abuse social worker       |   |                       |   |  |   |  |                  |                               |
| 21-1091               | Health educator                                  |   |                       |   |  |   |  |                  |                               |
| 21-1093               | Social and human service assistant               |   |                       |   |  |   |  |                  |                               |
| 21-1094               | Community health worker                          |   |                       |   |  |   |  |                  |                               |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |   |                       |   |  |   |  |                  |                               |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |   |                       |   |  |   |  |                  |                               |
| 25-9041               | Teacher Assistants                               |   |                       |   |  |   |  |                  |                               |
| 29-1031               | Dietitian/ nutritionist                          |   |                       |   |  |   |  |                  |                               |
| 29-1066               | Psychiatrist                                     |   |                       |   |  |   |  |                  |                               |
| 29-1122               | Occupational therapist                           |   |                       |   |  |   |  |                  |                               |
| 29-1125               | Recreational therapist                           |   |                       |   |  |   |  |                  |                               |
| 29-1123               | Physical therapist                               |   |                       | 100%  |  | 100%  |  |                  |                               |
| 29-1127               | Speech-language pathologist                      |   |                       |   |  |   |  |                  |                               |
| 29-1141               | Registered nurse                                 |   |                       |   |  |   |  |                  |                               |
| 29-1181               | Audiologists                                     |   |                       |   |  |   |  |                  |                               |

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| BLS Occupational Code     | BLS Occupation                             | Supported Employment-<br>Individual, Job Coaching | Work Activity Program | Specialized Therapeutic<br>Services, Professional | Specialized Therapeutic<br>Services, Assistant | Adaptive Skills Trainer;<br>Licensed Professional | Adaptive Skills Trainer;<br>Specialist | Behavior Analyst | Associate Behavior<br>Analyst |
|---------------------------|--|---|-----------------------|---|--|---|--|------------------|-------------------------------|
| 29-2053                   | Psychiatric technician                     |   |                       |   |  |   |  |                  |                               |
| 29-2061                   | Licensed practical/ vocational nurse       |   |                       |   |  |   |  |                  |                               |
| 31-1011                   | Home health aide                           |   | 15%                   |   |  |   |  |                  |                               |
| 31-1013                   | Psychiatric aide                           |   | 15%                   |   |  |   |  |                  |                               |
| 31-1014                   | Nursing assistant                          |   |                       |   |  |   |  |                  |                               |
| 31-1015                   | Orderlies                                  |   |                       |   |  |   |  |                  |                               |
| 31-2011                   | Occupational therapy assistant             |   |                       |   | 100%   |   | 100%                                   |                  |                               |
| 31-2012                   | Occupational therapy aides                 |   |                       |   |  |   |  |                  |                               |
| 31-2021                   | Physical therapist assistant               |   |                       |   |  |   |  |                  |                               |
| 31-2022                   | Physical therapist aide                    |   |                       |   |  |   |  |                  |                               |
| 31-9092                   | Medical assistant                          |   |                       |   |  |   |  |                  |                               |
| 37-2011                   | Janitor/ cleaner                           |   |                       |   |  |   |  |                  |                               |
| 37-2012                   | Maids and housekeeping cleaners            |   |                       |   |  |   |  |                  |                               |
| 39-1021                   | First-line supervisor of pers. svc. worker |   |                       |   |  |   |  |                  |                               |
| 39-9021                   | Personal care aide                         |   | 55%                   |   |  |   |  |                  |                               |
| 39-9032                   | Recreation worker                          |   | 15%                   |   |  |   |  |                  |                               |
| 39-9041                   | Residential advisor                        |   |                       |   |  |   |  |                  |                               |
| 53-3022                   | Bus driver, school or special client       |   |                       |   |  |   |  |                  |                               |
| <b>Total Distribution</b> |  | <b>100%</b>                                       | <b>100%</b>           | <b>100%</b>                                       | <b>100%</b>                                    | <b>100%</b>                                       | <b>100%</b>                            | <b>100%</b>      | <b>100%</b>                   |

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| BLS Occupational Code | BLS Occupation                                   | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program - Early Intervention Specialist | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist |
|-----------------------|--|-------------------------------|--|--------------------------------|--|--|---------------------------------------|---|---|
| 11-9151               | Social/ community svc. mgr.                      |                               |  |                                |  |  |                                       |   |   |
| 19-3031               | Clinic./ counsel./ school psychologist           |                               |  |                                |  |  |                                       |   |   |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |                               |  |                                |  |  |                                       |   |   |
| 21-1013               | Marriage and family therapist                    |                               |  | 50%                            |  |  |                                       |   |   |
| 21-1015               | Rehabilitation counselor                         |                               |  |                                |  |  |                                       |   |   |
| 21-1018               | Substance/ behav./ mental hlth. counselor        | 100%                          |  |                                |  |  |                                       |   |   |
| 21-1021               | Child/ family/ school social worker              |                               |  |                                |  |  |                                       |   |   |
| 21-1022               | Healthcare social worker                         |                               |  |                                |  |  |                                       |   |   |
| 21-1023               | Mental hlth/ substance abuse social worker       |                               |  | 50%                            |  |  |                                       |   |   |
| 21-1091               | Health educator                                  |                               |  |                                |  |  |                                       |   |   |
| 21-1093               | Social and human service assistant               |                               |  |                                |  |  |                                       |   |   |
| 21-1094               | Community health worker                          |                               |  |                                |  |  |                                       |   |   |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |                               |  |                                | 100%   |  |                                       |   |   |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |                               |  |                                |  |  |                                       |   |   |
| 25-9041               | Teacher Assistants                               |                               |  |                                |  | 100%   |                                       |   |   |
| 29-1031               | Dietitian/ nutritionist                          |                               |  |                                |  |  |                                       |   |   |
| 29-1066               | Psychiatrist                                     |                               |  |                                |  |  |                                       |   |   |
| 29-1122               | Occupational therapist                           |                               |  |                                |  |  |                                       |   |   |
| 29-1125               | Recreational therapist                           |                               |  |                                |  |  |                                       |   |   |
| 29-1123               | Physical therapist                               |                               |  |                                |  |  | 100%                                  |   |   |
| 29-1127               | Speech-language pathologist                      |                               |  |                                |  |  |                                       |   |   |
| 29-1141               | Registered nurse                                 |                               |  |                                |  |  |                                       |   |   |
| 29-1181               | Audiologists                                     |                               |  |                                |  |  |                                       |   | 100%                                    |

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| BLS Occupational Code     | BLS Occupation                             | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program - Early Intervention Specialist | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist |
|---------------------------|--|-------------------------------|--|--------------------------------|--|--|---------------------------------------|---|---|
| 29-2053                   | Psychiatric technician                     |                               |  |                                |  |  |                                       |   |   |
| 29-2061                   | Licensed practical/ vocational nurse       |                               |  |                                |  |  |                                       |   |   |
| 31-1011                   | Home health aide                           |                               |  |                                |  |  |                                       |   |   |
| 31-1013                   | Psychiatric aide                           |                               | 100%                                   |                                |  |  |                                       |   |   |
| 31-1014                   | Nursing assistant                          |                               |  |                                |  |  |                                       |   |   |
| 31-1015                   | Orderlies                                  |                               |  |                                |  |  |                                       |   |   |
| 31-2011                   | Occupational therapy assistant             |                               |  |                                |  |  |                                       | 100%  |   |
| 31-2012                   | Occupational therapy aides                 |                               |  |                                |  |  |                                       |   |   |
| 31-2021                   | Physical therapist assistant               |                               |  |                                |  |  |                                       |   |   |
| 31-2022                   | Physical therapist aide                    |                               |  |                                |  |  |                                       |   |   |
| 31-9092                   | Medical assistant                          |                               |  |                                |  |  |                                       |   |   |
| 37-2011                   | Janitor/ cleaner                           |                               |  |                                |  |  |                                       |   |   |
| 37-2012                   | Maids and housekeeping cleaners            |                               |  |                                |  |  |                                       |   |   |
| 39-1021                   | First-line supervisor of pers. svc. worker |                               |  |                                |  |  |                                       |   |   |
| 39-9021                   | Personal care aide                         |                               |  |                                |  |  |                                       |   |   |
| 39-9032                   | Recreation worker                          |                               |  |                                |  |  |                                       |   |   |
| 39-9041                   | Residential advisor                        |                               |  |                                |  |  |                                       |   |   |
| 53-3022                   | Bus driver, school or special client       |                               |  |                                |  |  |                                       |   |   |
| <b>Total Distribution</b> |  | <b>100%</b>                   | <b>100%</b>                            | <b>100%</b>                    | <b>100%</b>  | <b>100%</b>  | <b>100%</b>                           | <b>100%</b>                                     | <b>100%</b>                             |



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| BLS Occupational Code | BLS Occupation                                   | Infant Development<br>Program, Family Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social Worker | Infant Development<br>Program, Psychologist | DSP Supervisor | Registered Nurse |
|-----------------------|--|---|--------------------------------------|--|--|---|----------------|------------------|
| 11-9151               | Social/ community svc. mgr.                      |   |                                      |  | 100%   |   |                |                  |
| 19-3031               | Clinic./ counsel./ school psychologist           |   |                                      |  |  | 100%  |                |                  |
| 21-1012               | Edu./ guidance/ school/ voc. counselor           |   |                                      |  |  |   |                |                  |
| 21-1013               | Marriage and family therapist                    | 100%  |                                      |  |  |   |                |                  |
| 21-1015               | Rehabilitation counselor                         |   |                                      |  |  |   |                |                  |
| 21-1018               | Substance/ behav./ mental hlth. counselor        |   |                                      |  |  |   |                |                  |
| 21-1021               | Child/ family/ school social worker              |   |                                      |  |  |   |                |                  |
| 21-1022               | Healthcare social worker                         |   |                                      |  |  |   |                |                  |
| 21-1023               | Mental hlth/ substance abuse social worker       |   |                                      |  |  |   |                |                  |
| 21-1091               | Health educator                                  |   |                                      |  |  |   |                |                  |
| 21-1093               | Social and human service assistant               |   |                                      |  |  |   |                |                  |
| 21-1094               | Community health worker                          |   |                                      |  |  |   |                |                  |
| 25-2051               | Special ed. teachers, preschool <sup>1</sup>     |   |                                      |  |  |   |                |                  |
| 25-3097               | Teachers and instructors, all other <sup>1</sup> |   |                                      |  |  |   |                |                  |
| 25-9041               | Teacher Assistants                               |   |                                      |  |  |   |                |                  |
| 29-1031               | Dietitian/ nutritionist                          |   |                                      | 100%                                     |  |   |                |                  |
| 29-1066               | Psychiatrist                                     |   |                                      |  |  |   |                |                  |
| 29-1122               | Occupational therapist                           |   |                                      |  |  |   |                |                  |
| 29-1125               | Recreational therapist                           |   |                                      |  |  |   |                |                  |
| 29-1123               | Physical therapist                               |   |                                      |  |  |   |                |                  |
| 29-1127               | Speech-language pathologist                      |   |                                      |  |  |   |                |                  |
| 29-1141               | Registered nurse                                 |   | 100%                                 |  |  |   |                | 100%             |
| 29-1181               | Audiologists                                     |   |                                      |  |  |   |                |                  |

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| BLS Occupational Code     | BLS Occupation                             | Infant Development<br>Program, Family Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social Worker | Infant Development<br>Program, Psychologist | DSP Supervisor | Registered Nurse |
|---------------------------|--|---|--------------------------------------|--|--|---|----------------|------------------|
| 29-2053                   | Psychiatric technician                     |   |                                      |  |  |   |                |                  |
| 29-2061                   | Licensed practical/ vocational nurse       |   |                                      |  |  |   |                |                  |
| 31-1011                   | Home health aide                           |   |                                      |  |  |   |                |                  |
| 31-1013                   | Psychiatric aide                           |   |                                      |  |  |   |                |                  |
| 31-1014                   | Nursing assistant                          |   |                                      |  |  |   |                |                  |
| 31-1015                   | Orderlies                                  |   |                                      |  |  |   |                |                  |
| 31-2011                   | Occupational therapy assistant             |   |                                      |  |  |   |                |                  |
| 31-2012                   | Occupational therapy aides                 |   |                                      |  |  |   |                |                  |
| 31-2021                   | Physical therapist assistant               |   |                                      |  |  |   |                |                  |
| 31-2022                   | Physical therapist aide                    |   |                                      |  |  |   |                |                  |
| 31-9092                   | Medical assistant                          |   |                                      |  |  |   |                |                  |
| 37-2011                   | Janitor/ cleaner                           |   |                                      |  |  |   |                |                  |
| 37-2012                   | Maids and housekeeping cleaners            |   |                                      |  |  |   |                |                  |
| 39-1021                   | First-line supervisor of pers. svc. worker |   |                                      |  |  |   | 100%           |                  |
| 39-9021                   | Personal care aide                         |   |                                      |  |  |   |                |                  |
| 39-9032                   | Recreation worker                          |   |                                      |  |  |   |                |                  |
| 39-9041                   | Residential advisor                        |   |                                      |  |  |   |                |                  |
| 53-3022                   | Bus driver, school or special client       |   |                                      |  |  |   |                |                  |
| <b>Total Distribution</b> |  | <b>100%</b>                                     | <b>100%</b>                          | <b>100%</b>                              | <b>100%</b>                                  | <b>100%</b>                                 | <b>100%</b>    | <b>100%</b>      |

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**Appendix B: Rate Model Wage Assumptions<sup>5</sup>**

Base Wage Tables

| Wage Percentile                 | Personal Assistance | Parent Coordinated Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living | Parenting Support Services | Respite, Agency | Participant-Directed Respite | Respite, Employer of Record |
|---------------------------------|---------------------|--|--------------------|-------------------------------|-------------------------------------|------------------|----------------------------|-----------------|------------------------------|-----------------------------|
| 10th Percentile                 | \$11.85             | \$11.85                                | \$12.90            | \$12.90                       | \$12.38                             | \$12.38          | \$16.48                    | \$11.85         | \$11.85                      | \$11.85                     |
| 25th Percentile                 | \$13.29             | \$13.29                                | \$13.85            | \$13.85                       | \$13.57                             | \$13.57          | \$19.92                    | \$13.29         | \$13.29                      | \$13.29                     |
| <b>50th Percentile (Median)</b> | <b>\$13.98</b>      | <b>\$13.98</b>                         | <b>\$15.00</b>     | <b>\$15.00</b>                | <b>\$14.49</b>                      | <b>\$14.49</b>   | <b>\$26.95</b>             | <b>\$13.98</b>  | <b>\$13.98</b>               | <b>\$13.98</b>              |
| 75th Percentile                 | \$15.56             | \$15.56                                | \$18.06            | \$18.06                       | \$16.81                             | \$16.81          | \$37.78                    | \$15.56         | \$15.56                      | \$15.56                     |
| 90th Percentile                 | \$18.98             | \$18.98                                | \$22.22            | \$22.22                       | \$20.60                             | \$20.60          | \$49.32                    | \$18.98         | \$18.98                      | \$18.98                     |

| Wage Percentile                 | Tutor Services | Housekeeping   | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated Line Staff | Community Care Facility - Owner Operated Line Staff | Community Care Facility - Staff Operated Lead Staff | Community Care Facility - Staff Operated Home Administrator, Level | Community Care Facility - Staff Operated Home Administrator, Level | Adult Residential Facility for Persons with Special Health Care Needs Line Staff | Adult Residential Facility for Persons with Special Health Care Needs Lead Staff |
|---------------------------------|----------------|----------------|---------------------------------------|---|---|---|--|--|--|--|
| 10th Percentile                 | \$16.08        | \$13.02        | \$11.85                               | \$12.38   | \$12.38   | \$12.38   | \$14.24  | \$14.24  | \$13.98  | \$21.14  |
| 25th Percentile                 | \$18.97        | \$13.64        | \$13.29                               | \$13.57   | \$13.57   | \$13.57   | \$15.67  | \$15.67  | \$15.07  | \$24.20  |
| <b>50th Percentile (Median)</b> | <b>\$25.87</b> | <b>\$14.95</b> | <b>\$13.98</b>                        | <b>\$14.49</b>                                      | <b>\$14.49</b>                                      | \$14.49   | <b>\$20.30</b>   | \$20.30  | <b>\$17.06</b>   | <b>\$28.76</b>   |
| 75th Percentile                 | \$43.99        | \$17.60        | \$15.56                               | \$16.81   | \$16.81   | <b>\$16.81</b>                                      | \$26.89  | <b>\$26.89</b>   | \$20.40  | \$33.17  |
| 90th Percentile                 | \$66.33        | \$21.61        | \$18.98                               | \$20.60   | \$20.60   | \$20.60   | \$35.90  | \$35.90  | \$25.49  | \$38.70  |

<sup>5</sup> Rate model assumptions have generally been set at the median wage.

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| Wage Percentile          | Adult Residential Facility for Persons with Special Health Care Needs Home | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters |
|--------------------------|--|---|--|---------------------------------------|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$34.26  | \$20.68   | \$13.89                                    | \$13.89                               | \$20.68                             | \$13.89                        | \$13.89                   | \$12.38                             | \$12.38                             | \$14.88                       |
| 25th Percentile          | \$43.12  | \$25.61   | \$14.72                                    | \$14.72                               | \$25.61                             | \$14.72                        | \$14.72                   | \$13.57                             | \$13.57                             | \$17.99                       |
| 50th Percentile (Median) | <b>\$53.85</b>   | <b>\$33.03</b>                                  | \$15.70                                    | \$15.70                               | <b>\$33.03</b>                      | \$15.70                        | \$15.70                   | <b>\$14.49</b>                      | \$14.49                             | <b>\$23.35</b>                |
| 75th Percentile          | \$67.11  | \$46.52   | \$18.48                                    | <b>\$18.48</b>                        | \$46.52                             | \$18.48                        | <b>\$18.48</b>            | \$16.81                             | <b>\$16.81</b>                      | \$31.76                       |
| 90th Percentile          | \$81.05  | \$61.40   | <b>\$21.35</b>                             | \$21.35                               | \$61.40                             | <b>\$21.35</b>                 | \$21.35                   | \$20.60                             | \$20.60                             | \$39.85                       |

| Wage Percentile          | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility | Community-Based Day Programs, Community | Community-Based Day Programs, Community Only | Behavior Management, Center/Facility | Behavior Management, Community | Medical Management, Center/Facility | Medical Management, Community |
|--------------------------|--|----------------------------------|--------------------------------------|---|---|--|--------------------------------------|--------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$14.83                                      | \$12.38                          | \$11.85                              | \$12.90                                       | \$12.90                                 | \$12.90                                      | \$13.89                              | \$13.89                        | \$13.98                             | \$13.98                       |
| 25th Percentile          | \$17.11                                      | \$13.57                          | \$13.29                              | \$13.85                                       | \$13.85                                 | \$13.85                                      | \$14.72                              | \$14.72                        | \$15.07                             | \$15.07                       |
| 50th Percentile (Median) | <b>\$20.62</b>                               | <b>\$14.49</b>                   | <b>\$13.98</b>                       | <b>\$15.00</b>                                | <b>\$15.00</b>                          | <b>\$15.00</b>                               | \$15.70                              | \$15.70                        | <b>\$17.06</b>                      | <b>\$17.06</b>                |
| 75th Percentile          | \$26.15                                      | \$16.81                          | \$15.56                              | \$18.06                                       | \$18.06                                 | \$18.06                                      | <b>\$18.48</b>                       | <b>\$18.48</b>                 | \$20.40                             | \$20.40                       |
| 90th Percentile          | \$32.77                                      | \$20.60                          | \$18.98                              | \$22.22                                       | \$22.22                                 | \$22.22                                      | \$21.35                              | \$21.35                        | \$25.49                             | \$25.49                       |

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| Wage Percentile          | In-Home Day Program | Participant-Directed Community-Based Training | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program |
|--------------------------|---------------------|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|----------------------------|--|---|-----------------------|
| 10th Percentile          | \$12.38             | \$12.38                                       | \$11.85                          | \$14.32                 | \$12.38                              | \$11.85                  | \$14.91                    | \$16.60  | \$14.91                                       | \$12.38               |
| 25th Percentile          | \$13.57             | \$13.57                                       | \$13.29                          | \$15.89                 | \$13.57                              | \$13.29                  | \$16.92                    | \$19.75  | \$16.92                                       | \$13.57               |
| 50th Percentile (Median) | <b>\$14.49</b>      | <b>\$14.49</b>                                | <b>\$13.98</b>                   | <b>\$19.86</b>          | <b>\$14.49</b>                       | <b>\$13.98</b>           | <b>\$20.81</b>             | <b>\$25.83</b>                                   | <b>\$20.81</b>                                | <b>\$14.49</b>        |
| 75th Percentile          | \$16.81             | \$16.81                                       | \$15.56                          | \$23.92                 | \$16.81                              | \$15.56                  | \$29.44                    | \$36.53  | \$29.44                                       | \$16.81               |
| 90th Percentile          | \$20.60             | \$20.60                                       | \$18.98                          | \$26.75                 | \$20.60                              | \$18.98                  | \$39.59                    | \$47.26  | \$39.59                                       | \$20.60               |

| Wage Percentile          | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Trainer; Licensed Professional | Adaptive Skills Trainer; Specialist | Behavior Analyst | Associate Behavior Analyst | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program - Early Intervention Specialist |
|--------------------------|--|---|--|-------------------------------------|------------------|----------------------------|-------------------------------|--|--------------------------------|--|
| 10th Percentile          | \$33.93  | \$22.45                                     | \$33.93  | \$22.45                             | \$28.38          | \$15.19                    | \$15.19                       | \$13.89                                | \$16.21                        | \$20.21  |
| 25th Percentile          | \$41.96  | \$28.80                                     | \$41.96  | \$28.80                             | \$40.54          | \$17.99                    | \$17.99                       | \$14.72                                | \$19.47                        | \$23.89  |
| 50th Percentile (Median) | <b>\$50.34</b>                                 | <b>\$36.19</b>                              | <b>\$50.34</b>                                 | <b>\$36.19</b>                      | <b>\$52.00</b>   | <b>\$23.32</b>             | <b>\$23.32</b>                | \$15.70                                | <b>\$26.84</b>                 | <b>\$29.01</b>   |
| 75th Percentile          | \$59.74  | \$40.47                                     | \$59.74  | \$40.47                             | \$64.97          | \$31.14                    | \$31.14                       | <b>\$18.48</b>                         | \$36.92                        | \$37.46  |
| 90th Percentile          | \$66.23  | \$44.68                                     | \$66.23  | \$44.68                             | \$81.63          | \$44.29                    | \$44.29                       | \$21.35                                | \$47.21                        | \$50.94  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | Infant Development<br>Program - Early<br>Intervention Assistants | Infant Development<br>Program, PT/OT/SLP | Infant Development<br>Program, PT/OT/SLP<br>Assistant | Infant Development<br>Program, Audiologist | Infant Development<br>Program, Family<br>Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social<br>Worker | Infant Development<br>Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile          | \$16.52  | \$33.93                                  | \$22.45   | \$25.95                                    | \$16.33  | \$34.26                              | \$22.12                                  | \$20.68   | \$28.38                                     | \$14.24        |
| 25th Percentile          | \$19.06  | \$41.96                                  | \$28.80   | \$39.37                                    | \$18.95  | \$43.12                              | \$32.30                                  | \$25.61   | \$40.54                                     | \$15.67        |
| 50th Percentile (Median) | <b>\$23.18</b>   | <b>\$50.34</b>                           | <b>\$36.19</b>  | <b>\$51.21</b>                             | <b>\$24.79</b>                                     | <b>\$53.85</b>                       | <b>\$39.11</b>                           | <b>\$33.03</b>                                  | <b>\$52.00</b>                              | <b>\$20.30</b> |
| 75th Percentile          | \$27.57  | \$59.74                                  | \$40.47   | \$61.86                                    | \$31.50  | \$67.11                              | \$46.35                                  | \$46.52   | \$64.97                                     | \$26.89        |
| 90th Percentile          | \$32.40  | \$66.23                                  | \$44.68   | \$73.95                                    | \$41.77  | \$81.05                              | \$51.88                                  | \$61.40   | \$81.63                                     | \$35.90        |

| Wage Percentile          | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile          | \$34.26          |
| 25th Percentile          | \$43.12          |
| 50th Percentile (Median) | <b>\$53.85</b>   |
| 75th Percentile          | \$67.11          |
| 90th Percentile          | \$81.05          |

DDS Vendor Rate Study – Rate Models  
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Wage Category A (base wage x 95 percent)

| Wage Percentile                 | Personal Assistance | Parent Coordinated Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living | Parenting Support Services | Respite, Agency | Participant-Directed Respite | Respite, Employer of Record |
|---------------------------------|---------------------|--|--------------------|-------------------------------|-------------------------------------|------------------|----------------------------|-----------------|------------------------------|-----------------------------|
| 10th Percentile                 | \$11.26             | \$11.26                                | \$12.26            | \$12.26                       | \$11.76                             | \$11.76          | \$15.66                    | \$11.26         | \$11.26                      | \$11.26                     |
| 25th Percentile                 | \$12.63             | \$12.63                                | \$13.16            | \$13.16                       | \$12.89                             | \$12.89          | \$18.92                    | \$12.63         | \$12.63                      | \$12.63                     |
| <b>50th Percentile (Median)</b> | <b>\$13.28</b>      | <b>\$13.28</b>                         | <b>\$14.25</b>     | <b>\$14.25</b>                | <b>\$13.77</b>                      | <b>\$13.77</b>   | <b>\$25.60</b>             | <b>\$13.28</b>  | <b>\$13.28</b>               | <b>\$13.28</b>              |
| 75th Percentile                 | \$14.78             | \$14.78                                | \$17.16            | \$17.16                       | \$15.97                             | \$15.97          | \$35.89                    | \$14.78         | \$14.78                      | \$14.78                     |
| 90th Percentile                 | \$18.03             | \$18.03                                | \$21.11            | \$21.11                       | \$19.57                             | \$19.57          | \$46.85                    | \$18.03         | \$18.03                      | \$18.03                     |

| Wage Percentile                 | Tutor Services | Housekeeping   | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated Line Staff | Community Care Facility - Owner Operated Line Staff | Community Care Facility - Staff Operated Lead Staff | Community Care Facility - Staff Operated Home Administrator, Level | Community Care Facility - Staff Operated Home Administrator, Level | Adult Residential Facility for Persons with Special Health Care Needs Line Staff | Adult Residential Facility for Persons with Special Health Care Needs Lead Staff |
|---------------------------------|----------------|----------------|---------------------------------------|---|---|---|--|--|--|--|
| 10th Percentile                 | \$15.28        | \$12.37        | \$11.26                               | \$11.76   | \$11.76   | \$11.76   | \$13.53  | \$13.53  | \$13.28  | \$20.08  |
| 25th Percentile                 | \$18.02        | \$12.96        | \$12.63                               | \$12.89   | \$12.89   | \$12.89   | \$14.89  | \$14.89  | \$14.32  | \$22.99  |
| <b>50th Percentile (Median)</b> | <b>\$24.58</b> | <b>\$14.20</b> | <b>\$13.28</b>                        | <b>\$13.77</b>                                      | <b>\$13.77</b>                                      | \$13.77   | <b>\$19.29</b>   | \$19.29  | <b>\$16.21</b>   | <b>\$27.32</b>   |
| 75th Percentile                 | \$41.79        | \$16.72        | \$14.78                               | \$15.97   | \$15.97   | <b>\$15.97</b>                                      | \$25.55  | <b>\$25.55</b>   | \$19.38  | \$31.51  |
| 90th Percentile                 | \$63.01        | \$20.53        | \$18.03                               | \$19.57   | \$19.57   | \$19.57   | \$34.11  | \$34.11  | \$24.22  | \$36.77  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | Adult Residential Facility for Persons with Special Health Care Needs Home | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters |
|--------------------------|--|---|--|---------------------------------------|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$32.55  | \$19.65   | \$13.20                                    | \$13.20                               | \$19.65                             | \$13.20                        | \$13.20                   | \$11.76                             | \$11.76                             | \$14.14                       |
| 25th Percentile          | \$40.96  | \$24.33   | \$13.98                                    | \$13.98                               | \$24.33                             | \$13.98                        | \$13.98                   | \$12.89                             | \$12.89                             | \$17.09                       |
| 50th Percentile (Median) | <b>\$51.16</b>   | <b>\$31.38</b>                                  | \$14.92                                    | \$14.92                               | <b>\$31.38</b>                      | \$14.92                        | \$14.92                   | <b>\$13.77</b>                      | \$13.77                             | <b>\$22.18</b>                |
| 75th Percentile          | \$63.75  | \$44.19   | \$17.56                                    | <b>\$17.56</b>                        | \$44.19                             | \$17.56                        | <b>\$17.56</b>            | \$15.97                             | <b>\$15.97</b>                      | \$30.17                       |
| 90th Percentile          | \$77.00  | \$58.33   | <b>\$20.28</b>                             | \$20.28                               | \$58.33                             | <b>\$20.28</b>                 | \$20.28                   | \$19.57                             | \$19.57                             | \$37.86                       |

| Wage Percentile          | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility | Community-Based Day Programs, Community | Community-Based Day Programs, Community Only | Behavior Management, Center/Facility | Behavior Management, Community | Medical Management, Center/Facility | Medical Management, Community |
|--------------------------|--|----------------------------------|--------------------------------------|---|---|--|--------------------------------------|--------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$14.09                                      | \$11.76                          | \$11.26                              | \$12.26                                       | \$12.26                                 | \$12.26                                      | \$13.20                              | \$13.20                        | \$13.28                             | \$13.28                       |
| 25th Percentile          | \$16.25                                      | \$12.89                          | \$12.63                              | \$13.16                                       | \$13.16                                 | \$13.16                                      | \$13.98                              | \$13.98                        | \$14.32                             | \$14.32                       |
| 50th Percentile (Median) | <b>\$19.59</b>                               | <b>\$13.77</b>                   | <b>\$13.28</b>                       | <b>\$14.25</b>                                | <b>\$14.25</b>                          | <b>\$14.25</b>                               | \$14.92                              | \$14.92                        | <b>\$16.21</b>                      | <b>\$16.21</b>                |
| 75th Percentile          | \$24.84                                      | \$15.97                          | \$14.78                              | \$17.16                                       | \$17.16                                 | \$17.16                                      | <b>\$17.56</b>                       | <b>\$17.56</b>                 | \$19.38                             | \$19.38                       |
| 90th Percentile          | \$31.13                                      | \$19.57                          | \$18.03                              | \$21.11                                       | \$21.11                                 | \$21.11                                      | \$20.28                              | \$20.28                        | \$24.22                             | \$24.22                       |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | In-Home Day Program | Participant-Directed Community-Based Training | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program |
|--------------------------|---------------------|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|----------------------------|--|---|-----------------------|
| 10th Percentile          | \$11.76             | \$11.76                                       | \$11.26                          | \$13.60                 | \$11.76                              | \$11.26                  | \$14.16                    | \$15.77  | \$14.16                                       | \$11.76               |
| 25th Percentile          | \$12.89             | \$12.89                                       | \$12.63                          | \$15.10                 | \$12.89                              | \$12.63                  | \$16.07                    | \$18.76  | \$16.07                                       | \$12.89               |
| 50th Percentile (Median) | <b>\$13.77</b>      | <b>\$13.77</b>                                | <b>\$13.28</b>                   | <b>\$18.87</b>          | <b>\$13.77</b>                       | <b>\$13.28</b>           | <b>\$19.77</b>             | <b>\$24.54</b>                                   | <b>\$19.77</b>                                | <b>\$13.77</b>        |
| 75th Percentile          | \$15.97             | \$15.97                                       | \$14.78                          | \$22.72                 | \$15.97                              | \$14.78                  | \$27.97                    | \$34.70  | \$27.97                                       | \$15.97               |
| 90th Percentile          | \$19.57             | \$19.57                                       | \$18.03                          | \$25.41                 | \$19.57                              | \$18.03                  | \$37.61                    | \$44.90  | \$37.61                                       | \$19.57               |

| Wage Percentile          | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Trainer; Licensed Professional | Adaptive Skills Trainer; Specialist | Behavior Analyst | Associate Behavior Analyst | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program - Early Intervention Specialist |
|--------------------------|--|---|--|-------------------------------------|------------------|----------------------------|-------------------------------|--|--------------------------------|--|
| 10th Percentile          | \$32.23  | \$21.33                                     | \$32.23  | \$21.33                             | \$26.96          | \$14.43                    | \$14.43                       | \$13.20                                | \$15.40                        | \$19.20  |
| 25th Percentile          | \$39.86  | \$27.36                                     | \$39.86  | \$27.36                             | \$38.51          | \$17.09                    | \$17.09                       | \$13.98                                | \$18.50                        | \$22.70  |
| 50th Percentile (Median) | <b>\$47.82</b>                                 | <b>\$34.38</b>                              | <b>\$47.82</b>                                 | <b>\$34.38</b>                      | <b>\$49.40</b>   | <b>\$22.15</b>             | <b>\$22.15</b>                | \$14.92                                | <b>\$25.50</b>                 | \$27.56  |
| 75th Percentile          | \$56.75  | \$38.45                                     | \$56.75  | \$38.45                             | \$61.72          | \$29.58                    | \$29.58                       | <b>\$17.56</b>                         | \$35.07                        | <b>\$35.59</b>   |
| 90th Percentile          | \$62.92  | \$42.45                                     | \$62.92  | \$42.45                             | \$77.55          | \$42.08                    | \$42.08                       | \$20.28                                | \$44.85                        | \$48.39  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | Infant Development<br>Program - Early<br>Intervention Assistants | Infant Development<br>Program, PT/OT/SLP | Infant Development<br>Program, PT/OT/SLP<br>Assistant | Infant Development<br>Program, Audiologist | Infant Development<br>Program, Family<br>Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social<br>Worker | Infant Development<br>Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile          | \$15.69  | \$32.23                                  | \$21.33   | \$24.65                                    | \$15.51  | \$32.55                              | \$21.01                                  | \$19.65   | \$26.96                                     | \$13.53        |
| 25th Percentile          | \$18.11  | \$39.86                                  | \$27.36   | \$37.40                                    | \$18.00  | \$40.96                              | \$30.69                                  | \$24.33   | \$38.51                                     | \$14.89        |
| 50th Percentile (Median) | \$22.02  | <b>\$47.82</b>                           | <b>\$34.38</b>  | <b>\$48.65</b>                             | <b>\$23.55</b>                                     | <b>\$51.16</b>                       | <b>\$37.15</b>                           | <b>\$31.38</b>                                  | <b>\$49.40</b>                              | <b>\$19.29</b> |
| 75th Percentile          | <b>\$26.19</b>   | \$56.75                                  | \$38.45   | \$58.77                                    | \$29.93  | \$63.75                              | \$44.03                                  | \$44.19   | \$61.72                                     | \$25.55        |
| 90th Percentile          | \$30.78  | \$62.92                                  | \$42.45   | \$70.25                                    | \$39.68  | \$77.00                              | \$49.29                                  | \$58.33   | \$77.55                                     | \$34.11        |

| Wage Percentile          | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile          | \$32.55          |
| 25th Percentile          | \$40.96          |
| 50th Percentile (Median) | <b>\$51.16</b>   |
| 75th Percentile          | \$63.75          |
| 90th Percentile          | \$77.00          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Wage Category B (base wage x 100 percent)

| Wage Percentile                 | Personal Assistance | Parent Coordinated Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living | Parenting Support Services | Respite, Agency | Participant-Directed Respite | Respite, Employer of Record |
|---------------------------------|---------------------|--|--------------------|-------------------------------|-------------------------------------|------------------|----------------------------|-----------------|------------------------------|-----------------------------|
| 10th Percentile                 | \$11.85             | \$11.85                                | \$12.90            | \$12.90                       | \$12.38                             | \$12.38          | \$16.48                    | \$11.85         | \$11.85                      | \$11.85                     |
| 25th Percentile                 | \$13.29             | \$13.29                                | \$13.85            | \$13.85                       | \$13.57                             | \$13.57          | \$19.92                    | \$13.29         | \$13.29                      | \$13.29                     |
| <b>50th Percentile (Median)</b> | <b>\$13.98</b>      | <b>\$13.98</b>                         | <b>\$15.00</b>     | <b>\$15.00</b>                | <b>\$14.49</b>                      | <b>\$14.49</b>   | <b>\$26.95</b>             | <b>\$13.98</b>  | <b>\$13.98</b>               | <b>\$13.98</b>              |
| 75th Percentile                 | \$15.56             | \$15.56                                | \$18.06            | \$18.06                       | \$16.81                             | \$16.81          | \$37.78                    | \$15.56         | \$15.56                      | \$15.56                     |
| 90th Percentile                 | \$18.98             | \$18.98                                | \$22.22            | \$22.22                       | \$20.60                             | \$20.60          | \$49.32                    | \$18.98         | \$18.98                      | \$18.98                     |

| Wage Percentile                 | Tutor Services | Housekeeping   | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated Line Staff | Community Care Facility - Owner Operated Line Staff | Community Care Facility - Staff Operated Lead Staff | Community Care Facility - Staff Operated Home Administrator, Level | Community Care Facility - Staff Operated Home Administrator, Level | Adult Residential Facility for Persons with Special Health Care Needs Line Staff | Adult Residential Facility for Persons with Special Health Care Needs Lead Staff |
|---------------------------------|----------------|----------------|---------------------------------------|---|---|---|--|--|--|--|
| 10th Percentile                 | \$16.08        | \$13.02        | \$11.85                               | \$12.38   | \$12.38   | \$12.38   | \$14.24  | \$14.24  | \$13.98  | \$21.14  |
| 25th Percentile                 | \$18.97        | \$13.64        | \$13.29                               | \$13.57   | \$13.57   | \$13.57   | \$15.67  | \$15.67  | \$15.07  | \$24.20  |
| <b>50th Percentile (Median)</b> | <b>\$25.87</b> | <b>\$14.95</b> | <b>\$13.98</b>                        | <b>\$14.49</b>                                      | <b>\$14.49</b>                                      | \$14.49   | <b>\$20.30</b>   | \$20.30  | <b>\$17.06</b>   | <b>\$28.76</b>   |
| 75th Percentile                 | \$43.99        | \$17.60        | \$15.56                               | \$16.81   | \$16.81   | <b>\$16.81</b>                                      | \$26.89  | <b>\$26.89</b>   | \$20.40  | \$33.17  |
| 90th Percentile                 | \$66.33        | \$21.61        | \$18.98                               | \$20.60   | \$20.60   | \$20.60   | \$35.90  | \$35.90  | \$25.49  | \$38.70  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | Adult Residential Facility for Persons with Special Health Care Needs Home | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters |
|--------------------------|--|---|--|---------------------------------------|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$34.26  | \$20.68   | \$13.89                                    | \$13.89                               | \$20.68                             | \$13.89                        | \$13.89                   | \$12.38                             | \$12.38                             | \$14.88                       |
| 25th Percentile          | \$43.12  | \$25.61   | \$14.72                                    | \$14.72                               | \$25.61                             | \$14.72                        | \$14.72                   | \$13.57                             | \$13.57                             | \$17.99                       |
| 50th Percentile (Median) | <b>\$53.85</b>   | <b>\$33.03</b>                                  | \$15.70                                    | \$15.70                               | <b>\$33.03</b>                      | \$15.70                        | \$15.70                   | <b>\$14.49</b>                      | \$14.49                             | <b>\$23.35</b>                |
| 75th Percentile          | \$67.11  | \$46.52   | \$18.48                                    | <b>\$18.48</b>                        | \$46.52                             | \$18.48                        | <b>\$18.48</b>            | \$16.81                             | <b>\$16.81</b>                      | \$31.76                       |
| 90th Percentile          | \$81.05  | \$61.40   | <b>\$21.35</b>                             | \$21.35                               | \$61.40                             | <b>\$21.35</b>                 | \$21.35                   | \$20.60                             | \$20.60                             | \$39.85                       |

| Wage Percentile          | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility | Community-Based Day Programs, Community | Community-Based Day Programs, Community Only | Behavior Management, Center/Facility | Behavior Management, Community | Medical Management, Center/Facility | Medical Management, Community |
|--------------------------|--|----------------------------------|--------------------------------------|---|---|--|--------------------------------------|--------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$14.83                                      | \$12.38                          | \$11.85                              | \$12.90                                       | \$12.90                                 | \$12.90                                      | \$13.89                              | \$13.89                        | \$13.98                             | \$13.98                       |
| 25th Percentile          | \$17.11                                      | \$13.57                          | \$13.29                              | \$13.85                                       | \$13.85                                 | \$13.85                                      | \$14.72                              | \$14.72                        | \$15.07                             | \$15.07                       |
| 50th Percentile (Median) | <b>\$20.62</b>                               | <b>\$14.49</b>                   | <b>\$13.98</b>                       | <b>\$15.00</b>                                | <b>\$15.00</b>                          | <b>\$15.00</b>                               | \$15.70                              | \$15.70                        | <b>\$17.06</b>                      | <b>\$17.06</b>                |
| 75th Percentile          | \$26.15                                      | \$16.81                          | \$15.56                              | \$18.06                                       | \$18.06                                 | \$18.06                                      | <b>\$18.48</b>                       | <b>\$18.48</b>                 | \$20.40                             | \$20.40                       |
| 90th Percentile          | \$32.77                                      | \$20.60                          | \$18.98                              | \$22.22                                       | \$22.22                                 | \$22.22                                      | \$21.35                              | \$21.35                        | \$25.49                             | \$25.49                       |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Wage Percentile          | In-Home Day Program | Participant-Directed<br>Community-Based<br>Training | Supplemental Day<br>Program Support | Transportation,<br>Company | Transportation,<br>Additional Component | Transportation<br>Assistant | Supported<br>Employment-Group | Supported<br>Employment-<br>Individual, Job<br>Development | Supported<br>Employment-<br>Individual, Job<br>Coaching | Work Activity<br>Program |
|--------------------------|---------------------|---|-------------------------------------|----------------------------|---|-----------------------------|-------------------------------|--|---|--------------------------|
| 10th Percentile          | \$12.38             | \$12.38   | \$11.85                             | \$14.32                    | \$12.38                                 | \$11.85                     | \$14.91                       | \$16.60  | \$14.91   | \$12.38                  |
| 25th Percentile          | \$13.57             | \$13.57   | \$13.29                             | \$15.89                    | \$13.57                                 | \$13.29                     | \$16.92                       | \$19.75  | \$16.92   | \$13.57                  |
| 50th Percentile (Median) | <b>\$14.49</b>      | <b>\$14.49</b>                                      | <b>\$13.98</b>                      | <b>\$19.86</b>             | <b>\$14.49</b>                          | <b>\$13.98</b>              | <b>\$20.81</b>                | <b>\$25.83</b>   | <b>\$20.81</b>  | <b>\$14.49</b>           |
| 75th Percentile          | \$16.81             | \$16.81   | \$15.56                             | \$23.92                    | \$16.81                                 | \$15.56                     | \$29.44                       | \$36.53  | \$29.44   | \$16.81                  |
| 90th Percentile          | \$20.60             | \$20.60   | \$18.98                             | \$26.75                    | \$20.60                                 | \$18.98                     | \$39.59                       | \$47.26  | \$39.59   | \$20.60                  |

| Wage Percentile          | Specialized<br>Therapeutic Services,<br>Professional | Specialized<br>Therapeutic Services,<br>Assistant | Adaptive Skills<br>Trainer; Licensed<br>Professional | Adaptive Skills<br>Trainer; Specialist | Behavior Analyst | Associate Behavior<br>Analyst | Behavior Management<br>Assistant | Behavior Technician -<br>Paraprofessional | Behavior Management<br>Consultant | Infant Development<br>Program - Early<br>Intervention Specialist |
|--------------------------|--|---|--|--|------------------|-------------------------------|----------------------------------|---|-----------------------------------|--|
| 10th Percentile          | \$33.93  | \$22.45   | \$33.93  | \$22.45                                | \$28.38          | \$15.19                       | \$15.19                          | \$13.89                                   | \$16.21                           | \$20.21  |
| 25th Percentile          | \$41.96  | \$28.80   | \$41.96  | \$28.80                                | \$40.54          | \$17.99                       | \$17.99                          | \$14.72                                   | \$19.47                           | \$23.89  |
| 50th Percentile (Median) | <b>\$50.34</b>                                       | <b>\$36.19</b>                                    | <b>\$50.34</b>                                       | <b>\$36.19</b>                         | <b>\$52.00</b>   | <b>\$23.32</b>                | <b>\$23.32</b>                   | \$15.70                                   | <b>\$26.84</b>                    | \$29.01  |
| 75th Percentile          | \$59.74  | \$40.47   | \$59.74  | \$40.47                                | \$64.97          | \$31.14                       | \$31.14                          | <b>\$18.48</b>                            | \$36.92                           | <b>\$37.46</b>   |
| 90th Percentile          | \$66.23  | \$44.68   | \$66.23  | \$44.68                                | \$81.63          | \$44.29                       | \$44.29                          | \$21.35                                   | \$47.21                           | \$50.94  |

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| Wage Percentile          | Infant Development<br>Program - Early<br>Intervention Assistants | Infant Development<br>Program, PT/OT/SLP | Infant Development<br>Program, PT/OT/SLP<br>Assistant | Infant Development<br>Program, Audiologist | Infant Development<br>Program, Family<br>Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social<br>Worker | Infant Development<br>Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile          | \$16.52  | \$33.93                                  | \$22.45   | \$25.95                                    | \$16.33  | \$34.26                              | \$22.12                                  | \$20.68   | \$28.38                                     | \$14.24        |
| 25th Percentile          | \$19.06  | \$41.96                                  | \$28.80   | \$39.37                                    | \$18.95  | \$43.12                              | \$32.30                                  | \$25.61   | \$40.54                                     | \$15.67        |
| 50th Percentile (Median) | \$23.18  | <b>\$50.34</b>                           | <b>\$36.19</b>  | <b>\$51.21</b>                             | <b>\$24.79</b>                                     | <b>\$53.85</b>                       | <b>\$39.11</b>                           | <b>\$33.03</b>                                  | <b>\$52.00</b>                              | <b>\$20.30</b> |
| 75th Percentile          | <b>\$27.57</b>   | \$59.74                                  | \$40.47   | \$61.86                                    | \$31.50  | \$67.11                              | \$46.35                                  | \$46.52   | \$64.97                                     | \$26.89        |
| 90th Percentile          | \$32.40  | \$66.23                                  | \$44.68   | \$73.95                                    | \$41.77  | \$81.05                              | \$51.88                                  | \$61.40   | \$81.63                                     | \$35.90        |

| Wage Percentile          | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile          | \$34.26          |
| 25th Percentile          | \$43.12          |
| 50th Percentile (Median) | <b>\$53.85</b>   |
| 75th Percentile          | \$67.11          |
| 90th Percentile          | \$81.05          |

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Wage Category C (base wage x 115 percent)

| Wage Percentile                 | Personal Assistance | Parent Coordinated Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living | Parenting Support Services | Respite, Agency | Participant-Directed Respite | Respite, Employer of Record |
|---------------------------------|---------------------|--|--------------------|-------------------------------|-------------------------------------|------------------|----------------------------|-----------------|------------------------------|-----------------------------|
| 10th Percentile                 | \$13.63             | \$13.63                                | \$14.84            | \$14.84                       | \$14.24                             | \$14.24          | \$18.95                    | \$13.63         | \$13.63                      | \$13.63                     |
| 25th Percentile                 | \$15.28             | \$15.28                                | \$15.93            | \$15.93                       | \$15.61                             | \$15.61          | \$22.91                    | \$15.28         | \$15.28                      | \$15.28                     |
| <b>50th Percentile (Median)</b> | <b>\$16.08</b>      | <b>\$16.08</b>                         | <b>\$17.25</b>     | <b>\$17.25</b>                | <b>\$16.66</b>                      | <b>\$16.66</b>   | <b>\$30.99</b>             | <b>\$16.08</b>  | <b>\$16.08</b>               | <b>\$16.08</b>              |
| 75th Percentile                 | \$17.89             | \$17.89                                | \$20.77            | \$20.77                       | \$19.33                             | \$19.33          | \$43.45                    | \$17.89         | \$17.89                      | \$17.89                     |
| 90th Percentile                 | \$21.83             | \$21.83                                | \$25.55            | \$25.55                       | \$23.69                             | \$23.69          | \$56.72                    | \$21.83         | \$21.83                      | \$21.83                     |

| Wage Percentile                 | Tutor Services | Housekeeping   | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated Line Staff | Community Care Facility - Owner Operated Line Staff | Community Care Facility - Staff Operated Lead Staff | Community Care Facility - Staff Operated Home Administrator, Level | Community Care Facility - Staff Operated Home Administrator, Level | Adult Residential Facility for Persons with Special Health Care Needs Line Staff | Adult Residential Facility for Persons with Special Health Care Needs Lead Staff |
|---------------------------------|----------------|----------------|---------------------------------------|---|---|---|--|--|--|--|
| 10th Percentile                 | \$18.49        | \$14.97        | \$13.63                               | \$14.24   | \$14.24   | \$14.24   | \$16.38  | \$16.38  | \$16.08  | \$24.31  |
| 25th Percentile                 | \$21.82        | \$15.69        | \$15.28                               | \$15.61   | \$15.61   | \$15.61   | \$18.02  | \$18.02  | \$17.33  | \$27.83  |
| <b>50th Percentile (Median)</b> | <b>\$29.75</b> | <b>\$17.19</b> | <b>\$16.08</b>                        | <b>\$16.66</b>                                      | <b>\$16.66</b>                                      | \$16.66   | <b>\$23.35</b>   | \$23.35  | <b>\$19.62</b>   | <b>\$33.07</b>   |
| 75th Percentile                 | \$50.59        | \$20.24        | \$17.89                               | \$19.33   | \$19.33   | <b>\$19.33</b>                                      | \$30.92  | <b>\$30.92</b>   | \$23.46  | \$38.15  |
| 90th Percentile                 | \$76.28        | \$24.85        | \$21.83                               | \$23.69   | \$23.69   | \$23.69   | \$41.29  | \$41.29  | \$29.31  | \$44.51  |

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| Wage Percentile          | Adult Residential Facility for Persons with Special Health Care Needs Home | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP | Community Crisis Home Administrator | Community Crisis Home Lead DSP | Community Crisis Home DSP | Supported Living-Community Line DSP | Supported Living-Community Lead DSP | Family Home Agency Recruiters |
|--------------------------|--|---|--|---------------------------------------|-------------------------------------|--------------------------------|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$39.40  | \$23.78   | \$15.97                                    | \$15.97                               | \$23.78                             | \$15.97                        | \$15.97                   | \$14.24                             | \$14.24                             | \$17.11                       |
| 25th Percentile          | \$49.59  | \$29.45   | \$16.93                                    | \$16.93                               | \$29.45                             | \$16.93                        | \$16.93                   | \$15.61                             | \$15.61                             | \$20.69                       |
| 50th Percentile (Median) | <b>\$61.93</b>   | <b>\$37.98</b>                                  | \$18.06                                    | \$18.06                               | <b>\$37.98</b>                      | \$18.06                        | \$18.06                   | <b>\$16.66</b>                      | \$16.66                             | <b>\$26.85</b>                |
| 75th Percentile          | \$77.18  | \$53.50   | \$21.25                                    | <b>\$21.25</b>                        | \$53.50                             | \$21.25                        | <b>\$21.25</b>            | \$19.33                             | <b>\$19.33</b>                      | \$36.52                       |
| 90th Percentile          | \$93.21  | \$70.61   | <b>\$24.55</b>                             | \$24.55                               | \$70.61                             | <b>\$24.55</b>                 | \$24.55                   | \$23.69                             | \$23.69                             | \$45.83                       |

| Wage Percentile          | Family Home Agency Coordinators and Trainers | Family Home Agency In-Home Staff | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility | Community-Based Day Programs, Community | Community-Based Day Programs, Community Only | Behavior Management, Center/Facility | Behavior Management, Community | Medical Management, Center/Facility | Medical Management, Community |
|--------------------------|--|----------------------------------|--------------------------------------|---|---|--|--------------------------------------|--------------------------------|-------------------------------------|-------------------------------|
| 10th Percentile          | \$17.05                                      | \$14.24                          | \$13.63                              | \$14.84                                       | \$14.84                                 | \$14.84                                      | \$15.97                              | \$15.97                        | \$16.08                             | \$16.08                       |
| 25th Percentile          | \$19.68                                      | \$15.61                          | \$15.28                              | \$15.93                                       | \$15.93                                 | \$15.93                                      | \$16.93                              | \$16.93                        | \$17.33                             | \$17.33                       |
| 50th Percentile (Median) | <b>\$23.71</b>                               | <b>\$16.66</b>                   | <b>\$16.08</b>                       | <b>\$17.25</b>                                | <b>\$17.25</b>                          | <b>\$17.25</b>                               | \$18.06                              | \$18.06                        | <b>\$19.62</b>                      | <b>\$19.62</b>                |
| 75th Percentile          | \$30.07                                      | \$19.33                          | \$17.89                              | \$20.77                                       | \$20.77                                 | \$20.77                                      | <b>\$21.25</b>                       | <b>\$21.25</b>                 | \$23.46                             | \$23.46                       |
| 90th Percentile          | \$37.69                                      | \$23.69                          | \$21.83                              | \$25.55                                       | \$25.55                                 | \$25.55                                      | \$24.55                              | \$24.55                        | \$29.31                             | \$29.31                       |



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| Wage Percentile          | In-Home Day Program | Participant-Directed Community-Based Training | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group | Supported Employment-Individual, Job Development | Supported Employment-Individual, Job Coaching | Work Activity Program |
|--------------------------|---------------------|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|----------------------------|--|---|-----------------------|
| 10th Percentile          | \$14.24             | \$14.24                                       | \$13.63                          | \$16.47                 | \$14.24                              | \$13.63                  | \$17.15                    | \$19.09  | \$17.15                                       | \$14.24               |
| 25th Percentile          | \$15.61             | \$15.61                                       | \$15.28                          | \$18.27                 | \$15.61                              | \$15.28                  | \$19.46                    | \$22.71  | \$19.46                                       | \$15.61               |
| 50th Percentile (Median) | <b>\$16.66</b>      | <b>\$16.66</b>                                | <b>\$16.08</b>                   | <b>\$22.84</b>          | <b>\$16.66</b>                       | <b>\$16.08</b>           | <b>\$23.93</b>             | <b>\$29.70</b>                                   | <b>\$23.93</b>                                | <b>\$16.66</b>        |
| 75th Percentile          | \$19.33             | \$19.33                                       | \$17.89                          | \$27.51                 | \$19.33                              | \$17.89                  | \$33.86                    | \$42.01  | \$33.86                                       | \$19.33               |
| 90th Percentile          | \$23.69             | \$23.69                                       | \$21.83                          | \$30.76                 | \$23.69                              | \$21.83                  | \$45.53                    | \$54.35  | \$45.53                                       | \$23.69               |

| Wage Percentile          | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Trainer; Licensed Professional | Adaptive Skills Trainer; Specialist | Behavior Analyst | Associate Behavior Analyst | Behavior Management Assistant | Behavior Technician - Paraprofessional | Behavior Management Consultant | Infant Development Program - Early Intervention Specialist |
|--------------------------|--|---|--|-------------------------------------|------------------|----------------------------|-------------------------------|--|--------------------------------|--|
| 10th Percentile          | \$39.02  | \$25.82                                     | \$39.02  | \$25.82                             | \$32.64          | \$17.47                    | \$17.47                       | \$15.97                                | \$18.64                        | \$23.24  |
| 25th Percentile          | \$48.25  | \$33.12                                     | \$48.25  | \$33.12                             | \$46.62          | \$20.69                    | \$20.69                       | \$16.93                                | \$22.39                        | \$27.47  |
| 50th Percentile (Median) | <b>\$57.89</b>                                 | <b>\$41.62</b>                              | <b>\$57.89</b>                                 | <b>\$41.62</b>                      | <b>\$59.80</b>   | <b>\$26.82</b>             | <b>\$26.82</b>                | \$18.06                                | <b>\$30.87</b>                 | \$33.36  |
| 75th Percentile          | \$68.70  | \$46.54                                     | \$68.70  | \$46.54                             | \$74.72          | \$35.81                    | \$35.81                       | <b>\$21.25</b>                         | \$42.46                        | <b>\$43.08</b>   |
| 90th Percentile          | \$76.16  | \$51.38                                     | \$76.16  | \$51.38                             | \$93.87          | \$50.93                    | \$50.93                       | \$24.55                                | \$54.29                        | \$58.58  |

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| Wage Percentile          | Infant Development<br>Program - Early<br>Intervention Assistants | Infant Development<br>Program, PT/OT/SLP | Infant Development<br>Program, PT/OT/SLP<br>Assistant | Infant Development<br>Program, Audiologist | Infant Development<br>Program, Family<br>Therapist | Infant Development<br>Program, Nurse | Infant Development<br>Program, Dietician | Infant Development<br>Program, Social<br>Worker | Infant Development<br>Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile          | \$19.00  | \$39.02                                  | \$25.82   | \$29.84                                    | \$18.78  | \$39.40                              | \$25.44                                  | \$23.78   | \$32.64                                     | \$16.38        |
| 25th Percentile          | \$21.92  | \$48.25                                  | \$33.12   | \$45.28                                    | \$21.79  | \$49.59                              | \$37.15                                  | \$29.45   | \$46.62                                     | \$18.02        |
| 50th Percentile (Median) | \$26.66  | <b>\$57.89</b>                           | <b>\$41.62</b>  | <b>\$58.89</b>                             | <b>\$28.51</b>                                     | <b>\$61.93</b>                       | <b>\$44.98</b>                           | <b>\$37.98</b>                                  | <b>\$59.80</b>                              | <b>\$23.35</b> |
| 75th Percentile          | <b>\$31.71</b>   | \$68.70                                  | \$46.54   | \$71.14                                    | \$36.23  | \$77.18                              | \$53.30                                  | \$53.50   | \$74.72                                     | \$30.92        |
| 90th Percentile          | \$37.26  | \$76.16                                  | \$51.38   | \$85.04                                    | \$48.04  | \$93.21                              | \$59.66                                  | \$70.61   | \$93.87                                     | \$41.29        |

| Wage Percentile          | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile          | \$39.40          |
| 25th Percentile          | \$49.59          |
| 50th Percentile (Median) | <b>\$61.93</b>   |
| 75th Percentile          | \$77.18          |
| 90th Percentile          | \$93.21          |

**Appendix C: Benefits Assumptions – Benefit Assumptions for Full-Time Employees to Establish Benefit Rates (Excluding Workers' Compensation)**

| Benefit Type                  | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - Rate Models |
|-------------------------------|--|---|--|---|--|
| Social Security <sup>6</sup>  | 100%                                     | 100%  | 100%   | 6.20%   | 6.20%  |
| Medicare <sup>7</sup>         | 100%                                     | 100%  | 100%   | 1.45%   | 1.45%  |
| Federal UI <sup>8</sup>       | 100%                                     | 100%  | 100%   | 0.60%   | 0.60%  |
| State UI <sup>8,9</sup>       | 100%                                     | 100%  | 100%   | 3.40%   | 3.40%  |
| Employ. & Train. <sup>8</sup> | 100%                                     | 100%  | 100%   | 0.10%   | 0.10%  |

<sup>6</sup> Applies to the first \$132,900 in earnings

<sup>7</sup> There is an additional 0.90% tax on earnings over \$200,000

<sup>8</sup> Applies to first \$7,000 in wages

<sup>9</sup> The rate models use the new employer tax rate in 2018

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| Benefit Type                 | % of Employees with Access - BLS Data <sup>10</sup> | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - BLS Data <sup>1</sup> | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - BLS Data <sup>1</sup> | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - BLS Data <sup>1</sup> | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - BLS Data <sup>1</sup> | Effective Benefit Level (Accounts for Participation) - Rate Models |
|------------------------------|---|--|---|---|--|--|---|---|--|--|
| Holidays                     | 78%   | 100%                                     | 100%  | 100%  | 78%  | 100%   | 8.0   | 10.0  | 6.2  | 10.0   |
| Vacation Leave <sup>11</sup> | 76%   | 100%                                     | 100%  | 100%  | 76%  | 100%   | 10.0  | 7.5   | 7.6  | 7.5  |
| Sick Leave <sup>11</sup>     | 86%   | 100%                                     | 100%  | 100%  | 86%  | 100%   | 7.0   | 7.5   | 6.0  | 7.5  |

| Benefit Type                   | % of Employees with Access - BLS Data <sup>1</sup> | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - BLS Data <sup>1</sup> | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - BLS Data <sup>1</sup> | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - BLS Data <sup>1</sup> | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - BLS Data <sup>1</sup> | Effective Benefit Level (Accounts for Participation) - Rate Models |
|--------------------------------|--|--|---|---|--|--|---|---|--|--|
| Health Insurance <sup>12</sup> | 70%  | 100%                                     | 77%   | 80%   | 54%  | 80.00%   | \$453.69  | \$450.00  | \$244.50   | \$360.00   |

<sup>10</sup> BLS' 2018 National Compensation Survey ([https://www.bls.gov/ncs/ebs/benefits/2018/ownership\\_private.htm](https://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm)); data reported is for private employers in the Pacific region unless otherwise noted.

<sup>11</sup> BLS data for vacation and sick leave is based on national data (means) for private employers' employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave); it is assumed that all staff with access to paid time off 'participate'.

<sup>12</sup> In addition to BLS data, other sources were considered. According to U.S. DHHS' 2017 Medical Expenditure Panel, the average premium across all California employers was \$524.58 with an employer share of \$405.16 (Tables II.C.1 and II.C.2). According to Kaiser's review of individual health insurance plans offered through the State's health insurance exchange, for a 40 year-old non-smoker in California the second-lowest cost silver plan before tax credit (the 'benchmark' plan) is \$338 (<https://www.kff.org/private-insurance/issue-brief/tracking-2019-premium-changes-on-aca-exchanges/>)

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| Benefit Type                 | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - Rate Models |
|------------------------------|--|---|--|---|--|
| Other Benefits <sup>13</sup> | 100%                                     | 100%  | 100%   | \$100   | \$100.00   |

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<sup>13</sup> BLS provides information for a variety of other benefits that cannot be combined.

**Appendix C: Benefits Assumptions – Benefit Rates by Wage Level Based on Benefits Assumptions (Excluding Workers’ Compensation)**

| Hourly Wage | Full-Time Annual Salary | Effective Benefit Rate - Model Assumptions with Paid Time Off <sup>14,15</sup> | Effective Benefit Rate - Model Assumptions without Paid Time Off <sup>14,15</sup> |
|-------------|-------------------------|--|---|
| \$13        | \$27,040                | 38.74%   | 29.13%  |
| \$14        | \$29,120                | 37.21%   | 27.59%  |
| \$15        | \$31,200                | 35.88%   | 26.26%  |
| \$16        | \$33,280                | 34.71%   | 25.10%  |
| \$17        | \$35,360                | 33.69%   | 24.07%  |
| \$18        | \$37,440                | 32.78%   | 23.16%  |
| \$19        | \$39,520                | 31.96%   | 22.34%  |
| \$20        | \$41,600                | 31.22%   | 21.61%  |
| \$21        | \$43,680                | 30.56%   | 20.94%  |
| \$22        | \$45,760                | 29.96%   | 20.34%  |
| \$23        | \$47,840                | 29.40%   | 19.79%  |
| \$24        | \$49,920                | 28.90%   | 19.28%  |
| \$25        | \$52,000                | 28.43%   | 18.82%  |
| \$26        | \$54,080                | 28.00%   | 18.39%  |
| \$27        | \$56,160                | 27.61%   | 17.99%  |
| \$28        | \$58,240                | 27.24%   | 17.62%  |
| \$29        | \$60,320                | 26.89%   | 17.28%  |
| \$30        | \$62,400                | 26.57%   | 16.96%  |
| \$31        | \$64,480                | 26.27%   | 16.66%  |
| \$32        | \$66,560                | 25.99%   | 16.37%  |
| \$33        | \$68,640                | 25.73%   | 16.11%  |
| \$34        | \$70,720                | 25.48%   | 15.86%  |
| \$35        | \$72,800                | 25.24%   | 15.63%  |
| \$36        | \$74,880                | 25.02%   | 15.41%  |
| \$37        | \$76,960                | 24.81%   | 15.20%  |
| \$38        | \$79,040                | 24.61%   | 15.00%  |
| \$39        | \$81,120                | 24.42%   | 14.81%  |
| \$40        | \$83,200                | 24.24%   | 14.63%  |
| \$41        | \$85,280                | 24.07%   | 14.46%  |
| \$42        | \$87,360                | 23.91%   | 14.30%  |
| \$43        | \$89,440                | 23.76%   | 14.14%  |
| \$44        | \$91,520                | 23.61%   | 14.00%  |
| \$45        | \$93,600                | 23.47%   | 13.85%  |
| \$46        | \$95,680                | 23.33%   | 13.72%  |
| \$47        | \$97,760                | 23.21%   | 13.59%  |

<sup>14</sup> This table illustrates benefit rates in one-dollar wage increments, but benefit rates in rate models are calculated to the penny.

<sup>15</sup> Benefit rates in rate models exclude paid time off, which is accounted for as a productivity assumption.

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| Hourly Wage | Full-Time Annual Salary | Effective Benefit Rate - Model Assumptions with Paid Time Off <sup>14,15</sup> | Effective Benefit Rate - Model Assumptions without Paid Time Off <sup>14,15</sup> |
|-------------|-------------------------|--|---|
| \$48        | \$99,840                | 23.08%   | 13.47%  |
| \$49        | \$101,920               | 22.96%   | 13.35%  |
| \$50        | \$104,000               | 22.85%   | 13.23%  |
| \$51        | \$106,080               | 22.74%   | 13.12%  |
| \$52        | \$108,160               | 22.63%   | 13.02%  |
| \$53        | \$110,240               | 22.53%   | 12.92%  |
| \$54        | \$112,320               | 22.44%   | 12.82%  |
| \$55        | \$114,400               | 22.34%   | 12.73%  |
| \$56        | \$116,480               | 22.25%   | 12.64%  |
| \$57        | \$118,560               | 22.16%   | 12.55%  |
| \$58        | \$120,640               | 22.08%   | 12.46%  |
| \$59        | \$122,720               | 22.00%   | 12.38%  |
| \$60        | \$124,800               | 21.92%   | 12.30%  |

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**Appendix C: Benefits Assumptions – Workers’ Compensation Rates by Service (premium amounts per \$100 in wages paid)<sup>16</sup>**

| <b>Service Group</b>                     | <b>Service Codes/ Varieties within Service Group</b> | <b>Workers' Compensation Class Code</b>                           | <b>Est. WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages)</b> | <b>Assumed Workers' Compensation Rate (per \$100 in Wages)</b> |
|--|--|---|---|--|
| Independent Living                       | 055, 520, 063, 635, 062, 645, 108, 650               | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Supported Living                         | 073, 896   | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Tutor Services                           | 025, 680   | 8868 - College & Schools  | \$0.66  | \$0.80   |
| Homemaker                                | 858, 860   | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Respite                                  | 420, 465, 862, 864                                   | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Community-Based Day Programs             | 028, 055, 063, 094, 505, 510, 525, 880               | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| Participant-Directed Day Program         | 475  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| In-Home Day Program                      | 091  | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Behavior Management Program              | 515  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| Infant Development Program               | 805  | 8827 - Home Care Services (50%)<br>8868 - College & Schools (50%) | \$2.31  | \$2.82   |
| Supported Employment - Individual        | 952  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| Supported Employment - Group             | 950  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| Work Activity Center                     | 954  | 8806 - Sheltered Workshop/ Work Activity Center                   | \$4.26  | \$5.20   |
| Community Care Facility - Owner-Operated | 905, 910   | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |
| Community Care Facility - Staff-Operated | 113, 915, 920  | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |
| Family Home Agency                       | 904  | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |
| Enhanced Behavioral Supports Home        | 900, 901   | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |

<sup>16</sup> Assumed insurer expenses/ profit is 12 percent.



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| <b>Service Group</b>     | <b>Service Codes/ Varieties within Service Group</b> | <b>Workers' Compensation Class Code</b>                           | <b>Est. WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages)</b> | <b>Assumed Workers' Compensation Rate (per \$100 in Wages)</b> |
|--------------------------|--|---|---|--|
| Community Crisis Home    | 902, 903   | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |
| Program Support          | 109  | 9085 - Residential Care Facility/ DD                              | \$2.99  | \$3.65   |
| Program Support          | 110  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |
| Program Support          | 111  | 8827 - Home Care Services   | \$3.96  | \$4.83   |
| Behavioral Services      | 048, 612, 613, 615, 616, 620, 605, 115, 116, 117     | 8827 - Home Care Services (50%)<br>8868 - College & Schools (50%) | \$2.31  | \$2.82   |
| Transportation           | 875  | 7382 - Bus, Shuttle Van or Limo Operations                        | \$6.70  | \$8.17   |
| Transportation Assistant | 882  | 9101 - Adult Day Care   | \$4.71  | \$5.74   |

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**Appendix D: Productivity Adjustments**

Base Model Assumptions for ‘Typical’ Week; Full-Time Employees

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 37.50                    | 37.00                    | 36.75                    | 39.50                                       | 39.12                                       | 38.88                                       | 34.75                   | 34.00                   | 33.50                   | 35.75                              | 35.00                              | 34.50                              | 39.50                                    | 39.12                                    |
| Travel Time Between Individuals                     | 0.75                     | 0.75                     | 0.75                     | -   | -   | -   | 3.00                    | 3.00                    | 3.00                    | 3.00                               | 3.00                               | 3.00                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.75                     | 1.25                     | 1.50                     | 0.50  | 0.88  | 1.12  | 1.25                    | 2.00                    | 2.50                    | 1.25                               | 2.00                               | 2.50                               | 0.50                                     | 0.88                                     |
| Supervision and Other Employer Time                 | 1.00                     | 1.00                     | 1.00                     | -   | -   | -   | 1.00                    | 1.00                    | 1.00                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral Contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| <b>Total</b>  | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>            | <b>40.00</b>            | <b>40.00</b>            | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                             | <b>40.00</b>                             |

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| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 38.88                                    | 40.00                 | 39.50                 | 39.25                 | 36.50                           | 35.75                           | 35.25                           | 37.75                | 37.37                | 37.13                | 39.50                             | 39.12                             | 38.88                             | 39.00                            |
| Travel Time Between Individuals                     | -  | 0.75                  | 0.75                  | 0.75                  | 1.50                            | 1.50                            | 1.50                            | 0.75                 | 0.75                 | 0.75                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 1.12                                     | 0.75                  | 1.25                  | 1.50                  | 1.00                            | 1.75                            | 2.25                            | 0.50                 | 0.88                 | 1.12                 | 0.50                              | 0.88                              | 1.12                              | 0.50                             |
| Supervision and Other Employer Time                 | -  | 1.00                  | 1.00                  | 1.00                  | 1.00                            | 1.00                            | 1.00                            | 1.00                 | 1.00                 | 1.00                 | -                                 | -                                 | -                                 | 0.50                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral Contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| <b>Total</b>  | <b>40.00</b>                             | <b>42.50</b>          | <b>42.50</b>          | <b>42.50</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>         | <b>40.00</b>         | <b>40.00</b>         | <b>40.00</b>                      | <b>40.00</b>                      | <b>40.00</b>                      | <b>40.00</b>                     |

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| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 38.62                            | 38.38                            | 35.50               | 34.75               | 34.25               | 36.50        | 39.00                                 | 41.50                                    | 41.50                                    | 39.00   | 38.00                                 | 38.00                     | 41.50                      | 32.75                            |
| Travel Time Between Individuals                     | -                                | -                                | 3.00                | 3.00                | 3.00                | 3.00         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 5.00                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.88                             | 1.12                             | 1.00                | 1.75                | 2.25                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 1.25                             |
| Supervision and Other Employer Time                 | 0.50                             | 0.50                             | 0.50                | 0.50                | 0.50                | 0.50         | 1.00                                  | 1.00                                     | 1.00                                     | 1.00  | 2.00                                  | 2.00                      | 1.00                       | 1.00                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral Contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| <b>Total</b>  | <b>40.00</b>                     | <b>40.00</b>                     | <b>40.00</b>        | <b>40.00</b>        | <b>40.00</b>        | <b>40.00</b> | <b>40.00</b>                          | <b>42.50</b>                             | <b>42.50</b>                             | <b>40.00</b>  | <b>40.00</b>                          | <b>40.00</b>              | <b>42.50</b>               | <b>40.00</b>                     |

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| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 39.00                                | 34.75  | 35.00   | 35.25   | 35.50   | 35.75   | 36.00   | 36.25   | 36.50   | 36.75   | 36.50   | 36.50   | 36.75   | 36.50  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 1.25   | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25  | 1.25   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 3.00   | 2.75  | 2.50  | 2.25  | 2.00  | 1.75  | 1.50  | 1.25  | 1.00  | 1.25  | 1.25  | 1.00  | 1.25   |
| Supervision and Other Employer Time                 | 1.00                                 | 1.00   | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral Contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| <b>Total</b>  | <b>40.00</b>                         | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>                                    | <b>40.00</b>                                    | <b>40.00</b>                                    | <b>40.00</b>   |

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| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 36.50  | 36.75  | 35.50  | 35.75  | 35.50                                       | 35.75                                       | 35.50                               | 35.75                               | 35.50                              | 35.75                              | 37.75                    | 38.00                    | 37.00                    | 38.75   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 1.25   | 1.25   | 1.25   | 1.25   | 1.25  | 1.25  | 1.25                                | 1.25                                | 1.25                               | 1.25                               | -                        | -                        |                          | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 1.25   | 1.00   | 1.25   | 1.00   | 1.25  | 1.00  | 1.25                                | 1.00                                | 1.25                               | 1.00                               | 1.25                     | 1.00                     | 1.00                     | 1.25  |
| Supervision and Other Employer Time                    | 1.00   | 1.00   | 2.00   | 2.00   | 2.00  | 2.00  | 2.00                                | 2.00                                | 2.00                               | 2.00                               | 1.00                     | 1.00                     | 1.00                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 1.00                     | -   |
| Collateral Contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                                 | <b>40.00</b>                                 | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>  |

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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 39.00  | 39.00  | 39.00                            | 33.83                   | 39.00                                | 37.00                    | 36.75                           | 37.00                           | 37.25                           | 37.50                           | 37.75                           | 38.00                           | 38.25                           | 32.25  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 2.00   |
| Program Set-Up/ Clean-Up                            | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 5.00   |
| Recordkeeping and Reporting                         | 1.00   | 1.00   | -                                | -                       | -                                    | -                        | 2.50                            | 2.25                            | 2.00                            | 1.75                            | 1.50                            | 1.25                            | 1.00                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 1.00                             | 1.00                    | 1.00                                 | 1.00                     | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral Contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 5.17                    | -                                    | 2.00                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| <b>Total</b>  | <b>40.00</b>                                       | <b>40.00</b>                                       | <b>40.00</b>                     | <b>40.00</b>            | <b>40.00</b>                         | <b>40.00</b>             | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                                     |

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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 34.25   | 35.25                        | 35.50                          | 35.75                          | 36.00                          | 36.25                          | 36.50                          | 36.75                 | 26.25   | 25.00   | 24.50   | 29.00  | 27.75  | 26.75  |
| Travel Time Between Individuals                     | 3.00  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 5.50  | 5.50  | 5.50  | 5.50   | 5.50   | 5.50   |
| Program Set-Up/ Clean-Up                            | -   | 1.25                         | 1.25                           | 1.25                           | 1.25                           | 1.25                           | 1.25                           | 1.25                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 1.00  | 2.50                         | 2.25                           | 2.00                           | 1.75                           | 1.50                           | 1.25                           | 1.00                  | 3.75  | 5.00  | 5.50  | 2.50   | 3.75   | 4.75   |
| Supervision and Other Employer Time                 | 0.75  | 1.00                         | 1.00                           | 1.00                           | 1.00                           | 1.00                           | 1.00                           | 1.00                  | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 1.00  | 1.00  | 1.00  | 1.00   | 1.00   | 1.00   |
| Collateral Contacts (not billable)                  | 1.00  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 3.00  | 3.00  | 3.00  | 1.50   | 1.50   | 1.50   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| <b>Total</b>  | <b>40.00</b>                                  | <b>40.00</b>                 | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>                                     | <b>40.00</b>                                     | <b>40.00</b>                                     |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 31.00  | 29.75  | 29.25  | 33.75   | 32.50   | 31.50   | 26.25  | 25.00  | 24.50  | 29.00                                    | 27.75                                    | 26.75                                    | 26.25                 | 25.00                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 5.50   | 5.50   | 5.50   | 5.50                                     | 5.50                                     | 5.50                                     | 5.50                  | 5.50                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.50   | 5.75   | 6.25   | 3.25  | 4.50  | 5.50  | 3.75   | 5.00   | 5.50   | 2.50                                     | 3.75                                     | 4.75                                     | 3.75                  | 5.00                  |
| Supervision and Other Employer Time                    | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   | 0.50                                     | 0.50                                     | 0.50                                     | 0.50                  | 0.50                  |
| Missed Appointments (not redirected to<br>other tasks) | 1.00   | 1.00   | 1.00   | 1.00  | 1.00  | 1.00  | 1.00   | 1.00   | 1.00   | 1.00                                     | 1.00                                     | 1.00                                     | 1.00                  | 1.00                  |
| Collateral Contacts (not billable)                     | 3.00   | 3.00   | 3.00   | 1.50  | 1.50  | 1.50  | 3.00   | 3.00   | 3.00   | 1.50                                     | 1.50                                     | 1.50                                     | 3.00                  | 3.00                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 24.50                 | 29.00                           | 27.75                           | 26.75                           | 29.00                              | 27.75                              | 26.75                              | 29.00                                       | 27.75                                       | 26.75                                       | 26.25                               | 25.00                               | 24.50                               | 26.00  |
| Travel Time Between Individuals                     | 5.50                  | 5.50                            | 5.50                            | 5.50                            | 5.50                               | 5.50                               | 5.50                               | 5.50  | 5.50  | 5.50  | 5.50                                | 5.50                                | 5.50                                | 5.50   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 5.50                  | 2.50                            | 3.75                            | 4.75                            | 2.50                               | 3.75                               | 4.75                               | 2.50  | 3.75  | 4.75  | 3.75                                | 5.00                                | 5.50                                | 2.50   |
| Supervision and Other Employer Time                 | 0.50                  | 0.50                            | 0.50                            | 0.50                            | 0.50                               | 0.50                               | 0.50                               | 2.00  | 2.00  | 2.00  | 0.50                                | 0.50                                | 0.50                                | 0.50   |
| Missed Appointments (not redirected to other tasks) | 1.00                  | 1.00                            | 1.00                            | 1.00                            | 1.00                               | 1.00                               | 1.00                               | 1.00  | 1.00  | 1.00  | 1.00                                | 1.00                                | 1.00                                | 1.00   |
| Collateral Contacts (not billable)                  | 3.00                  | 1.50                            | 1.50                            | 1.50                            | 1.50                               | 1.50                               | 1.50                               | -   | -   | -   | 3.00                                | 3.00                                | 3.00                                | 3.00   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.50   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 24.75  | 23.75  | 28.50  | 27.25  | 26.25  | 24.75   | 23.50   | 23.00   | 24.75   | 23.50   | 23.00   | 24.75   | 23.50   | 23.00   |
| Travel Time Between Individuals                     | 5.50   | 5.50   | 5.50   | 5.50   | 5.50   | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.75   | 4.75   | 2.50   | 3.75   | 4.75   | 3.75  | 5.00  | 5.50  | 3.75  | 5.00  | 5.50  | 3.75  | 5.00  | 5.50  |
| Supervision and Other Employer Time                 | 0.50   | 0.50   | 1.00   | 1.00   | 1.00   | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  |
| Missed Appointments (not redirected to other tasks) | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  |
| Collateral Contacts (not billable)                  | 3.00   | 3.00   | -  | -  | -  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  |
| Interdisciplinary team case reviews/planning        | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 24.75  | 23.50  | 23.00  | 24.75   | 23.50   | 23.00   | 24.75   | 23.50   | 23.00   | 24.75   | 23.50   | 23.00   | 24.75  | 23.50  |
| Travel Time Between Individuals                     | 5.50   | 5.50   | 5.50   | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50  | 5.50   | 5.50   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.75   | 5.00   | 5.50   | 3.75  | 5.00  | 5.50  | 3.75  | 5.00  | 5.50  | 3.75  | 5.00  | 5.50  | 3.75   | 5.00   |
| Supervision and Other Employer Time                 | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   |
| Missed Appointments (not redirected to other tasks) | 1.00   | 1.00   | 1.00   | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00   | 1.00   |
| Collateral Contacts (not billable)                  | 3.00   | 3.00   | 3.00   | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00  | 3.00   | 3.00   |
| Interdisciplinary team case reviews/planning        | 1.50   | 1.50   | 1.50   | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50  | 1.50   | 1.50   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 23.00   | 32.00  | 30.75  | 29.75  | 33.25  | 32.00  | 31.00  | 29.50  | 28.25  | 27.75  | 29.50   | 28.25   | 27.75   | 29.50  |
| Travel Time Between Individuals                        | 5.50  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 1.25   | 1.25   | 1.25   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 5.50  | 2.50   | 3.75   | 4.75   | 2.50   | 3.75   | 4.75   | 4.50   | 5.75   | 6.25   | 4.50  | 5.75  | 6.25  | 4.50   |
| Supervision and Other Employer Time                    | 0.50  | 0.50   | 0.50   | 0.50   | 1.00   | 1.00   | 1.00   | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   |
| Missed Appointments (not redirected to<br>other tasks) | 1.00  | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 1.00   | 1.00   | 1.00   | 1.00  | 1.00  | 1.00  | 1.00   |
| Collateral Contacts (not billable)                     | 3.00  | 3.00   | 3.00   | 3.00   | -  | -  | -  | 3.00   | 3.00   | 3.00   | 3.00  | 3.00  | 3.00  | 3.00   |
| Interdisciplinary team case<br>reviews/planning        | 1.50  | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50  | 1.50  | 1.50  | 1.50   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 28.25  | 27.75  | 29.50   | 28.25   | 27.75   | 29.50  | 28.25  | 27.75  | 29.50  | 28.25  | 27.75  | 29.50  | 28.25  | 27.75  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.75   | 6.25   | 4.50  | 5.75  | 6.25  | 4.50   | 5.75   | 6.25   | 4.50   | 5.75   | 6.25   | 4.50   | 5.75   | 6.25   |
| Supervision and Other Employer Time                    | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   |
| Missed Appointments (not redirected to<br>other tasks) | 1.00   | 1.00   | 1.00  | 1.00  | 1.00  | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   | 1.00   |
| Collateral Contacts (not billable)                     | 3.00   | 3.00   | 3.00  | 3.00  | 3.00  | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   |
| Interdisciplinary team case<br>reviews/planning        | 1.50   | 1.50   | 1.50  | 1.50  | 1.50  | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   | 1.50   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 29.50   | 28.25   | 27.75   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.50  | 5.75  | 6.25  |
| Supervision and Other Employer Time                 | 0.50  | 0.50  | 0.50  |
| Missed Appointments (not redirected to other tasks) | 1.00  | 1.00  | 1.00  |
| Collateral Contacts (not billable)                  | 3.00  | 3.00  | 3.00  |
| Interdisciplinary team case reviews/planning        | 1.50  | 1.50  | 1.50  |
| Travel Time without Individuals                     | -   | -   | -   |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Annual Hours for Training and Paid Time Off (Full-Time Employees)

| Factor                          | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                 | 37.50                    | 37.00                    | 36.75                    | 39.50                                       | 39.12                                       | 38.88                                       | 34.75                   | 34.00                   | 33.50                   | 35.75                              | 35.00                              | 34.50                              | 39.50                                    | 39.12                                    |
| Travel Time Between Individuals | 0.75                     | 0.75                     | 0.75                     | -   | -   | -   | 3.00                    | 3.00                    | 3.00                    | 3.00                               | 3.00                               | 3.00                               | -  | -  |

| Factor                          | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---------------------------------|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                 | 6.00                                     | 35.00                 | 35.00                 | 35.00                 | 35.00                           | 35.00                           | 35.00                           | 35.00                | 35.00                | 35.00                | 6.00                              | 6.00                              | 6.00                              | 6.00                             |
| Travel Time Between Individuals | 200.00                                   | 200.00                | 200.00                | 200.00                | 200.00                          | 200.00                          | 200.00                          | 200.00               | 200.00               | 200.00               | 200.00                            | 200.00                            | 200.00                            | 200.00                           |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---------------------------------|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                 | 6.00                             | 6.00                             | 35.00               | 35.00               | 35.00               | 0.00         | 35.00                                 | 35.00                                    | 35.00                                    | 50.00   | 70.00                                 | 70.00                     | 35.00                      | 35.00                            |
| Travel Time Between Individuals | 200.00                           | 200.00                           | 200.00              | 200.00              | 200.00              | 200.00       | 200.00                                | 200.00                                   | 200.00                                   | 200.00  | 200.00                                | 200.00                    | 200.00                     | 200.00                           |

| Factor                          | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility, 1:10 | Community-Based Day Programs, Center/Facility, 1:9 | Community-Based Day Programs, Center/Facility, 1:8 | Community-Based Day Programs, Center/Facility, 1:7 | Community-Based Day Programs, Center/Facility, 1:6 | Community-Based Day Programs, Center/Facility, 1:5 | Community-Based Day Programs, Center/Facility, 1:4 | Community-Based Day Programs, Center/Facility, 1:3 | Community-Based Day Programs, Center/Facility, 1:2 | Community-Based Day Programs, Community, 1:4 | Community-Based Day Programs, Community, 1:3 | Community-Based Day Programs, Community, 1:2 | Community-Based Day Programs, Community Only, 1:4 |
|---------------------------------|--------------------------------------|---|--|--|--|--|--|--|--|--|--|--|--|---|
| Direct services                 | 35.00                                | 35.00   | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00   |
| Travel Time Between Individuals | 200.00                               | 200.00  | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00                                       | 200.00                                       | 200.00                                       | 200.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|---------------------------------|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services                 | 35.00  | 35.00  | 50.00  | 50.00  | 50.00                                       | 50.00                                       | 50.00                               | 50.00                               | 50.00                              | 50.00                              | 35.00                    | 35.00                    | 35.00                    | 6.00  |
| Travel Time Between Individuals | 200.00   | 200.00   | 200.00                                       | 200.00                                       | 200.00                                      | 200.00                                      | 200.00                              | 200.00                              | 200.00                             | 200.00                             | 200.00                   | 200.00                   | 200.00                   | 200.00  |

| Factor                          | Participant-Directed Community-Based<br>Training, 1:2 | Participant-Directed Community-Based<br>Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job<br>Development |
|---------------------------------|---|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|
| Direct services                 | 6.00  | 6.00  | 35.00                            | 35.00                   | 35.00                                | 35.00                    | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00   |
| Travel Time Between Individuals | 200.00  | 200.00  | 200.00                           | 200.00                  | 200.00                               | 200.00                   | 200.00                          | 200.00                          | 200.00                          | 200.00                          | 200.00                          | 200.00                          | 200.00                          | 200.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---------------------------------|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                 | 35.00   | 35.00                        | 35.00                          | 35.00                          | 35.00                          | 35.00                          | 35.00                          | 35.00                 | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  |
| Travel Time Between Individuals | 200.00  | 200.00                       | 200.00                         | 200.00                         | 200.00                         | 200.00                         | 200.00                         | 200.00                | 200.00  | 200.00  | 200.00  | 200.00   | 200.00   | 200.00   |

| Factor                          | Specialized Therapeutic Services, Professional, Clinic, 1:1 | Specialized Therapeutic Services, Professional, Clinic, 1:2 | Specialized Therapeutic Services, Professional, Clinic, 1:3 | Specialized Therapeutic Services, Assistant, Clinic, 1:1 | Specialized Therapeutic Services, Assistant, Clinic, 1:2 | Specialized Therapeutic Services, Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed Professional, 1:1 | Adaptive Skills Trainer; Licensed Professional, 1:2 | Adaptive Skills Trainer; Licensed Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|---------------------------------|---|---|---|--|--|--|---|---|---|--|--|--|-----------------------|-----------------------|
| Direct services                 | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00                                    | 25.00                                    | 25.00                                    | 25.00                 | 25.00                 |
| Travel Time Between Individuals | 200.00  | 200.00  | 200.00  | 200.00   | 200.00   | 200.00   | 200.00  | 200.00  | 200.00  | 200.00                                   | 200.00                                   | 200.00                                   | 200.00                | 200.00                |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---------------------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                 | 25.00                 | 25.00                           | 25.00                           | 25.00                           | 25.00                              | 25.00                              | 25.00                              | 50.00                                       | 50.00                                       | 50.00                                       | 25.00                               | 25.00                               | 25.00                               | 25.00  |
| Travel Time Between Individuals | 200.00                | 200.00                          | 200.00                          | 200.00                          | 200.00                             | 200.00                             | 200.00                             | 200.00                                      | 200.00                                      | 200.00                                      | 200.00                              | 200.00                              | 200.00                              | 200.00   |

| Factor                          | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---------------------------------|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                 | 25.00  | 25.00  | 35.00  | 35.00  | 35.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Travel Time Between Individuals | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---------------------------------|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                 | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  |
| Travel Time Between Individuals | 200.00   | 200.00   | 200.00   | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00   | 200.00   |

| Factor                          | Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 |
|---------------------------------|--|--|--|--|--|--|--|---|---|---|---|---|---|---|
| Direct services                 | 25.00  | 25.00  | 25.00  | 25.00  | 35.00  | 35.00  | 35.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Travel Time Between Individuals | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00   | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor                          | Infant Development Program, Audiologist, Center/Facility Based, 1:2 | Infant Development Program, Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse, Center/Facility Based, 1:1 | Infant Development Program, Nurse, Center/Facility Based, 1:2 | Infant Development Program, Nurse, Center/Facility Based, 1:3 | Infant Development Program, Dietician, Center/Facility Based, 1:1 | Infant Development Program, Dietician, Center/Facility Based, 1:2 | Infant Development Program, Dietician, Center/Facility Based, 1:3 | Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Infant Development Program, Social Worker, Center/Facility Based, 1:3 |
|---------------------------------|---|---|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                 | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Travel Time Between Individuals | 200.00  | 200.00  | 200.00   | 200.00   | 200.00   | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  | 200.00  |

| Factor                          | Infant Development Program, Psychologist, Center/Facility Based, 1:1 | Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Infant Development Program, Psychologist, Center/Facility Based, 1:3 |
|---------------------------------|--|--|--|
| Direct services                 | 25.00  | 25.00  | 25.00  |
| Travel Time Between Individuals | 200.00   | 200.00   | 200.00   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Base Model Assumptions Adjusted for Training and Paid Time off (Full-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 33.25                    | 32.81                    | 32.59                    | 35.58                                       | 35.24                                       | 35.02                                       | 30.82                   | 30.16                   | 29.71                   | 31.71                              | 31.05                              | 30.60                              | 35.58                                    | 35.24                                    |
| Travel Time Between Individuals                     | 0.67                     | 0.67                     | 0.67                     | -   | -   | -   | 2.66                    | 2.66                    | 2.66                    | 2.66                               | 2.66                               | 2.66                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.67                     | 1.11                     | 1.33                     | 0.45  | 0.79  | 1.01  | 1.11                    | 1.77                    | 2.22                    | 1.11                               | 1.77                               | 2.22                               | 0.45                                     | 0.79                                     |
| Supervision and Other Employer Time                 | 0.89                     | 0.89                     | 0.89                     | -   | -   | -   | 0.89                    | 0.89                    | 0.89                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 3.85                     | 3.85                     | 3.85                     | 3.85  | 3.85  | 3.85  | 3.85                    | 3.85                    | 3.85                    | 3.85                               | 3.85                               | 3.85                               | 3.85                                     | 3.85                                     |
| <b>Total</b>  | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>            | <b>40.00</b>            | <b>40.00</b>            | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                             | <b>40.00</b>                             |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 35.02                                    | 35.75                 | 35.30                 | 35.08                 | 32.37                           | 31.71                           | 31.26                           | 33.48                | 33.14                | 32.93                | 35.58                             | 35.24                             | 35.02                             | 35.13                            |
| Travel Time Between Individuals                     | -  | 0.67                  | 0.67                  | 0.67                  | 1.33                            | 1.33                            | 1.33                            | 0.67                 | 0.67                 | 0.67                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 1.01                                     | 0.67                  | 1.12                  | 1.34                  | 0.89                            | 1.55                            | 2.00                            | 0.44                 | 0.78                 | 0.99                 | 0.45                              | 0.79                              | 1.01                              | 0.45                             |
| Supervision and Other Employer Time                 | -  | 0.89                  | 0.89                  | 0.89                  | 0.89                            | 0.89                            | 0.89                            | 0.89                 | 0.89                 | 0.89                 | -                                 | -                                 | -                                 | 0.45                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 3.85                                     | 3.85                  | 3.85                  | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                 | 3.85                 | 3.85                 | 3.85                              | 3.85                              | 3.85                              | 3.85                             |
| <b>Total</b>  | <b>40.00</b>                             | <b>42.50</b>          | <b>42.50</b>          | <b>42.50</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>         | <b>40.00</b>         | <b>40.00</b>         | <b>40.00</b>                      | <b>40.00</b>                      | <b>40.00</b>                      | <b>40.00</b>                     |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 34.79                            | 34.57                            | 31.49               | 30.83               | 30.38               | 32.99        | 34.59                                 | 37.09                                    | 37.09                                    | 34.31   | 33.06                                 | 33.06                     | 37.09                      | 29.04                            |
| Travel Time Between Individuals                     | -                                | -                                | 2.66                | 2.66                | 2.66                | 2.71         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 4.44                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.79                             | 1.01                             | 0.89                | 1.55                | 2.00                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 1.11                             |
| Supervision and Other Employer Time                 | 0.45                             | 0.45                             | 0.44                | 0.44                | 0.44                | 0.45         | 0.89                                  | 0.89                                     | 0.89                                     | 0.88  | 1.74                                  | 1.74                      | 0.89                       | 0.89                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | -            | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 3.85                             | 3.85                             | 3.85                | 3.85                | 3.85                | 3.85         | 3.85                                  | 3.85                                     | 3.85                                     | 3.85  | 3.85                                  | 3.85                      | 3.85                       | 3.85                             |
| <b>Total</b>  | <b>40.00</b>                     | <b>40.00</b>                     | <b>40.00</b>        | <b>40.00</b>        | <b>40.00</b>        | <b>40.00</b> | <b>40.00</b>                          | <b>42.50</b>                             | <b>42.50</b>                             | <b>40.00</b>  | <b>40.00</b>                          | <b>40.00</b>              | <b>42.50</b>               | <b>40.00</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 34.59                                | 30.82  | 31.04   | 31.26   | 31.48   | 31.71   | 31.93   | 32.15   | 32.37   | 32.59   | 32.37   | 32.37   | 32.59   | 32.37  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 1.11   | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11  | 1.11   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 2.66   | 2.44  | 2.22  | 2.00  | 1.77  | 1.55  | 1.33  | 1.11  | 0.89  | 1.11  | 1.11  | 0.89  | 1.11   |
| Supervision and Other Employer Time                 | 0.89                                 | 0.89   | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 3.85                                 | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   |
| <b>Total</b>  | <b>40.00</b>                         | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>                                    | <b>40.00</b>                                    | <b>40.00</b>                                    | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 32.37  | 32.59  | 31.23  | 31.45  | 31.23                                       | 31.45                                       | 31.23                               | 31.45                               | 31.23                              | 31.45                              | 33.48                    | 33.70                    | 32.81                    | 34.90   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 1.11   | 1.11   | 1.10   | 1.10   | 1.10  | 1.10  | 1.10                                | 1.10                                | 1.10                               | 1.10                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 1.11   | 0.89   | 1.10   | 0.88   | 1.10  | 0.88  | 1.10                                | 0.88                                | 1.10                               | 0.88                               | 1.11                     | 0.89                     | 0.89                     | 1.13  |
| Supervision and Other Employer Time                    | 0.89   | 0.89   | 1.76   | 1.76   | 1.76  | 1.76  | 1.76                                | 1.76                                | 1.76                               | 1.76                               | 0.89                     | 0.89                     | 0.89                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.89                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85                                | 3.85                                | 3.85                               | 3.85                               | 3.85                     | 3.85                     | 3.85                     | 3.85  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                                 | <b>40.00</b>                                 | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>             | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 35.13  | 35.13  | 34.59                            | 30.00                   | 34.59                                | 32.82                    | 32.59                           | 32.81                           | 33.04                           | 33.26                           | 33.48                           | 33.70                           | 33.92                           | 28.60  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.77   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 4.44   |
| Recordkeeping and Reporting                         | 0.90   | 0.90   | -                                | -                       | -                                    | -                        | 2.22                            | 2.00                            | 1.77                            | 1.55                            | 1.33                            | 1.11                            | 0.89                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.89                             | 0.89                    | 0.89                                 | 0.89                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 4.59                    | -                                    | 1.77                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 3.85   | 3.85   | 3.85                             | 3.85                    | 3.85                                 | 3.85                     | 3.85                            | 3.85                            | 3.85                            | 3.85                            | 3.85                            | 3.85                            | 3.85                            | 3.85   |
| <b>Total</b>  | <b>40.00</b>                                       | <b>40.00</b>                                       | <b>40.00</b>                     | <b>40.00</b>            | <b>40.00</b>                         | <b>40.00</b>             | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 30.37   | 31.26                        | 31.48                          | 31.71                          | 31.93                          | 32.15                          | 32.37                          | 32.59                 | 23.40   | 22.28   | 21.83   | 25.85  | 24.74  | 23.84  |
| Travel Time Between Individuals                     | 2.66  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 4.91  | 4.91  | 4.91  | 4.91   | 4.91   | 4.91   |
| Program Set-Up/ Clean-Up                            | -   | 1.11                         | 1.11                           | 1.11                           | 1.11                           | 1.11                           | 1.11                           | 1.11                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.89  | 2.22                         | 2.00                           | 1.77                           | 1.55                           | 1.33                           | 1.11                           | 0.89                  | 3.34  | 4.46  | 4.91  | 2.23   | 3.34   | 4.24   |
| Supervision and Other Employer Time                 | 0.67  | 0.89                         | 0.89                           | 0.89                           | 0.89                           | 0.89                           | 0.89                           | 0.89                  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                  | 0.89  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.68  | 2.68  | 2.68  | 1.34   | 1.34   | 1.34   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 3.85  | 3.85                         | 3.85                           | 3.85                           | 3.85                           | 3.85                           | 3.85                           | 3.85                  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>                                  | <b>40.00</b>                 | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>                   | <b>40.00</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>                                     | <b>40.00</b>                                     | <b>40.00</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 27.64  | 26.52  | 26.08  | 30.09   | 28.98   | 28.08   | 23.40  | 22.28  | 21.83  | 25.85                                    | 24.74                                    | 23.84                                    | 23.40                 | 22.28                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 4.91   | 4.91   | 4.91   | 4.91                                     | 4.91                                     | 4.91                                     | 4.91                  | 4.91                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.01   | 5.13   | 5.57   | 2.90  | 4.01  | 4.91  | 3.34   | 4.46   | 4.91   | 2.23                                     | 3.34                                     | 4.24                                     | 3.34                  | 4.46                  |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45                                     | 0.45                                     | 0.45                                     | 0.45                  | 0.45                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89                                     | 0.89                                     | 0.89                                     | 0.89                  | 0.89                  |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68   | 1.34  | 1.34  | 1.34  | 2.68   | 2.68   | 2.68   | 1.34                                     | 1.34                                     | 1.34                                     | 2.68                  | 2.68                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85                                     | 3.85                                     | 3.85                                     | 3.85                  | 3.85                  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 21.83                 | 25.85                           | 24.74                           | 23.84                           | 25.85                              | 24.74                              | 23.84                              | 25.51                                       | 24.41                                       | 23.53                                       | 23.40                               | 22.28                               | 21.83                               | 23.17  |
| Travel Time Between Individuals                     | 4.91                  | 4.91                            | 4.91                            | 4.91                            | 4.91                               | 4.91                               | 4.91                               | 4.84  | 4.84  | 4.84  | 4.91                                | 4.91                                | 4.91                                | 4.91   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 4.91                  | 2.23                            | 3.34                            | 4.24                            | 2.23                               | 3.34                               | 4.24                               | 2.20  | 3.30  | 4.18  | 3.34                                | 4.46                                | 4.91                                | 2.23   |
| Supervision and Other Employer Time                 | 0.45                  | 0.45                            | 0.45                            | 0.45                            | 0.45                               | 0.45                               | 0.45                               | 1.76  | 1.76  | 1.76  | 0.45                                | 0.45                                | 0.45                                | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.89                  | 0.89                            | 0.89                            | 0.89                            | 0.89                               | 0.89                               | 0.89                               | 0.88  | 0.88  | 0.88  | 0.89                                | 0.89                                | 0.89                                | 0.89   |
| Collateral contacts (not billable)                  | 2.68                  | 1.34                            | 1.34                            | 1.34                            | 1.34                               | 1.34                               | 1.34                               | -   | -   | -   | 2.68                                | 2.68                                | 2.68                                | 2.68   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.34   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                               | 3.85                               | 3.85                               | 3.85  | 3.85  | 3.85  | 3.85                                | 3.85                                | 3.85                                | 3.85   |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 22.06  | 21.16  | 25.27  | 24.16  | 23.28  | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   |
| Travel Time Between Individuals                     | 4.91   | 4.91   | 4.88   | 4.88   | 4.88   | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.34   | 4.24   | 2.22   | 3.33   | 4.21   | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.89   | 0.89   | 0.89   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68   | 2.68   | -  | -  | -  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34   | 1.34   | 1.33   | 1.33   | 1.33   | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 22.06  | 20.94  | 20.49  | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   | 22.06  | 20.94  |
| Travel Time Between Individuals                     | 4.91   | 4.91   | 4.91   | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91   | 4.91   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.34   | 4.46   | 4.91   | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  | 3.34   | 4.46   |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.89   | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   |
| Collateral contacts (not billable)                  | 2.68   | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   |
| Interdisciplinary team case reviews/planning        | 1.34   | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 20.49   | 28.52  | 27.41  | 26.51  | 29.49  | 28.38  | 27.50  | 26.30  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  |
| Travel Time Between Individuals                        | 4.91  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 1.11   | 1.11   | 1.11   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 4.91  | 2.23   | 3.34   | 4.24   | 2.22   | 3.33   | 4.21   | 4.01   | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   |
| Supervision and Other Employer Time                    | 0.45  | 0.45   | 0.45   | 0.45   | 0.89   | 0.89   | 0.89   | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89  | 0.45   | 0.45   | 0.45   | 0.44   | 0.44   | 0.44   | 0.89   | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   |
| Collateral contacts (not billable)                     | 2.68  | 2.68   | 2.68   | 2.68   | -  | -  | -  | 2.68   | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34  | 1.34   | 1.34   | 1.34   | 1.33   | 1.33   | 1.33   | 1.34   | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 26.30   | 25.18   | 24.74   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.01  | 5.13  | 5.57  |
| Supervision and Other Employer Time                 | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

**Appendix D: Productivity Adjustments**

Base Model Assumptions for ‘Typical’ Week; Part-Time Employees

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 20.18                    | 19.90                    | 19.76                    | 21.72                                       | 21.52                                       | 21.38                                       | 18.66                   | 18.25                   | 17.97                   | 19.66                              | 19.25                              | 18.97                              | 21.72                                    | 21.52                                    |
| Travel Time Between Individuals                     | 0.41                     | 0.41                     | 0.41                     | -   | -   | -   | 1.65                    | 1.65                    | 1.65                    | 1.65                               | 1.65                               | 1.65                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.41                     | 0.69                     | 0.83                     | 0.28  | 0.48  | 0.62  | 0.69                    | 1.10                    | 1.38                    | 0.69                               | 1.10                               | 1.38                               | 0.28                                     | 0.48                                     |
| Supervision and Other Employer Time                 | 1.00                     | 1.00                     | 1.00                     | -   | -   | -   | 1.00                    | 1.00                    | 1.00                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral Contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| <b>Total</b>  | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>            | <b>22.00</b>            | <b>22.00</b>            | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                             | <b>22.00</b>                             |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 21.38                                    | 20.18                 | 19.90                 | 19.76                 | 19.62                           | 19.21                           | 18.93                           | 20.31                | 20.11                | 19.97                | 21.72                             | 21.52                             | 21.38                             | 21.22                            |
| Travel Time Between Individuals                     | -  | 0.41                  | 0.41                  | 0.41                  | 0.83                            | 0.83                            | 0.83                            | 0.41                 | 0.41                 | 0.41                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.62                                     | 0.41                  | 0.69                  | 0.83                  | 0.55                            | 0.96                            | 1.24                            | 0.28                 | 0.48                 | 0.62                 | 0.28                              | 0.48                              | 0.62                              | 0.28                             |
| Supervision and Other Employer Time                 | -  | 1.00                  | 1.00                  | 1.00                  | 1.00                            | 1.00                            | 1.00                            | 1.00                 | 1.00                 | 1.00                 | -                                 | -                                 | -                                 | 0.50                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral Contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| <b>Total</b>  | <b>22.00</b>                             | <b>22.00</b>          | <b>22.00</b>          | <b>22.00</b>          | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>         | <b>22.00</b>         | <b>22.00</b>         | <b>22.00</b>                      | <b>22.00</b>                      | <b>22.00</b>                      | <b>22.00</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 21.02                            | 20.88                            | 19.30               | 18.89               | 18.61               | 19.85        | 21.00                                 | 21.00                                    | 21.00                                    | 21.00   | 20.00                                 | 20.00                     | 21.00                      | 17.56                            |
| Travel Time Between Individuals                     | -                                | -                                | 1.65                | 1.65                | 1.65                | 1.65         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 2.75                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.48                             | 0.62                             | 0.55                | 0.96                | 1.24                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.69                             |
| Supervision and Other Employer Time                 | 0.50                             | 0.50                             | 0.50                | 0.50                | 0.50                | 0.50         | 1.00                                  | 1.00                                     | 1.00                                     | 1.00  | 2.00                                  | 2.00                      | 1.00                       | 1.00                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral Contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| <b>Total</b>  | <b>22.00</b>                     | <b>22.00</b>                     | <b>22.00</b>        | <b>22.00</b>        | <b>22.00</b>        | <b>22.00</b> | <b>22.00</b>                          | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>  | <b>22.00</b>                          | <b>22.00</b>              | <b>22.00</b>               | <b>22.00</b>                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 21.00                                | 18.66  | 18.80   | 18.93   | 19.07   | 19.21   | 19.35   | 19.48   | 19.62   | 19.76   | 19.62   | 19.62   | 19.76   | 19.62  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.69   | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69  | 0.69   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 1.65   | 1.51  | 1.38  | 1.24  | 1.10  | 0.96  | 0.83  | 0.69  | 0.55  | 0.69  | 0.69  | 0.55  | 0.69   |
| Supervision and Other Employer Time                 | 1.00                                 | 1.00   | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00  | 1.00   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral Contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| <b>Total</b>  | <b>22.00</b>                         | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>                                    | <b>22.00</b>                                    | <b>22.00</b>                                    | <b>22.00</b>   |



DDS Vendor Rate Study – Rate Models  
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| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 19.62  | 19.76  | 18.62  | 18.76  | 18.62                                       | 18.76                                       | 18.62                               | 18.76                               | 18.62                              | 18.76                              | 20.31                    | 20.45                    | 19.90                    | 21.31   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.69   | 0.69   | 0.69   | 0.69   | 0.69  | 0.69  | 0.69                                | 0.69                                | 0.69                               | 0.69                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.69   | 0.55   | 0.69   | 0.55   | 0.69  | 0.55  | 0.69                                | 0.55                                | 0.69                               | 0.55                               | 0.69                     | 0.55                     | 0.55                     | 0.69  |
| Supervision and Other Employer Time                    | 1.00   | 1.00   | 2.00   | 2.00   | 2.00  | 2.00  | 2.00                                | 2.00                                | 2.00                               | 2.00                               | 1.00                     | 1.00                     | 1.00                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.55                     | -   |
| Collateral Contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>                                 | <b>22.00</b>                                 | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 21.45  | 21.45  | 21.00                            | 18.16                   | 21.00                                | 19.90                    | 19.87                           | 20.01                           | 20.15                           | 20.29                           | 20.42                           | 20.56                           | 20.70                           | 17.40  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.10   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 2.75   |
| Recordkeeping and Reporting                         | 0.55   | 0.55   | -                                | -                       | -                                    | -                        | 1.38                            | 1.24                            | 1.10                            | 0.96                            | 0.83                            | 0.69                            | 0.55                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 1.00                             | 1.00                    | 1.00                                 | 1.00                     | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75                            | 0.75   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral Contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 2.84                    | -                                    | 1.10                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| <b>Total</b>  | <b>22.00</b>                                       | <b>22.00</b>                                       | <b>22.00</b>                     | <b>22.00</b>            | <b>22.00</b>                         | <b>22.00</b>             | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 18.50   | 18.93                        | 19.07                          | 19.21                          | 19.35                          | 19.48                          | 19.62                          | 19.76                 | 14.21   | 13.52   | 13.24   | 15.71  | 15.03  | 14.48  |
| Travel Time Between Individuals                     | 1.65  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 3.03  | 3.03  | 3.03  | 3.03   | 3.03   | 3.03   |
| Program Set-Up/ Clean-Up                            | -   | 0.69                         | 0.69                           | 0.69                           | 0.69                           | 0.69                           | 0.69                           | 0.69                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.55  | 1.38                         | 1.24                           | 1.10                           | 0.96                           | 0.83                           | 0.69                           | 0.55                  | 2.06  | 2.75  | 3.03  | 1.38   | 2.06   | 2.61   |
| Supervision and Other Employer Time                 | 0.75  | 1.00                         | 1.00                           | 1.00                           | 1.00                           | 1.00                           | 1.00                           | 1.00                  | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.55  | 0.55  | 0.55  | 0.55   | 0.55   | 0.55   |
| Collateral Contacts (not billable)                  | 0.55  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 1.65  | 1.65  | 1.65  | 0.83   | 0.83   | 0.83   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| <b>Total</b>  | <b>22.00</b>                                  | <b>22.00</b>                 | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>          | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>                                     | <b>22.00</b>                                     | <b>22.00</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 16.82  | 16.14  | 15.86  | 18.33   | 17.64   | 17.09   | 14.21  | 13.52  | 13.24  | 15.71                                    | 15.03                                    | 14.48                                    | 14.21                 | 13.52                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 3.03   | 3.03   | 3.03   | 3.03                                     | 3.03                                     | 3.03                                     | 3.03                  | 3.03                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 2.48   | 3.16   | 3.44   | 1.79  | 2.48  | 3.03  | 2.06   | 2.75   | 3.03   | 1.38                                     | 2.06                                     | 2.61                                     | 2.06                  | 2.75                  |
| Supervision and Other Employer Time                    | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   | 0.50                                     | 0.50                                     | 0.50                                     | 0.50                  | 0.50                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.55   | 0.55   | 0.55   | 0.55  | 0.55  | 0.55  | 0.55   | 0.55   | 0.55   | 0.55                                     | 0.55                                     | 0.55                                     | 0.55                  | 0.55                  |
| Collateral Contacts (not billable)                     | 1.65   | 1.65   | 1.65   | 0.83  | 0.83  | 0.83  | 1.65   | 1.65   | 1.65   | 0.83                                     | 0.83                                     | 0.83                                     | 1.65                  | 1.65                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>          | <b>22.00</b>          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 13.24                 | 15.71                           | 15.03                           | 14.48                           | 15.71                              | 15.03                              | 14.48                              | 15.04                                       | 14.36                                       | 13.81                                       | 14.21                               | 13.52                               | 13.24                               | 14.06  |
| Travel Time Between Individuals                     | 3.03                  | 3.03                            | 3.03                            | 3.03                            | 3.03                               | 3.03                               | 3.03                               | 3.03  | 3.03  | 3.03  | 3.03                                | 3.03                                | 3.03                                | 3.03   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 3.03                  | 1.38                            | 2.06                            | 2.61                            | 1.38                               | 2.06                               | 2.61                               | 1.38  | 2.06  | 2.61  | 2.06                                | 2.75                                | 3.03                                | 1.38   |
| Supervision and Other Employer Time                 | 0.50                  | 0.50                            | 0.50                            | 0.50                            | 0.50                               | 0.50                               | 0.50                               | 2.00  | 2.00  | 2.00  | 0.50                                | 0.50                                | 0.50                                | 0.50   |
| Missed Appointments (not redirected to other tasks) | 0.55                  | 0.55                            | 0.55                            | 0.55                            | 0.55                               | 0.55                               | 0.55                               | 0.55  | 0.55  | 0.55  | 0.55                                | 0.55                                | 0.55                                | 0.55   |
| Collateral Contacts (not billable)                  | 1.65                  | 0.83                            | 0.83                            | 0.83                            | 0.83                               | 0.83                               | 0.83                               | -   | -   | -   | 1.65                                | 1.65                                | 1.65                                | 1.65   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 0.83   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| <b>Total</b>  | <b>22.00</b>          | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 13.38  | 12.83  | 15.21  | 14.53  | 13.98  | 13.38   | 12.69   | 12.41   | 13.38   | 12.69   | 12.41   | 13.38   | 12.69   | 12.41   |
| Travel Time Between Individuals                     | 3.03   | 3.03   | 3.03   | 3.03   | 3.03   | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 2.06   | 2.61   | 1.38   | 2.06   | 2.61   | 2.06  | 2.75  | 3.03  | 2.06  | 2.75  | 3.03  | 2.06  | 2.75  | 3.03  |
| Supervision and Other Employer Time                 | 0.50   | 0.50   | 1.00   | 1.00   | 1.00   | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  |
| Missed Appointments (not redirected to other tasks) | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  |
| Collateral Contacts (not billable)                  | 1.65   | 1.65   | -  | -  | -  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  |
| Interdisciplinary team case reviews/planning        | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| <b>Total</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 13.38  | 12.69  | 12.41  | 13.38   | 12.69   | 12.41   | 13.38   | 12.69   | 12.41   | 13.38   | 12.69   | 12.41   | 13.38  | 12.69  |
| Travel Time Between Individuals                     | 3.03   | 3.03   | 3.03   | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03  | 3.03   | 3.03   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 2.06   | 2.75   | 3.03   | 2.06  | 2.75  | 3.03  | 2.06  | 2.75  | 3.03  | 2.06  | 2.75  | 3.03  | 2.06   | 2.75   |
| Supervision and Other Employer Time                 | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   |
| Missed Appointments (not redirected to other tasks) | 0.55   | 0.55   | 0.55   | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55  | 0.55   | 0.55   |
| Collateral Contacts (not billable)                  | 1.65   | 1.65   | 1.65   | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65  | 1.65   | 1.65   |
| Interdisciplinary team case reviews/planning        | 0.83   | 0.83   | 0.83   | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83  | 0.83   | 0.83   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| <b>Total</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 12.41   | 17.36  | 16.68  | 16.13  | 17.82  | 17.14  | 16.59  | 15.99  | 15.31  | 15.03  | 15.99   | 15.31   | 15.03   | 15.99  |
| Travel Time Between Individuals                        | 3.03  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.69   | 0.69   | 0.69   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 3.03  | 1.38   | 2.06   | 2.61   | 1.38   | 2.06   | 2.61   | 2.48   | 3.16   | 3.44   | 2.48  | 3.16  | 3.44  | 2.48   |
| Supervision and Other Employer Time                    | 0.50  | 0.50   | 0.50   | 0.50   | 1.00   | 1.00   | 1.00   | 0.50   | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   |
| Missed Appointments (not redirected to<br>other tasks) | 0.55  | 0.28   | 0.28   | 0.28   | 0.28   | 0.28   | 0.28   | 0.55   | 0.55   | 0.55   | 0.55  | 0.55  | 0.55  | 0.55   |
| Collateral Contacts (not billable)                     | 1.65  | 1.65   | 1.65   | 1.65   | -  | -  | -  | 1.65   | 1.65   | 1.65   | 1.65  | 1.65  | 1.65  | 1.65   |
| Interdisciplinary team case<br>reviews/planning        | 0.83  | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83  | 0.83  | 0.83  | 0.83   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| <b>Total</b>   | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 15.31  | 15.03  | 15.99   | 15.31   | 15.03   | 15.99  | 15.31  | 15.03  | 15.99  | 15.31  | 15.03  | 15.99  | 15.31  | 15.03  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 3.16   | 3.44   | 2.48  | 3.16  | 3.44  | 2.48   | 3.16   | 3.44   | 2.48   | 3.16   | 3.44   | 2.48   | 3.16   | 3.44   |
| Supervision and Other Employer Time                    | 0.50   | 0.50   | 0.50  | 0.50  | 0.50  | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   | 0.50   |
| Missed Appointments (not redirected to<br>other tasks) | 0.55   | 0.55   | 0.55  | 0.55  | 0.55  | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   | 0.55   |
| Collateral Contacts (not billable)                     | 1.65   | 1.65   | 1.65  | 1.65  | 1.65  | 1.65   | 1.65   | 1.65   | 1.65   | 1.65   | 1.65   | 1.65   | 1.65   | 1.65   |
| Interdisciplinary team case<br>reviews/planning        | 0.83   | 0.83   | 0.83  | 0.83  | 0.83  | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   | 0.83   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 15.99   | 15.31   | 15.03   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 2.48  | 3.16  | 3.44  |
| Supervision and Other Employer Time                 | 0.50  | 0.50  | 0.50  |
| Missed Appointments (not redirected to other tasks) | 0.55  | 0.55  | 0.55  |
| Collateral Contacts (not billable)                  | 1.65  | 1.65  | 1.65  |
| Interdisciplinary team case reviews/planning        | 0.83  | 0.83  | 0.83  |
| Travel Time without Individuals                     | -   | -   | -   |
| <b>Total</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Annual Hours for Training and Paid Time Off (Part-Time Employees)

| Factor        | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Training      | 35.00                    | 35.00                    | 35.00                    | 6.00  | 6.00  | 6.00  | 35.00                   | 35.00                   | 35.00                   | 35.00                              | 35.00                              | 35.00                              | 6.00                                     | 6.00                                     |
| Paid Time Off | 60.00                    | 60.00                    | 60.00                    | 60.00                                       | 60.00                                       | 60.00                                       | 60.00                   | 60.00                   | 60.00                   | 60.00                              | 60.00                              | 60.00                              | 60.00                                    | 60.00                                    |

| Factor        | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---------------|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Training      | 6.00                                     | 35.00                 | 35.00                 | 35.00                 | 35.00                           | 35.00                           | 35.00                           | 35.00                | 35.00                | 35.00                | 6.00                              | 6.00                              | 6.00                              | 6.00                             |
| Paid Time Off | 60.00                                    | 60.00                 | 60.00                 | 60.00                 | 60.00                           | 60.00                           | 60.00                           | 60.00                | 60.00                | 60.00                | 60.00                             | 60.00                             | 60.00                             | 60.00                            |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor        | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---------------|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Training      | 6.00                             | 6.00                             | 35.00               | 35.00               | 35.00               | 0.00         | 35.00                                 | 35.00                                    | 35.00                                    | 50.00   | 70.00                                 | 70.00                     | 35.00                      | 35.00                            |
| Paid Time Off | 60.00                            | 60.00                            | 60.00               | 60.00               | 60.00               | 60.00        | 60.00                                 | 60.00                                    | 60.00                                    | 60.00   | 60.00                                 | 60.00                     | 60.00                      | 60.00                            |

| Factor        | Supplemental Residential Prog. Supp. | Community-Based Day Programs, Center/Facility, 1:10 | Community-Based Day Programs, Center/Facility, 1:9 | Community-Based Day Programs, Center/Facility, 1:8 | Community-Based Day Programs, Center/Facility, 1:7 | Community-Based Day Programs, Center/Facility, 1:6 | Community-Based Day Programs, Center/Facility, 1:5 | Community-Based Day Programs, Center/Facility, 1:4 | Community-Based Day Programs, Center/Facility, 1:3 | Community-Based Day Programs, Center/Facility, 1:2 | Community-Based Day Programs, Community, 1:4 | Community-Based Day Programs, Community, 1:3 | Community-Based Day Programs, Community, 1:2 | Community-Based Day Programs, Community Only, 1:4 |
|---------------|--------------------------------------|---|--|--|--|--|--|--|--|--|--|--|--|---|
| Training      | 35.00                                | 35.00   | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00  | 35.00   |
| Paid Time Off | 60.00                                | 60.00   | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00   |

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| Factor        | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|---------------|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Training      | 35.00  | 35.00  | 50.00  | 50.00  | 50.00                                       | 50.00                                       | 50.00                               | 50.00                               | 50.00                              | 50.00                              | 35.00                    | 35.00                    | 35.00                    | 6.00  |
| Paid Time Off | 60.00  | 60.00  | 60.00  | 60.00  | 60.00                                       | 60.00                                       | 60.00                               | 60.00                               | 60.00                              | 60.00                              | 60.00                    | 60.00                    | 60.00                    | 60.00   |

| Factor        | Participant-Directed Community-Based<br>Training, 1:2 | Participant-Directed Community-Based<br>Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job<br>Development |
|---------------|---|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|
| Training      | 6.00  | 6.00  | 35.00                            | 35.00                   | 35.00                                | 35.00                    | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00                           | 35.00   |
| Paid Time Off | 60.00   | 60.00   | 60.00                            | 60.00                   | 60.00                                | 60.00                    | 60.00                           | 60.00                           | 60.00                           | 60.00                           | 60.00                           | 60.00                           | 60.00                           | 60.00   |

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| Factor        | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---------------|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Training      | 35.00   | 35.00                        | 35.00                          | 35.00                          | 35.00                          | 35.00                          | 35.00                          | 35.00                 | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  |
| Paid Time Off | 60.00   | 60.00                        | 60.00                          | 60.00                          | 60.00                          | 60.00                          | 60.00                          | 60.00                 | 60.00   | 60.00   | 60.00   | 60.00  | 60.00  | 60.00  |

| Factor        | Specialized Therapeutic Services, Professional, Clinic, 1:1 | Specialized Therapeutic Services, Professional, Clinic, 1:2 | Specialized Therapeutic Services, Professional, Clinic, 1:3 | Specialized Therapeutic Services, Assistant, Clinic, 1:1 | Specialized Therapeutic Services, Assistant, Clinic, 1:2 | Specialized Therapeutic Services, Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed Professional, 1:1 | Adaptive Skills Trainer; Licensed Professional, 1:2 | Adaptive Skills Trainer; Licensed Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|---------------|---|---|---|--|--|--|---|---|---|--|--|--|-----------------------|-----------------------|
| Training      | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00                                    | 25.00                                    | 25.00                                    | 25.00                 | 25.00                 |
| Paid Time Off | 60.00   | 60.00   | 60.00   | 60.00  | 60.00  | 60.00  | 60.00   | 60.00   | 60.00   | 60.00                                    | 60.00                                    | 60.00                                    | 60.00                 | 60.00                 |

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| Factor        | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Training      | 25.00                 | 25.00                           | 25.00                           | 25.00                           | 25.00                              | 25.00                              | 25.00                              | 50.00                                       | 50.00                                       | 50.00                                       | 25.00                               | 25.00                               | 25.00                               | 25.00  |
| Paid Time Off | 60.00                 | 60.00                           | 60.00                           | 60.00                           | 60.00                              | 60.00                              | 60.00                              | 60.00                                       | 60.00                                       | 60.00                                       | 60.00                               | 60.00                               | 60.00                               | 60.00  |

| Factor        | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---------------|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Training      | 25.00  | 25.00  | 35.00  | 35.00  | 35.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Paid Time Off | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   |

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| Factor        | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---------------|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Training      | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00  | 25.00  |
| Paid Time Off | 60.00  | 60.00  | 60.00  | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00  | 60.00  |

| Factor        | Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Infant Development Program, Audiologist, Center/Facility Based, 1:1 |
|---------------|--|--|--|--|--|--|--|---|---|---|---|---|---|---|
| Training      | 25.00  | 25.00  | 25.00  | 25.00  | 35.00  | 35.00  | 35.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Paid Time Off | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00  | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   |



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| Factor        | Infant Development Program, Audiologist, Center/Facility Based, 1:2 | Infant Development Program, Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse, Center/Facility Based, 1:1 | Infant Development Program, Nurse, Center/Facility Based, 1:2 | Infant Development Program, Nurse, Center/Facility Based, 1:3 | Infant Development Program, Dietician, Center/Facility Based, 1:1 | Infant Development Program, Dietician, Center/Facility Based, 1:2 | Infant Development Program, Dietician, Center/Facility Based, 1:3 | Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Infant Development Program, Social Worker, Center/Facility Based, 1:3 |
|---------------|---|---|--|--|--|---|---|---|---|---|---|---|---|---|
| Training      | 25.00   | 25.00   | 25.00  | 25.00  | 25.00  | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   | 25.00   |
| Paid Time Off | 60.00   | 60.00   | 60.00  | 60.00  | 60.00  | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   | 60.00   |

| Factor        | Infant Development Program, Psychologist, Center/Facility Based, 1:1 | Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Infant Development Program, Psychologist, Center/Facility Based, 1:3 |
|---------------|--|--|--|
| Training      | 25.00  | 25.00  | 25.00  |
| Paid Time Off | 60.00  | 60.00  | 60.00  |

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**Appendix D: Productivity Assumptions**

Base Model Assumptions Adjusted for Training and Paid Time off (Part-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 18.50                    | 18.25                    | 18.12                    | 20.47                                       | 20.28                                       | 20.15                                       | 17.12                   | 16.74                   | 16.48                   | 18.04                              | 17.66                              | 17.40                              | 20.47                                    | 20.28                                    |
| Travel Time Between Individuals                     | 0.38                     | 0.38                     | 0.38                     | -   | -   | -   | 1.51                    | 1.51                    | 1.51                    | 1.51                               | 1.51                               | 1.51                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.38                     | 0.63                     | 0.76                     | 0.26  | 0.45  | 0.58  | 0.63                    | 1.01                    | 1.27                    | 0.63                               | 1.01                               | 1.27                               | 0.26                                     | 0.45                                     |
| Supervision and Other Employer Time                 | 0.92                     | 0.92                     | 0.92                     | -   | -   | -   | 0.92                    | 0.92                    | 0.92                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 1.15                     | 1.15                     | 1.15                     | 1.15  | 1.15  | 1.15  | 1.15                    | 1.15                    | 1.15                    | 1.15                               | 1.15                               | 1.15                               | 1.15                                     | 1.15                                     |
| <b>Total</b>  | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>            | <b>22.00</b>            | <b>22.00</b>            | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                             | <b>22.00</b>                             |

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| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 20.15                                    | 18.50                 | 18.25                 | 18.12                 | 18.00                           | 17.62                           | 17.36                           | 18.62                | 18.44                | 18.31                | 20.47                             | 20.28                             | 20.15                             | 20.00                            |
| Travel Time Between Individuals                     | -  | 0.38                  | 0.38                  | 0.38                  | 0.76                            | 0.76                            | 0.76                            | 0.38                 | 0.38                 | 0.38                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.58                                     | 0.38                  | 0.63                  | 0.76                  | 0.50                            | 0.88                            | 1.14                            | 0.26                 | 0.44                 | 0.57                 | 0.26                              | 0.45                              | 0.58                              | 0.26                             |
| Supervision and Other Employer Time                 | -  | 0.92                  | 0.92                  | 0.92                  | 0.92                            | 0.92                            | 0.92                            | 0.92                 | 0.92                 | 0.92                 | -                                 | -                                 | -                                 | 0.47                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 1.15                                     | 1.15                  | 1.15                  | 1.15                  | 1.15                            | 1.15                            | 1.15                            | 1.15                 | 1.15                 | 1.15                 | 1.15                              | 1.15                              | 1.15                              | 1.15                             |
| <b>Total</b>  | <b>22.00</b>                             | <b>22.00</b>          | <b>22.00</b>          | <b>22.00</b>          | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>         | <b>22.00</b>         | <b>22.00</b>         | <b>22.00</b>                      | <b>22.00</b>                      | <b>22.00</b>                      | <b>22.00</b>                     |

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| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 19.81                            | 19.68                            | 17.71               | 17.33               | 17.07               | 18.82        | 19.26                                 | 19.26                                    | 19.26                                    | 18.99   | 17.73                                 | 17.73                     | 19.26                      | 16.11                            |
| Travel Time Between Individuals                     | -                                | -                                | 1.51                | 1.51                | 1.51                | 1.56         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 2.52                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.45                             | 0.58                             | 0.50                | 0.88                | 1.14                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.63                             |
| Supervision and Other Employer Time                 | 0.47                             | 0.47                             | 0.46                | 0.46                | 0.46                | 0.47         | 0.92                                  | 0.92                                     | 0.92                                     | 0.90  | 1.77                                  | 1.77                      | 0.92                       | 0.92                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | 0.00         | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 1.15                             | 1.15                             | 1.15                | 1.15                | 1.15                | 1.15         | 1.15                                  | 1.15                                     | 1.15                                     | 1.15  | 1.15                                  | 1.15                      | 1.15                       | 1.15                             |
| <b>Total</b>  | <b>22.00</b>                     | <b>22.00</b>                     | <b>22.00</b>        | <b>22.00</b>        | <b>22.00</b>        | <b>22.00</b> | <b>22.00</b>                          | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>  | <b>22.00</b>                          | <b>22.00</b>              | <b>22.00</b>               | <b>22.00</b>                     |

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| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 19.26                                | 17.12  | 17.25   | 17.36   | 17.49   | 17.62   | 17.75   | 17.87   | 18.00   | 18.13   | 18.00   | 18.00   | 18.13   | 18.00  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.63   | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63  | 0.63   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 1.51   | 1.38  | 1.27  | 1.14  | 1.01  | 0.88  | 0.76  | 0.63  | 0.50  | 0.63  | 0.63  | 0.50  | 0.63   |
| Supervision and Other Employer Time                 | 0.92                                 | 0.92   | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92  | 0.92   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 1.15                                 | 1.15   | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15   |
| <b>Total</b>  | <b>22.00</b>                         | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>                                    | <b>22.00</b>                                    | <b>22.00</b>                                    | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 18.00  | 18.13  | 16.84  | 16.96  | 16.84                                       | 16.96                                       | 16.84                               | 16.96                               | 16.84                              | 16.96                              | 18.63                    | 18.76                    | 18.26                    | 20.08   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.63   | 0.63   | 0.62   | 0.62   | 0.62  | 0.62  | 0.62                                | 0.62                                | 0.62                               | 0.62                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.63   | 0.50   | 0.62   | 0.50   | 0.62  | 0.50  | 0.62                                | 0.50                                | 0.62                               | 0.50                               | 0.63                     | 0.50                     | 0.50                     | 0.65  |
| Supervision and Other Employer Time                    | 0.92   | 0.92   | 1.81   | 1.81   | 1.81  | 1.81  | 1.81                                | 1.81                                | 1.81                               | 1.81                               | 0.92                     | 0.92                     | 0.92                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.50                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 1.15   | 1.15   | 1.15   | 1.15   | 1.15  | 1.15  | 1.15                                | 1.15                                | 1.15                               | 1.15                               | 1.15                     | 1.15                     | 1.15                     | 1.15  |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>                                 | <b>22.00</b>                                 | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>             | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 20.21  | 20.21  | 19.26                            | 16.66                   | 19.26                                | 18.25                    | 18.22                           | 18.35                           | 18.48                           | 18.61                           | 18.73                           | 18.86                           | 18.99                           | 15.96  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.01   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 2.52   |
| Recordkeeping and Reporting                         | 0.52   | 0.52   | -                                | -                       | -                                    | -                        | 1.27                            | 1.14                            | 1.01                            | 0.88                            | 0.76                            | 0.63                            | 0.50                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.92                             | 0.92                    | 0.92                                 | 0.92                     | 0.69                            | 0.69                            | 0.69                            | 0.69                            | 0.69                            | 0.69                            | 0.69                            | 0.69   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 2.60                    | -                                    | 1.01                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 1.15   | 1.15   | 1.15                             | 1.15                    | 1.15                                 | 1.15                     | 1.15                            | 1.15                            | 1.15                            | 1.15                            | 1.15                            | 1.15                            | 1.15                            | 1.15   |
| <b>Total</b>  | <b>22.00</b>                                       | <b>22.00</b>                                       | <b>22.00</b>                     | <b>22.00</b>            | <b>22.00</b>                         | <b>22.00</b>             | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 16.98   | 17.36                        | 17.49                          | 17.62                          | 17.75                          | 17.87                          | 18.00                          | 18.13                 | 13.16   | 12.52   | 12.27   | 14.55  | 13.92  | 13.41  |
| Travel Time Between Individuals                     | 1.51  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.80  | 2.80  | 2.80  | 2.80   | 2.80   | 2.80   |
| Program Set-Up/ Clean-Up                            | -   | 0.63                         | 0.63                           | 0.63                           | 0.63                           | 0.63                           | 0.63                           | 0.63                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.50  | 1.27                         | 1.14                           | 1.01                           | 0.88                           | 0.76                           | 0.63                           | 0.50                  | 1.91  | 2.55  | 2.80  | 1.28   | 1.91   | 2.42   |
| Supervision and Other Employer Time                 | 0.69  | 0.92                         | 0.92                           | 0.92                           | 0.92                           | 0.92                           | 0.92                           | 0.92                  | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   | 0.46   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.51  | 0.51  | 0.51  | 0.51   | 0.51   | 0.51   |
| Collateral contacts (not billable)                  | 0.50  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 1.53  | 1.53  | 1.53  | 0.77   | 0.77   | 0.77   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 1.15  | 1.15                         | 1.15                           | 1.15                           | 1.15                           | 1.15                           | 1.15                           | 1.15                  | 1.15  | 1.15  | 1.15  | 1.15   | 1.15   | 1.15   |
| <b>Total</b>  | <b>22.00</b>                                  | <b>22.00</b>                 | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>                   | <b>22.00</b>          | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>                                     | <b>22.00</b>                                     | <b>22.00</b>                                     |



DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 15.57  | 14.94  | 14.69  | 16.97   | 16.33   | 15.83   | 13.16  | 12.52  | 12.27  | 14.55                                    | 13.92                                    | 13.41                                    | 13.16                 | 12.52                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 2.80   | 2.80   | 2.80   | 2.80                                     | 2.80                                     | 2.80                                     | 2.80                  | 2.80                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 2.30   | 2.93   | 3.18   | 1.66  | 2.30  | 2.80  | 1.91   | 2.55   | 2.80   | 1.28                                     | 1.91                                     | 2.42                                     | 1.91                  | 2.55                  |
| Supervision and Other Employer Time                    | 0.46   | 0.46   | 0.46   | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   | 0.46   | 0.46                                     | 0.46                                     | 0.46                                     | 0.46                  | 0.46                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.51   | 0.51   | 0.51   | 0.51  | 0.51  | 0.51  | 0.51   | 0.51   | 0.51   | 0.51                                     | 0.51                                     | 0.51                                     | 0.51                  | 0.51                  |
| Collateral contacts (not billable)                     | 1.53   | 1.53   | 1.53   | 0.77  | 0.77  | 0.77  | 1.53   | 1.53   | 1.53   | 0.77                                     | 0.77                                     | 0.77                                     | 1.53                  | 1.53                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 1.15   | 1.15   | 1.15   | 1.15  | 1.15  | 1.15  | 1.15   | 1.15   | 1.15   | 1.15                                     | 1.15                                     | 1.15                                     | 1.15                  | 1.15                  |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>                             | <b>22.00</b>          | <b>22.00</b>          |

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| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 12.27                 | 14.55                           | 13.92                           | 13.41                           | 14.55                              | 13.92                              | 13.41                              | 13.59                                       | 12.98                                       | 12.48                                       | 13.16                               | 12.52                               | 12.27                               | 13.02  |
| Travel Time Between Individuals                     | 2.80                  | 2.80                            | 2.80                            | 2.80                            | 2.80                               | 2.80                               | 2.80                               | 2.74  | 2.74  | 2.74  | 2.80                                | 2.80                                | 2.80                                | 2.80   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 2.80                  | 1.28                            | 1.91                            | 2.42                            | 1.28                               | 1.91                               | 2.42                               | 1.25  | 1.86  | 2.36  | 1.91                                | 2.55                                | 2.80                                | 1.28   |
| Supervision and Other Employer Time                 | 0.46                  | 0.46                            | 0.46                            | 0.46                            | 0.46                               | 0.46                               | 0.46                               | 1.81  | 1.81  | 1.81  | 0.46                                | 0.46                                | 0.46                                | 0.46   |
| Missed Appointments (not redirected to other tasks) | 0.51                  | 0.51                            | 0.51                            | 0.51                            | 0.51                               | 0.51                               | 0.51                               | 0.50  | 0.50  | 0.50  | 0.51                                | 0.51                                | 0.51                                | 0.51   |
| Collateral contacts (not billable)                  | 1.53                  | 0.77                            | 0.77                            | 0.77                            | 0.77                               | 0.77                               | 0.77                               | -   | -   | -   | 1.53                                | 1.53                                | 1.53                                | 1.53   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 0.77   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 1.15                  | 1.15                            | 1.15                            | 1.15                            | 1.15                               | 1.15                               | 1.15                               | 1.15  | 1.15  | 1.15  | 1.15                                | 1.15                                | 1.15                                | 1.15   |
| <b>Total</b>  | <b>22.00</b>          | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                    | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                       | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                                | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>                        | <b>22.00</b>   |

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| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 12.39  | 11.88  | 13.95  | 13.33  | 12.83  | 12.39   | 11.75   | 11.50   | 12.39   | 11.75   | 11.50   | 12.39   | 11.75   | 11.50   |
| Travel Time Between Individuals                     | 2.80   | 2.80   | 2.78   | 2.78   | 2.78   | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 1.91   | 2.42   | 1.27   | 1.89   | 2.39   | 1.91  | 2.55  | 2.80  | 1.91  | 2.55  | 2.80  | 1.91  | 2.55  | 2.80  |
| Supervision and Other Employer Time                 | 0.46   | 0.46   | 0.92   | 0.92   | 0.92   | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  |
| Missed Appointments (not redirected to other tasks) | 0.51   | 0.51   | 0.50   | 0.50   | 0.50   | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  |
| Collateral contacts (not billable)                  | 1.53   | 1.53   | -  | -  | -  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  |
| Interdisciplinary team case reviews/planning        | 0.77   | 0.77   | 0.76   | 0.76   | 0.76   | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  |
| <b>Total</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 12.39  | 11.75  | 11.50  | 12.39   | 11.75   | 11.50   | 12.39   | 11.75   | 11.50   | 12.39   | 11.75   | 11.50   | 12.39  | 11.75  |
| Travel Time Between Individuals                     | 2.80   | 2.80   | 2.80   | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80  | 2.80   | 2.80   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 1.91   | 2.55   | 2.80   | 1.91  | 2.55  | 2.80  | 1.91  | 2.55  | 2.80  | 1.91  | 2.55  | 2.80  | 1.91   | 2.55   |
| Supervision and Other Employer Time                 | 0.46   | 0.46   | 0.46   | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   |
| Missed Appointments (not redirected to other tasks) | 0.51   | 0.51   | 0.51   | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51  | 0.51   | 0.51   |
| Collateral contacts (not billable)                  | 1.53   | 1.53   | 1.53   | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53  | 1.53   | 1.53   |
| Interdisciplinary team case reviews/planning        | 0.77   | 0.77   | 0.77   | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77  | 0.77   | 0.77   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 1.15   | 1.15   | 1.15   | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15  | 1.15   | 1.15   |
| <b>Total</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 11.50   | 16.07  | 15.44  | 14.93  | 16.34  | 15.72  | 15.22  | 14.80  | 14.17  | 13.92  | 14.80   | 14.17   | 13.92   | 14.80  |
| Travel Time Between Individuals                        | 2.80  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.63   | 0.63   | 0.63   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 2.80  | 1.28   | 1.91   | 2.42   | 1.27   | 1.89   | 2.39   | 2.30   | 2.93   | 3.18   | 2.30  | 2.93  | 3.18  | 2.30   |
| Supervision and Other Employer Time                    | 0.46  | 0.46   | 0.46   | 0.46   | 0.92   | 0.92   | 0.92   | 0.46   | 0.46   | 0.46   | 0.46  | 0.46  | 0.46  | 0.46   |
| Missed Appointments (not redirected to<br>other tasks) | 0.51  | 0.26   | 0.26   | 0.26   | 0.26   | 0.26   | 0.26   | 0.51   | 0.51   | 0.51   | 0.51  | 0.51  | 0.51  | 0.51   |
| Collateral contacts (not billable)                     | 1.53  | 1.53   | 1.53   | 1.53   | -  | -  | -  | 1.53   | 1.53   | 1.53   | 1.53  | 1.53  | 1.53  | 1.53   |
| Interdisciplinary team case<br>reviews/planning        | 0.77  | 0.77   | 0.77   | 0.77   | 0.76   | 0.76   | 0.76   | 0.77   | 0.77   | 0.77   | 0.77  | 0.77  | 0.77  | 0.77   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 1.15  | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15  | 1.15  | 1.15  | 1.15   |
| <b>Total</b>   | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 14.17  | 13.92  | 14.80   | 14.17   | 13.92   | 14.80  | 14.17  | 13.92  | 14.80  | 14.17  | 13.92  | 14.80  | 14.17  | 13.92  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 2.93   | 3.18   | 2.30  | 2.93  | 3.18  | 2.30   | 2.93   | 3.18   | 2.30   | 2.93   | 3.18   | 2.30   | 2.93   | 3.18   |
| Supervision and Other Employer Time                    | 0.46   | 0.46   | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   | 0.46   | 0.46   | 0.46   | 0.46   | 0.46   | 0.46   | 0.46   |
| Missed Appointments (not redirected to<br>other tasks) | 0.51   | 0.51   | 0.51  | 0.51  | 0.51  | 0.51   | 0.51   | 0.51   | 0.51   | 0.51   | 0.51   | 0.51   | 0.51   | 0.51   |
| Collateral contacts (not billable)                     | 1.53   | 1.53   | 1.53  | 1.53  | 1.53  | 1.53   | 1.53   | 1.53   | 1.53   | 1.53   | 1.53   | 1.53   | 1.53   | 1.53   |
| Interdisciplinary team case<br>reviews/planning        | 0.77   | 0.77   | 0.77  | 0.77  | 0.77  | 0.77   | 0.77   | 0.77   | 0.77   | 0.77   | 0.77   | 0.77   | 0.77   | 0.77   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 1.15   | 1.15   | 1.15  | 1.15  | 1.15  | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   | 1.15   |
| <b>Total</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   | <b>22.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 14.80   | 14.17   | 13.92   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 2.30  | 2.93  | 3.18  |
| Supervision and Other Employer Time                 | 0.46  | 0.46  | 0.46  |
| Missed Appointments (not redirected to other tasks) | 0.51  | 0.51  | 0.51  |
| Collateral contacts (not billable)                  | 1.53  | 1.53  | 1.53  |
| Interdisciplinary team case reviews/planning        | 0.77  | 0.77  | 0.77  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 1.15  | 1.15  | 1.15  |
| <b>Total</b>  | <b>22.00</b>  | <b>22.00</b>  | <b>22.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

**Appendix D: Productivity Assumptions**

Base Model Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 28.83                    | 28.44                    | 28.25                    | 31.05                                       | 30.75                                       | 30.56                                       | 26.70                   | 26.13                   | 25.73                   | 27.60                              | 27.03                              | 26.63                              | 31.05                                    | 30.75                                    |
| Travel Time Between Individuals                     | 0.58                     | 0.58                     | 0.58                     | -   | -   | -   | 2.32                    | 2.32                    | 2.32                    | 2.32                               | 2.32                               | 2.32                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.58                     | 0.97                     | 1.16                     | 0.39  | 0.69  | 0.88  | 0.97                    | 1.54                    | 1.94                    | 0.97                               | 1.54                               | 1.94                               | 0.39                                     | 0.69                                     |
| Supervision and Other Employer Time                 | 0.90                     | 0.90                     | 0.90                     | -   | -   | -   | 0.90                    | 0.90                    | 0.90                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 3.04                     | 3.04                     | 3.04                     | 3.04  | 3.04  | 3.04  | 3.04                    | 3.04                    | 3.04                    | 3.04                               | 3.04                               | 3.04                               | 3.04                                     | 3.04                                     |
| <b>Total</b>  | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                             | <b>34.60</b>                             |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 30.56                                    | 30.58                 | 30.19                 | 29.99                 | 28.06                           | 27.48                           | 27.09                           | 29.02                | 28.73                | 28.55                | 31.05                             | 30.75                             | 30.56                             | 30.59                            |
| Travel Time Between Individuals                     | -  | 0.58                  | 0.58                  | 0.58                  | 1.16                            | 1.16                            | 1.16                            | 0.58                 | 0.58                 | 0.58                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.88                                     | 0.58                  | 0.97                  | 1.17                  | 0.77                            | 1.35                            | 1.74                            | 0.39                 | 0.68                 | 0.86                 | 0.39                              | 0.69                              | 0.88                              | 0.39                             |
| Supervision and Other Employer Time                 | -  | 0.90                  | 0.90                  | 0.90                  | 0.90                            | 0.90                            | 0.90                            | 0.90                 | 0.90                 | 0.90                 | -                                 | -                                 | -                                 | 0.46                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 3.04                                     | 3.04                  | 3.04                  | 3.04                  | 3.04                            | 3.04                            | 3.04                            | 3.04                 | 3.04                 | 3.04                 | 3.04                              | 3.04                              | 3.04                              | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                             | <b>36.35</b>          | <b>36.35</b>          | <b>36.35</b>          | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 30.29                            | 30.10                            | 27.35               | 26.77               | 26.38               | 28.73        | 29.99                                 | 31.74                                    | 31.74                                    | 29.71   | 28.46                                 | 28.46                     | 31.74                      | 25.16                            |
| Travel Time Between Individuals                     | -                                | -                                | 2.32                | 2.32                | 2.32                | 2.37         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 3.86                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.69                             | 0.88                             | 0.77                | 1.35                | 1.74                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.97                             |
| Supervision and Other Employer Time                 | 0.46                             | 0.46                             | 0.45                | 0.45                | 0.45                | 0.46         | 0.90                                  | 0.90                                     | 0.90                                     | 0.89  | 1.75                                  | 1.75                      | 0.90                       | 0.90                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | -            | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 3.04                             | 3.04                             | 3.04                | 3.04                | 3.04                | 3.04         | 3.04                                  | 3.04                                     | 3.04                                     | 3.04  | 3.04                                  | 3.04                      | 3.04                       | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                     | <b>34.60</b>                     | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b> | <b>34.60</b>                          | <b>36.35</b>                             | <b>36.35</b>                             | <b>34.60</b>  | <b>34.60</b>                          | <b>34.60</b>              | <b>36.35</b>               | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 29.99                                | 26.70  | 26.90   | 27.08   | 27.28   | 27.48   | 27.67   | 27.86   | 28.05   | 28.25   | 28.05   | 28.05   | 28.25   | 28.05  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.97   | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 2.32   | 2.12  | 1.94  | 1.74  | 1.54  | 1.35  | 1.16  | 0.97  | 0.77  | 0.97  | 0.97  | 0.77  | 0.97   |
| Supervision and Other Employer Time                 | 0.90                                 | 0.90   | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 3.04                                 | 3.04   | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04   |
| <b>Total</b>  | <b>34.60</b>                         | <b>34.60</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 28.05  | 28.25  | 26.90  | 27.09  | 26.90                                       | 27.09                                       | 26.90                               | 27.09                               | 26.90                              | 27.09                              | 29.02                    | 29.22                    | 28.45                    | 30.45   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.97   | 0.97   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.97   | 0.77   | 0.96   | 0.77   | 0.96  | 0.77  | 0.96                                | 0.77                                | 0.96                               | 0.77                               | 0.97                     | 0.77                     | 0.77                     | 0.99  |
| Supervision and Other Employer Time                    | 0.90   | 0.90   | 1.78   | 1.78   | 1.78  | 1.78  | 1.78                                | 1.78                                | 1.78                               | 1.78                               | 0.90                     | 0.90                     | 0.90                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.77                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 3.04   | 3.04   | 3.04   | 3.04   | 3.04  | 3.04  | 3.04                                | 3.04                                | 3.04                               | 3.04                               | 3.04                     | 3.04                     | 3.04                     | 3.04  |
| <b>Total</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>                                 | <b>34.60</b>                                 | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                        | <b>34.60</b>                        | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 30.65  | 30.65  | 29.99                            | 26.00                   | 29.99                                | 28.45                    | 28.27                           | 28.47                           | 28.67                           | 28.86                           | 29.05                           | 29.24                           | 29.44                           | 24.81  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.54   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 3.86   |
| Recordkeeping and Reporting                         | 0.79   | 0.79   | -                                | -                       | -                                    | -                        | 1.94                            | 1.74                            | 1.54                            | 1.35                            | 1.16                            | 0.97                            | 0.77                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.90                             | 0.90                    | 0.90                                 | 0.90                     | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 3.99                    | -                                    | 1.54                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 3.04   | 3.04   | 3.04                             | 3.04                    | 3.04                                 | 3.04                     | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                       | <b>34.60</b>                                       | <b>34.60</b>                     | <b>34.60</b>            | <b>34.60</b>                         | <b>34.60</b>             | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 26.35   | 27.08                        | 27.28                          | 27.48                          | 27.67                          | 27.86                          | 28.05                          | 28.25                 | 23.40   | 22.28   | 21.83   | 22.45  | 21.49  | 20.71  |
| Travel Time Between Individuals                     | 2.32  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 4.91  | 4.91  | 4.91  | 4.28   | 4.28   | 4.28   |
| Program Set-Up/ Clean-Up                            | -   | 0.97                         | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.77  | 1.94                         | 1.74                           | 1.54                           | 1.35                           | 1.16                           | 0.97                           | 0.77                  | 3.34  | 4.46  | 4.91  | 1.95   | 2.91   | 3.69   |
| Supervision and Other Employer Time                 | 0.68  | 0.90                         | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.89  | 0.89  | 0.89  | 0.78   | 0.78   | 0.78   |
| Collateral contacts (not billable)                  | 0.77  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.68  | 2.68  | 2.68  | 1.17   | 1.17   | 1.17   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 3.04  | 3.04                         | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                  | 3.85  | 3.85  | 3.85  | 3.04   | 3.04   | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                  | <b>34.60</b>                 | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>                                     | <b>34.60</b>                                     | <b>34.60</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 27.64  | 26.52  | 26.08  | 26.15   | 25.18   | 24.40   | 23.40  | 22.28  | 21.83  | 25.85                                    | 24.74                                    | 23.84                                    | 23.40                 | 22.28                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 4.91   | 4.91   | 4.91   | 4.91                                     | 4.91                                     | 4.91                                     | 4.91                  | 4.91                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.01   | 5.13   | 5.57   | 2.53  | 3.50  | 4.28  | 3.34   | 4.46   | 4.91   | 2.23                                     | 3.34                                     | 4.24                                     | 3.34                  | 4.46                  |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45                                     | 0.45                                     | 0.45                                     | 0.45                  | 0.45                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.89   | 0.89   | 0.89   | 0.89                                     | 0.89                                     | 0.89                                     | 0.89                  | 0.89                  |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68   | 1.17  | 1.17  | 1.17  | 2.68   | 2.68   | 2.68   | 1.34                                     | 1.34                                     | 1.34                                     | 2.68                  | 2.68                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   | 3.85   | 3.85   | 3.85                                     | 3.85                                     | 3.85                                     | 3.85                  | 3.85                  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 21.83                 | 25.85                           | 24.74                           | 23.84                           | 25.85                              | 24.74                              | 23.84                              | 21.92                                       | 20.97                                       | 20.21                                       | 23.40                               | 22.28                               | 21.83                               | 23.17  |
| Travel Time Between Individuals                     | 4.91                  | 4.91                            | 4.91                            | 4.91                            | 4.91                               | 4.91                               | 4.91                               | 4.21  | 4.21  | 4.21  | 4.91                                | 4.91                                | 4.91                                | 4.91   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 4.91                  | 2.23                            | 3.34                            | 4.24                            | 2.23                               | 3.34                               | 4.24                               | 1.92  | 2.87  | 3.63  | 3.34                                | 4.46                                | 4.91                                | 2.23   |
| Supervision and Other Employer Time                 | 0.45                  | 0.45                            | 0.45                            | 0.45                            | 0.45                               | 0.45                               | 0.45                               | 1.78  | 1.78  | 1.78  | 0.45                                | 0.45                                | 0.45                                | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.89                  | 0.89                            | 0.89                            | 0.89                            | 0.89                               | 0.89                               | 0.89                               | 0.77  | 0.77  | 0.77  | 0.89                                | 0.89                                | 0.89                                | 0.89   |
| Collateral contacts (not billable)                  | 2.68                  | 1.34                            | 1.34                            | 1.34                            | 1.34                               | 1.34                               | 1.34                               | -   | -   | -   | 2.68                                | 2.68                                | 2.68                                | 2.68   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.34   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                               | 3.85                               | 3.85                               | 3.04  | 3.04  | 3.04  | 3.85                                | 3.85                                | 3.85                                | 3.85   |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 22.06  | 21.16  | 21.87  | 20.91  | 20.15  | 22.06   | 20.94   | 20.49   | 19.15   | 18.17   | 17.78   | 22.06   | 20.94   | 20.49   |
| Travel Time Between Individuals                     | 4.91   | 4.91   | 4.25   | 4.25   | 4.25   | 4.91  | 4.91  | 4.91  | 4.28  | 4.28  | 4.28  | 4.91  | 4.91  | 4.91  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.34   | 4.24   | 1.94   | 2.90   | 3.66   | 3.34  | 4.46  | 4.91  | 2.91  | 3.89  | 4.28  | 3.34  | 4.46  | 4.91  |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.90   | 0.90   | 0.90   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89   | 0.89   | 0.77   | 0.77   | 0.77   | 0.89  | 0.89  | 0.89  | 0.78  | 0.78  | 0.78  | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68   | 2.68   | -  | -  | -  | 2.68  | 2.68  | 2.68  | 2.34  | 2.34  | 2.34  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34   | 1.34   | 1.16   | 1.16   | 1.16   | 1.34  | 1.34  | 1.34  | 1.17  | 1.17  | 1.17  | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85  | 3.85  | 3.85  | 3.04  | 3.04  | 3.04  | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 22.06  | 20.94  | 20.49  | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   | 22.06   | 20.94   | 20.49   | 22.06  | 20.94  |
| Travel Time Between Individuals                     | 4.91   | 4.91   | 4.91   | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91  | 4.91   | 4.91   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.34   | 4.46   | 4.91   | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  | 3.34  | 4.46  | 4.91  | 3.34   | 4.46   |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.89   | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   |
| Collateral contacts (not billable)                  | 2.68   | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   |
| Interdisciplinary team case reviews/planning        | 1.34   | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 20.49   | 28.52  | 27.41  | 26.51  | 25.53  | 24.57  | 23.81  | 26.30  | 25.18  | 24.74  | 22.84   | 21.87   | 21.49   | 26.30  |
| Travel Time Between Individuals                        | 4.91  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.97   | 0.97   | 0.97   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 4.91  | 2.23   | 3.34   | 4.24   | 1.94   | 2.90   | 3.66   | 4.01   | 5.13   | 5.57   | 3.50  | 4.47  | 4.85  | 4.01   |
| Supervision and Other Employer Time                    | 0.45  | 0.45   | 0.45   | 0.45   | 0.90   | 0.90   | 0.90   | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89  | 0.45   | 0.45   | 0.45   | 0.39   | 0.39   | 0.39   | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.89   |
| Collateral contacts (not billable)                     | 2.68  | 2.68   | 2.68   | 2.68   | -  | -  | -  | 2.68   | 2.68   | 2.68   | 2.34  | 2.34  | 2.34  | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34  | 1.34   | 1.34   | 1.34   | 1.16   | 1.16   | 1.16   | 1.34   | 1.34   | 1.34   | 1.17  | 1.17  | 1.17  | 1.34   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 3.85  | 3.85   | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 26.30   | 25.18   | 24.74   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.01  | 5.13  | 5.57  |
| Supervision and Other Employer Time                 | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Category A Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 28.89                    | 28.50                    | 28.31                    | 31.05                                       | 30.75                                       | 30.56                                       | 26.91                   | 26.34                   | 25.93                   | 27.82                              | 27.25                              | 26.84                              | 31.05                                    | 30.75                                    |
| Travel Time Between Individuals                     | 0.52                     | 0.52                     | 0.52                     | -   | -   | -   | 2.09                    | 2.09                    | 2.09                    | 2.09                               | 2.09                               | 2.09                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.58                     | 0.97                     | 1.16                     | 0.39  | 0.69  | 0.88  | 0.98                    | 1.55                    | 1.96                    | 0.98                               | 1.55                               | 1.96                               | 0.39                                     | 0.69                                     |
| Supervision and Other Employer Time                 | 0.90                     | 0.90                     | 0.90                     | -   | -   | -   | 0.91                    | 0.91                    | 0.91                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 3.04                     | 3.04                     | 3.04                     | 3.04  | 3.04  | 3.04  | 3.04                    | 3.04                    | 3.04                    | 3.04                               | 3.04                               | 3.04                               | 3.04                                     | 3.04                                     |
| <b>Total</b>  | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                             | <b>34.60</b>                             |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 30.56                                    | 30.64                 | 30.25                 | 30.05                 | 28.18                           | 27.59                           | 27.20                           | 29.08                | 28.79                | 28.61                | 31.05                             | 30.75                             | 30.56                             | 30.59                            |
| Travel Time Between Individuals                     | -  | 0.52                  | 0.52                  | 0.52                  | 1.04                            | 1.04                            | 1.04                            | 0.52                 | 0.52                 | 0.52                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.88                                     | 0.58                  | 0.97                  | 1.17                  | 0.77                            | 1.36                            | 1.75                            | 0.39                 | 0.68                 | 0.86                 | 0.39                              | 0.69                              | 0.88                              | 0.39                             |
| Supervision and Other Employer Time                 | -  | 0.90                  | 0.90                  | 0.90                  | 0.90                            | 0.90                            | 0.90                            | 0.90                 | 0.90                 | 0.90                 | -                                 | -                                 | -                                 | 0.46                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 3.04                                     | 3.04                  | 3.04                  | 3.04                  | 3.04                            | 3.04                            | 3.04                            | 3.04                 | 3.04                 | 3.04                 | 3.04                              | 3.04                              | 3.04                              | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                             | <b>36.35</b>          | <b>36.35</b>          | <b>36.35</b>          | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 30.29                            | 30.10                            | 27.57               | 26.99               | 26.60               | 28.97        | 29.99                                 | 31.74                                    | 31.74                                    | 29.71   | 28.46                                 | 28.46                     | 31.74                      | 25.53                            |
| Travel Time Between Individuals                     | -                                | -                                | 2.09                | 2.09                | 2.09                | 2.13         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 3.47                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.69                             | 0.88                             | 0.78                | 1.36                | 1.75                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.98                             |
| Supervision and Other Employer Time                 | 0.46                             | 0.46                             | 0.45                | 0.45                | 0.45                | 0.46         | 0.90                                  | 0.90                                     | 0.90                                     | 0.89  | 1.75                                  | 1.75                      | 0.90                       | 0.91                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | -            | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 3.04                             | 3.04                             | 3.04                | 3.04                | 3.04                | 3.04         | 3.04                                  | 3.04                                     | 3.04                                     | 3.04  | 3.04                                  | 3.04                      | 3.04                       | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                     | <b>34.60</b>                     | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b> | <b>34.60</b>                          | <b>36.35</b>                             | <b>36.35</b>                             | <b>34.60</b>  | <b>34.60</b>                          | <b>34.60</b>              | <b>36.35</b>               | <b>34.60</b>                     |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 29.99                                | 26.70  | 26.90   | 27.08   | 27.28   | 27.48   | 27.67   | 27.86   | 28.05   | 28.25   | 28.05   | 28.05   | 28.25   | 28.05  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.97   | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 2.32   | 2.12  | 1.94  | 1.74  | 1.54  | 1.35  | 1.16  | 0.97  | 0.77  | 0.97  | 0.97  | 0.77  | 0.97   |
| Supervision and Other Employer Time                 | 0.90                                 | 0.90   | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 3.04                                 | 3.04   | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04   |
| <b>Total</b>  | <b>34.60</b>                         | <b>34.60</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 28.05  | 28.25  | 26.90  | 27.09  | 26.90                                       | 27.09                                       | 26.90                               | 27.09                               | 26.90                              | 27.09                              | 29.02                    | 29.22                    | 28.45                    | 30.45   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.97   | 0.97   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.97   | 0.77   | 0.96   | 0.77   | 0.96  | 0.77  | 0.96                                | 0.77                                | 0.96                               | 0.77                               | 0.97                     | 0.77                     | 0.77                     | 0.99  |
| Supervision and Other Employer Time                    | 0.90   | 0.90   | 1.78   | 1.78   | 1.78  | 1.78  | 1.78                                | 1.78                                | 1.78                               | 1.78                               | 0.90                     | 0.90                     | 0.90                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.77                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 3.04   | 3.04   | 3.04   | 3.04   | 3.04  | 3.04  | 3.04                                | 3.04                                | 3.04                               | 3.04                               | 3.04                     | 3.04                     | 3.04                     | 3.04  |
| <b>Total</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>                                 | <b>34.60</b>                                 | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                        | <b>34.60</b>                        | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 30.65  | 30.65  | 29.99                            | 26.40                   | 29.99                                | 28.60                    | 28.27                           | 28.47                           | 28.67                           | 28.86                           | 29.05                           | 29.24                           | 29.44                           | 24.94  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.39   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 3.88   |
| Recordkeeping and Reporting                         | 0.79   | 0.79   | -                                | -                       | -                                    | -                        | 1.94                            | 1.74                            | 1.54                            | 1.35                            | 1.16                            | 0.97                            | 0.77                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.90                             | 0.90                    | 0.90                                 | 0.90                     | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 3.59                    | -                                    | 1.39                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 3.04   | 3.04   | 3.04                             | 3.04                    | 3.04                                 | 3.04                     | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                       | <b>34.60</b>                                       | <b>34.60</b>                     | <b>34.60</b>            | <b>34.60</b>                         | <b>34.60</b>             | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 26.55   | 27.08                        | 27.28                          | 27.48                          | 27.67                          | 27.86                          | 28.05                          | 28.25                 | 23.78   | 22.64   | 22.18   | 22.81  | 21.83  | 21.04  |
| Travel Time Between Individuals                     | 2.09  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 4.42  | 4.42  | 4.42  | 3.85   | 3.85   | 3.85   |
| Program Set-Up/ Clean-Up                            | -   | 0.97                         | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.78  | 1.94                         | 1.74                           | 1.54                           | 1.35                           | 1.16                           | 0.97                           | 0.77                  | 3.39  | 4.53  | 4.99  | 1.98   | 2.96   | 3.75   |
| Supervision and Other Employer Time                 | 0.69  | 0.90                         | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                  | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   | 0.46   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.90  | 0.90  | 0.90  | 0.79   | 0.79   | 0.79   |
| Collateral contacts (not billable)                  | 0.78  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.72  | 2.72  | 2.72  | 1.19   | 1.19   | 1.19   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 3.04  | 3.04                         | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                  | 3.85  | 3.85  | 3.85  | 3.04   | 3.04   | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                  | <b>34.60</b>                 | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>                                     | <b>34.60</b>                                     | <b>34.60</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 27.64  | 26.52  | 26.08  | 26.15   | 25.18   | 24.40   | 23.78  | 22.64  | 22.18  | 26.26                                    | 25.14                                    | 24.22                                    | 23.78                 | 22.64                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 4.42   | 4.42   | 4.42   | 4.42                                     | 4.42                                     | 4.42                                     | 4.42                  | 4.42                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.01   | 5.13   | 5.57   | 2.53  | 3.50  | 4.28  | 3.39   | 4.53   | 4.99   | 2.27                                     | 3.39                                     | 4.31                                     | 3.39                  | 4.53                  |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.46   | 0.46   | 0.46   | 0.46                                     | 0.46                                     | 0.46                                     | 0.46                  | 0.46                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.90   | 0.90   | 0.90   | 0.90                                     | 0.90                                     | 0.90                                     | 0.90                  | 0.90                  |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68   | 1.17  | 1.17  | 1.17  | 2.72   | 2.72   | 2.72   | 1.36                                     | 1.36                                     | 1.36                                     | 2.72                  | 2.72                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   | 3.85   | 3.85   | 3.85                                     | 3.85                                     | 3.85                                     | 3.85                  | 3.85                  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 22.18                 | 26.26                           | 25.14                           | 24.22                           | 26.26                              | 25.14                              | 24.22                              | 22.27                                       | 21.30                                       | 20.53                                       | 23.78                               | 22.64                               | 22.18                               | 23.54  |
| Travel Time Between Individuals                     | 4.42                  | 4.42                            | 4.42                            | 4.42                            | 4.42                               | 4.42                               | 4.42                               | 3.79  | 3.79  | 3.79  | 4.42                                | 4.42                                | 4.42                                | 4.42   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 4.99                  | 2.27                            | 3.39                            | 4.31                            | 2.27                               | 3.39                               | 4.31                               | 1.95  | 2.92  | 3.69  | 3.39                                | 4.53                                | 4.99                                | 2.27   |
| Supervision and Other Employer Time                 | 0.46                  | 0.46                            | 0.46                            | 0.46                            | 0.46                               | 0.46                               | 0.46                               | 1.81  | 1.81  | 1.81  | 0.46                                | 0.46                                | 0.46                                | 0.46   |
| Missed Appointments (not redirected to other tasks) | 0.90                  | 0.90                            | 0.90                            | 0.90                            | 0.90                               | 0.90                               | 0.90                               | 0.78  | 0.78  | 0.78  | 0.90                                | 0.90                                | 0.90                                | 0.90   |
| Collateral contacts (not billable)                  | 2.72                  | 1.36                            | 1.36                            | 1.36                            | 1.36                               | 1.36                               | 1.36                               | -   | -   | -   | 2.72                                | 2.72                                | 2.72                                | 2.72   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.36   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                               | 3.85                               | 3.85                               | 3.04  | 3.04  | 3.04  | 3.85                                | 3.85                                | 3.85                                | 3.85   |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 22.42  | 21.50  | 22.22  | 21.24  | 20.47  | 22.42   | 21.28   | 20.82   | 19.45   | 18.46   | 18.06   | 22.42   | 21.28   | 20.82   |
| Travel Time Between Individuals                     | 4.42   | 4.42   | 3.83   | 3.83   | 3.83   | 4.42  | 4.42  | 4.42  | 3.85  | 3.85  | 3.85  | 4.42  | 4.42  | 4.42  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.39   | 4.31   | 1.97   | 2.95   | 3.72   | 3.39  | 4.53  | 4.99  | 2.96  | 3.95  | 4.35  | 3.39  | 4.53  | 4.99  |
| Supervision and Other Employer Time                 | 0.46   | 0.46   | 0.91   | 0.91   | 0.91   | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  |
| Missed Appointments (not redirected to other tasks) | 0.90   | 0.90   | 0.78   | 0.78   | 0.78   | 0.90  | 0.90  | 0.90  | 0.79  | 0.79  | 0.79  | 0.90  | 0.90  | 0.90  |
| Collateral contacts (not billable)                  | 2.72   | 2.72   | -  | -  | -  | 2.72  | 2.72  | 2.72  | 2.38  | 2.38  | 2.38  | 2.72  | 2.72  | 2.72  |
| Interdisciplinary team case reviews/planning        | 1.36   | 1.36   | 1.18   | 1.18   | 1.18   | 1.36  | 1.36  | 1.36  | 1.19  | 1.19  | 1.19  | 1.36  | 1.36  | 1.36  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85  | 3.85  | 3.85  | 3.04  | 3.04  | 3.04  | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 22.42  | 21.28  | 20.82  | 22.42   | 21.28   | 20.82   | 22.42   | 21.28   | 20.82   | 22.42   | 21.28   | 20.82   | 22.42  | 21.28  |
| Travel Time Between Individuals                     | 4.42   | 4.42   | 4.42   | 4.42  | 4.42  | 4.42  | 4.42  | 4.42  | 4.42  | 4.42  | 4.42  | 4.42  | 4.42   | 4.42   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.39   | 4.53   | 4.99   | 3.39  | 4.53  | 4.99  | 3.39  | 4.53  | 4.99  | 3.39  | 4.53  | 4.99  | 3.39   | 4.53   |
| Supervision and Other Employer Time                 | 0.46   | 0.46   | 0.46   | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46  | 0.46   | 0.46   |
| Missed Appointments (not redirected to other tasks) | 0.90   | 0.90   | 0.90   | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90   | 0.90   |
| Collateral contacts (not billable)                  | 2.72   | 2.72   | 2.72   | 2.72  | 2.72  | 2.72  | 2.72  | 2.72  | 2.72  | 2.72  | 2.72  | 2.72  | 2.72   | 2.72   |
| Interdisciplinary team case reviews/planning        | 1.36   | 1.36   | 1.36   | 1.36  | 1.36  | 1.36  | 1.36  | 1.36  | 1.36  | 1.36  | 1.36  | 1.36  | 1.36   | 1.36   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 20.82   | 28.52  | 27.41  | 26.51  | 25.53  | 24.57  | 23.81  | 26.30  | 25.18  | 24.74  | 22.84   | 21.87   | 21.49   | 26.30  |
| Travel Time Between Individuals                        | 4.42  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.97   | 0.97   | 0.97   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 4.99  | 2.23   | 3.34   | 4.24   | 1.94   | 2.90   | 3.66   | 4.01   | 5.13   | 5.57   | 3.50  | 4.47  | 4.85  | 4.01   |
| Supervision and Other Employer Time                    | 0.46  | 0.45   | 0.45   | 0.45   | 0.90   | 0.90   | 0.90   | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.90  | 0.45   | 0.45   | 0.45   | 0.39   | 0.39   | 0.39   | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.89   |
| Collateral contacts (not billable)                     | 2.72  | 2.68   | 2.68   | 2.68   | -  | -  | -  | 2.68   | 2.68   | 2.68   | 2.34  | 2.34  | 2.34  | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.36  | 1.34   | 1.34   | 1.34   | 1.16   | 1.16   | 1.16   | 1.34   | 1.34   | 1.34   | 1.17  | 1.17  | 1.17  | 1.34   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 3.85  | 3.85   | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |

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| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 26.30   | 25.18   | 24.74   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.01  | 5.13  | 5.57  |
| Supervision and Other Employer Time                 | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
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Category B Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 28.80                    | 28.41                    | 28.22                    | 31.05                                       | 30.75                                       | 30.56                                       | 26.58                   | 26.02                   | 25.62                   | 27.48                              | 26.92                              | 26.52                              | 31.05                                    | 30.75                                    |
| Travel Time Between Individuals                     | 0.61                     | 0.61                     | 0.61                     | -   | -   | -   | 2.44                    | 2.44                    | 2.44                    | 2.44                               | 2.44                               | 2.44                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.58                     | 0.97                     | 1.16                     | 0.39  | 0.69  | 0.88  | 0.97                    | 1.53                    | 1.93                    | 0.97                               | 1.53                               | 1.93                               | 0.39                                     | 0.69                                     |
| Supervision and Other Employer Time                 | 0.90                     | 0.90                     | 0.90                     | -   | -   | -   | 0.90                    | 0.90                    | 0.90                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 3.04                     | 3.04                     | 3.04                     | 3.04  | 3.04  | 3.04  | 3.04                    | 3.04                    | 3.04                    | 3.04                               | 3.04                               | 3.04                               | 3.04                                     | 3.04                                     |
| <b>Total</b>  | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                             | <b>34.60</b>                             |

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| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 30.56                                    | 30.55                 | 30.16                 | 29.96                 | 28.00                           | 27.42                           | 27.03                           | 28.99                | 28.70                | 28.52                | 31.05                             | 30.75                             | 30.56                             | 30.59                            |
| Travel Time Between Individuals                     | -  | 0.61                  | 0.61                  | 0.61                  | 1.22                            | 1.22                            | 1.22                            | 0.61                 | 0.61                 | 0.61                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.88                                     | 0.58                  | 0.97                  | 1.17                  | 0.77                            | 1.35                            | 1.74                            | 0.39                 | 0.68                 | 0.86                 | 0.39                              | 0.69                              | 0.88                              | 0.39                             |
| Supervision and Other Employer Time                 | -  | 0.90                  | 0.90                  | 0.90                  | 0.90                            | 0.90                            | 0.90                            | 0.90                 | 0.90                 | 0.90                 | -                                 | -                                 | -                                 | 0.46                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 3.04                                     | 3.04                  | 3.04                  | 3.04                  | 3.04                            | 3.04                            | 3.04                            | 3.04                 | 3.04                 | 3.04                 | 3.04                              | 3.04                              | 3.04                              | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                             | <b>36.35</b>          | <b>36.35</b>          | <b>36.35</b>          | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                     |

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| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 30.29                            | 30.10                            | 27.23               | 26.66               | 26.27               | 28.61        | 29.99                                 | 31.74                                    | 31.74                                    | 29.71   | 28.46                                 | 28.46                     | 31.74                      | 24.99                            |
| Travel Time Between Individuals                     | -                                | -                                | 2.44                | 2.44                | 2.44                | 2.49         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 4.05                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.69                             | 0.88                             | 0.77                | 1.34                | 1.73                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.96                             |
| Supervision and Other Employer Time                 | 0.46                             | 0.46                             | 0.45                | 0.45                | 0.45                | 0.46         | 0.90                                  | 0.90                                     | 0.90                                     | 0.89  | 1.75                                  | 1.75                      | 0.90                       | 0.89                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | -            | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 3.04                             | 3.04                             | 3.04                | 3.04                | 3.04                | 3.04         | 3.04                                  | 3.04                                     | 3.04                                     | 3.04  | 3.04                                  | 3.04                      | 3.04                       | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                     | <b>34.60</b>                     | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b> | <b>34.60</b>                          | <b>36.35</b>                             | <b>36.35</b>                             | <b>34.60</b>  | <b>34.60</b>                          | <b>34.60</b>              | <b>36.35</b>               | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 29.99                                | 26.70  | 26.90   | 27.08   | 27.28   | 27.48   | 27.67   | 27.86   | 28.05   | 28.25   | 28.05   | 28.05   | 28.25   | 28.05  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.97   | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 2.32   | 2.12  | 1.94  | 1.74  | 1.54  | 1.35  | 1.16  | 0.97  | 0.77  | 0.97  | 0.97  | 0.77  | 0.97   |
| Supervision and Other Employer Time                 | 0.90                                 | 0.90   | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 3.04                                 | 3.04   | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04   |
| <b>Total</b>  | <b>34.60</b>                         | <b>34.60</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>   |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 28.05  | 28.25  | 26.90  | 27.09  | 26.90                                       | 27.09                                       | 26.90                               | 27.09                               | 26.90                              | 27.09                              | 29.02                    | 29.22                    | 28.45                    | 30.45   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.97   | 0.97   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.97   | 0.77   | 0.96   | 0.77   | 0.96  | 0.77  | 0.96                                | 0.77                                | 0.96                               | 0.77                               | 0.97                     | 0.77                     | 0.77                     | 0.99  |
| Supervision and Other Employer Time                    | 0.90   | 0.90   | 1.78   | 1.78   | 1.78  | 1.78  | 1.78                                | 1.78                                | 1.78                               | 1.78                               | 0.90                     | 0.90                     | 0.90                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.77                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 3.04   | 3.04   | 3.04   | 3.04   | 3.04  | 3.04  | 3.04                                | 3.04                                | 3.04                               | 3.04                               | 3.04                     | 3.04                     | 3.04                     | 3.04  |
| <b>Total</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>                                 | <b>34.60</b>                                 | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                        | <b>34.60</b>                        | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>  |



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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 30.65  | 30.65  | 29.99                            | 25.80                   | 29.99                                | 28.37                    | 28.27                           | 28.47                           | 28.67                           | 28.86                           | 29.05                           | 29.24                           | 29.44                           | 24.74  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.62   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 3.85   |
| Recordkeeping and Reporting                         | 0.79   | 0.79   | -                                | -                       | -                                    | -                        | 1.94                            | 1.74                            | 1.54                            | 1.35                            | 1.16                            | 0.97                            | 0.77                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.90                             | 0.90                    | 0.90                                 | 0.90                     | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 4.19                    | -                                    | 1.62                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 3.04   | 3.04   | 3.04                             | 3.04                    | 3.04                                 | 3.04                     | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                       | <b>34.60</b>                                       | <b>34.60</b>                     | <b>34.60</b>            | <b>34.60</b>                         | <b>34.60</b>             | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                                     |

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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 26.23   | 27.08                        | 27.28                          | 27.48                          | 27.67                          | 27.86                          | 28.05                          | 28.25                 | 23.21   | 22.10   | 21.65   | 22.28  | 21.32  | 20.55  |
| Travel Time Between Individuals                     | 2.44  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 5.16  | 5.16  | 5.16  | 4.49   | 4.49   | 4.49   |
| Program Set-Up/ Clean-Up                            | -   | 0.97                         | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.77  | 1.94                         | 1.74                           | 1.54                           | 1.35                           | 1.16                           | 0.97                           | 0.77                  | 3.31  | 4.42  | 4.87  | 1.93   | 2.89   | 3.66   |
| Supervision and Other Employer Time                 | 0.68  | 0.90                         | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.88  | 0.88  | 0.88  | 0.77   | 0.77   | 0.77   |
| Collateral contacts (not billable)                  | 0.77  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.66  | 2.66  | 2.66  | 1.16   | 1.16   | 1.16   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 3.04  | 3.04                         | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                  | 3.85  | 3.85  | 3.85  | 3.04   | 3.04   | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                  | <b>34.60</b>                 | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>                                     | <b>34.60</b>                                     | <b>34.60</b>                                     |

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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 27.64  | 26.52  | 26.08  | 26.15   | 25.18   | 24.40   | 23.21  | 22.10  | 21.65  | 25.64                                    | 24.54                                    | 23.64                                    | 23.21                 | 22.10                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 5.16   | 5.16   | 5.16   | 5.16                                     | 5.16                                     | 5.16                                     | 5.16                  | 5.16                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.01   | 5.13   | 5.57   | 2.53  | 3.50  | 4.28  | 3.31   | 4.42   | 4.87   | 2.21                                     | 3.31                                     | 4.21                                     | 3.31                  | 4.42                  |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45                                     | 0.45                                     | 0.45                                     | 0.45                  | 0.45                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.88   | 0.88   | 0.88   | 0.88                                     | 0.88                                     | 0.88                                     | 0.88                  | 0.88                  |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68   | 1.17  | 1.17  | 1.17  | 2.66   | 2.66   | 2.66   | 1.33                                     | 1.33                                     | 1.33                                     | 2.66                  | 2.66                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   | 3.85   | 3.85   | 3.85                                     | 3.85                                     | 3.85                                     | 3.85                  | 3.85                  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 21.65                 | 25.64                           | 24.54                           | 23.64                           | 25.64                              | 24.54                              | 23.64                              | 21.75                                       | 20.80                                       | 20.05                                       | 23.21                               | 22.10                               | 21.65                               | 22.98  |
| Travel Time Between Individuals                     | 5.16                  | 5.16                            | 5.16                            | 5.16                            | 5.16                               | 5.16                               | 5.16                               | 4.42  | 4.42  | 4.42  | 5.16                                | 5.16                                | 5.16                                | 5.16   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 4.87                  | 2.21                            | 3.31                            | 4.21                            | 2.21                               | 3.31                               | 4.21                               | 1.90  | 2.85  | 3.60  | 3.31                                | 4.42                                | 4.87                                | 2.21   |
| Supervision and Other Employer Time                 | 0.45                  | 0.45                            | 0.45                            | 0.45                            | 0.45                               | 0.45                               | 0.45                               | 1.77  | 1.77  | 1.77  | 0.45                                | 0.45                                | 0.45                                | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.88                  | 0.88                            | 0.88                            | 0.88                            | 0.88                               | 0.88                               | 0.88                               | 0.76  | 0.76  | 0.76  | 0.88                                | 0.88                                | 0.88                                | 0.88   |
| Collateral contacts (not billable)                  | 2.66                  | 1.33                            | 1.33                            | 1.33                            | 1.33                               | 1.33                               | 1.33                               | -   | -   | -   | 2.66                                | 2.66                                | 2.66                                | 2.66   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.33   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                               | 3.85                               | 3.85                               | 3.04  | 3.04  | 3.04  | 3.85                                | 3.85                                | 3.85                                | 3.85   |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 21.88  | 20.98  | 21.71  | 20.75  | 20.00  | 21.88   | 20.77   | 20.32   | 19.00   | 18.03   | 17.64   | 21.88   | 20.77   | 20.32   |
| Travel Time Between Individuals                     | 5.16   | 5.16   | 4.46   | 4.46   | 4.46   | 5.16  | 5.16  | 5.16  | 4.49  | 4.49  | 4.49  | 5.16  | 5.16  | 5.16  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.31   | 4.21   | 1.92   | 2.88   | 3.63   | 3.31  | 4.42  | 4.87  | 2.89  | 3.86  | 4.25  | 3.31  | 4.42  | 4.87  |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.89   | 0.89   | 0.89   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.88   | 0.88   | 0.76   | 0.76   | 0.76   | 0.88  | 0.88  | 0.88  | 0.77  | 0.77  | 0.77  | 0.88  | 0.88  | 0.88  |
| Collateral contacts (not billable)                  | 2.66   | 2.66   | -  | -  | -  | 2.66  | 2.66  | 2.66  | 2.32  | 2.32  | 2.32  | 2.66  | 2.66  | 2.66  |
| Interdisciplinary team case reviews/planning        | 1.33   | 1.33   | 1.15   | 1.15   | 1.15   | 1.33  | 1.33  | 1.33  | 1.16  | 1.16  | 1.16  | 1.33  | 1.33  | 1.33  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85  | 3.85  | 3.85  | 3.04  | 3.04  | 3.04  | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 21.88  | 20.77  | 20.32  | 21.88   | 20.77   | 20.32   | 21.88   | 20.77   | 20.32   | 21.88   | 20.77   | 20.32   | 21.88  | 20.77  |
| Travel Time Between Individuals                     | 5.16   | 5.16   | 5.16   | 5.16  | 5.16  | 5.16  | 5.16  | 5.16  | 5.16  | 5.16  | 5.16  | 5.16  | 5.16   | 5.16   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.31   | 4.42   | 4.87   | 3.31  | 4.42  | 4.87  | 3.31  | 4.42  | 4.87  | 3.31  | 4.42  | 4.87  | 3.31   | 4.42   |
| Supervision and Other Employer Time                 | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   |
| Missed Appointments (not redirected to other tasks) | 0.88   | 0.88   | 0.88   | 0.88  | 0.88  | 0.88  | 0.88  | 0.88  | 0.88  | 0.88  | 0.88  | 0.88  | 0.88   | 0.88   |
| Collateral contacts (not billable)                  | 2.66   | 2.66   | 2.66   | 2.66  | 2.66  | 2.66  | 2.66  | 2.66  | 2.66  | 2.66  | 2.66  | 2.66  | 2.66   | 2.66   |
| Interdisciplinary team case reviews/planning        | 1.33   | 1.33   | 1.33   | 1.33  | 1.33  | 1.33  | 1.33  | 1.33  | 1.33  | 1.33  | 1.33  | 1.33  | 1.33   | 1.33   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
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| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 20.32   | 28.52  | 27.41  | 26.51  | 25.53  | 24.57  | 23.81  | 26.30  | 25.18  | 24.74  | 22.84   | 21.87   | 21.49   | 26.30  |
| Travel Time Between Individuals                        | 5.16  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.97   | 0.97   | 0.97   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 4.87  | 2.23   | 3.34   | 4.24   | 1.94   | 2.90   | 3.66   | 4.01   | 5.13   | 5.57   | 3.50  | 4.47  | 4.85  | 4.01   |
| Supervision and Other Employer Time                    | 0.45  | 0.45   | 0.45   | 0.45   | 0.90   | 0.90   | 0.90   | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.88  | 0.45   | 0.45   | 0.45   | 0.39   | 0.39   | 0.39   | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.89   |
| Collateral contacts (not billable)                     | 2.66  | 2.68   | 2.68   | 2.68   | -  | -  | -  | 2.68   | 2.68   | 2.68   | 2.34  | 2.34  | 2.34  | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.33  | 1.34   | 1.34   | 1.34   | 1.16   | 1.16   | 1.16   | 1.34   | 1.34   | 1.34   | 1.17  | 1.17  | 1.17  | 1.34   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 3.85  | 3.85   | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 26.30   | 25.18   | 24.74   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.01  | 5.13  | 5.57  |
| Supervision and Other Employer Time                 | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

Category C Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees)

| Factor  | Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living, 1:1 | Independent Living, 1:2 | Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| Direct services                                     | 28.68                    | 28.29                    | 28.11                    | 31.05                                       | 30.75                                       | 30.56                                       | 26.16                   | 25.60                   | 25.21                   | 27.04                              | 26.48                              | 26.09                              | 31.05                                    | 30.75                                    |
| Travel Time Between Individuals                     | 0.73                     | 0.73                     | 0.73                     | -   | -   | -   | 2.90                    | 2.90                    | 2.90                    | 2.90                               | 2.90                               | 2.90                               | -  | -  |
| Program Set-Up/ Clean-Up                            | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Networking/ General Development Activities          | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Recordkeeping and Reporting                         | 0.58                     | 0.97                     | 1.15                     | 0.39  | 0.69  | 0.88  | 0.95                    | 1.51                    | 1.90                    | 0.95                               | 1.51                               | 1.90                               | 0.39                                     | 0.69                                     |
| Supervision and Other Employer Time                 | 0.90                     | 0.90                     | 0.90                     | -   | -   | -   | 0.88                    | 0.88                    | 0.88                    | -                                  | -                                  | -                                  | -  | -  |
| Missed Appointments (not redirected to other tasks) | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Collateral contacts (not billable)                  | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Interdisciplinary team case reviews/planning        | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Travel Time without Individuals                     | -                        | -                        | -                        | -   | -   | -   | -                       | -                       | -                       | -                                  | -                                  | -                                  | -  | -  |
| Training  | 0.67                     | 0.67                     | 0.67                     | 0.12  | 0.12  | 0.12  | 0.67                    | 0.67                    | 0.67                    | 0.67                               | 0.67                               | 0.67                               | 0.12                                     | 0.12                                     |
| Paid time off                                       | 3.04                     | 3.04                     | 3.04                     | 3.04  | 3.04  | 3.04  | 3.04                    | 3.04                    | 3.04                    | 3.04                               | 3.04                               | 3.04                               | 3.04                                     | 3.04                                     |
| <b>Total</b>  | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>            | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>                             | <b>34.60</b>                             |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Parent Coordinated Supported Living, 1:3 | Supported Living, 1:1 | Supported Living, 1:2 | Supported Living, 1:3 | Parenting Support Services, 1:1 | Parenting Support Services, 1:2 | Parenting Support Services, 1:3 | Respite, Agency, 1:1 | Respite, Agency, 1:2 | Respite, Agency, 1:3 | Participant-Directed Respite, 1:1 | Participant-Directed Respite, 1:2 | Participant-Directed Respite, 1:3 | Respite, Employer of Record, 1:1 |
|---|--|-----------------------|-----------------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|
| Direct services                                     | 30.56                                    | 30.43                 | 30.04                 | 29.85                 | 27.79                           | 27.21                           | 26.83                           | 28.87                | 28.58                | 28.40                | 31.05                             | 30.75                             | 30.56                             | 30.59                            |
| Travel Time Between Individuals                     | -  | 0.73                  | 0.73                  | 0.73                  | 1.45                            | 1.45                            | 1.45                            | 0.73                 | 0.73                 | 0.73                 | -                                 | -                                 | -                                 | -                                |
| Program Set-Up/ Clean-Up                            | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Networking/ General Development Activities          | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Recordkeeping and Reporting                         | 0.88                                     | 0.58                  | 0.97                  | 1.16                  | 0.76                            | 1.34                            | 1.72                            | 0.39                 | 0.68                 | 0.86                 | 0.39                              | 0.69                              | 0.88                              | 0.39                             |
| Supervision and Other Employer Time                 | -  | 0.90                  | 0.90                  | 0.90                  | 0.89                            | 0.89                            | 0.89                            | 0.90                 | 0.90                 | 0.90                 | -                                 | -                                 | -                                 | 0.46                             |
| Missed Appointments (not redirected to other tasks) | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Collateral contacts (not billable)                  | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Interdisciplinary team case reviews/planning        | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Travel Time without Individuals                     | -  | -                     | -                     | -                     | -                               | -                               | -                               | -                    | -                    | -                    | -                                 | -                                 | -                                 | -                                |
| Training  | 0.12                                     | 0.67                  | 0.67                  | 0.67                  | 0.67                            | 0.67                            | 0.67                            | 0.67                 | 0.67                 | 0.67                 | 0.12                              | 0.12                              | 0.12                              | 0.12                             |
| Paid time off                                       | 3.04                                     | 3.04                  | 3.04                  | 3.04                  | 3.04                            | 3.04                            | 3.04                            | 3.04                 | 3.04                 | 3.04                 | 3.04                              | 3.04                              | 3.04                              | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                             | <b>36.35</b>          | <b>36.35</b>          | <b>36.35</b>          | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>         | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                      | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Respite, Employer of Record, 1:2 | Respite, Employer of Record, 1:3 | Tutor Services, 1:1 | Tutor Services, 1:2 | Tutor Services, 1:3 | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Community Care Facility - Staff Operated | Community Care Facility - Owner Operated | Adult Residential Facility for Persons with Special Health Care Needs | Enhanced Behavioral Supports Home DSP | Community Crisis Home DSP | Supported Living-Community | Family Home Agency In-Home Staff |
|---|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| Direct services                                     | 30.29                            | 30.10                            | 26.80               | 26.23               | 25.85               | 28.15        | 29.99                                 | 31.74                                    | 31.74                                    | 29.71   | 28.46                                 | 28.46                     | 31.74                      | 24.25                            |
| Travel Time Between Individuals                     | -                                | -                                | 2.90                | 2.90                | 2.90                | 2.96         | -                                     | -  | -  | -   | -                                     | -                         | -                          | 4.83                             |
| Program Set-Up/ Clean-Up                            | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Networking/ General Development Activities          | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Recordkeeping and Reporting                         | 0.69                             | 0.88                             | 0.75                | 1.32                | 1.70                | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | 0.94                             |
| Supervision and Other Employer Time                 | 0.46                             | 0.46                             | 0.44                | 0.44                | 0.44                | 0.45         | 0.90                                  | 0.90                                     | 0.90                                     | 0.89  | 1.75                                  | 1.75                      | 0.90                       | 0.87                             |
| Missed Appointments (not redirected to other tasks) | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Collateral contacts (not billable)                  | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Interdisciplinary team case reviews/planning        | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Travel Time without Individuals                     | -                                | -                                | -                   | -                   | -                   | -            | -                                     | -  | -  | -   | -                                     | -                         | -                          | -                                |
| Training  | 0.12                             | 0.12                             | 0.67                | 0.67                | 0.67                | -            | 0.67                                  | 0.67                                     | 0.67                                     | 0.96  | 1.35                                  | 1.35                      | 0.67                       | 0.67                             |
| Paid time off                                       | 3.04                             | 3.04                             | 3.04                | 3.04                | 3.04                | 3.04         | 3.04                                  | 3.04                                     | 3.04                                     | 3.04  | 3.04                                  | 3.04                      | 3.04                       | 3.04                             |
| <b>Total</b>  | <b>34.60</b>                     | <b>34.60</b>                     | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b>        | <b>34.60</b> | <b>34.60</b>                          | <b>36.35</b>                             | <b>36.35</b>                             | <b>34.60</b>  | <b>34.60</b>                          | <b>34.60</b>              | <b>36.35</b>               | <b>34.60</b>                     |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Supplemental Residential Prog. Supp. | Community-Based Day Programs,<br>Center/Facility, 1:10 | Community-Based Day Programs,<br>Center/Facility, 1:9 | Community-Based Day Programs,<br>Center/Facility, 1:8 | Community-Based Day Programs,<br>Center/Facility, 1:7 | Community-Based Day Programs,<br>Center/Facility, 1:6 | Community-Based Day Programs,<br>Center/Facility, 1:5 | Community-Based Day Programs,<br>Center/Facility, 1:4 | Community-Based Day Programs,<br>Center/Facility, 1:3 | Community-Based Day Programs,<br>Center/Facility, 1:2 | Community-Based Day Programs,<br>Community, 1:4 | Community-Based Day Programs,<br>Community, 1:3 | Community-Based Day Programs,<br>Community, 1:2 | Community-Based Day Programs,<br>Community Only, 1:4 |
|---|--------------------------------------|--|---|---|---|---|---|---|---|---|---|---|---|--|
| Direct services                                     | 29.99                                | 26.70  | 26.90   | 27.08   | 27.28   | 27.48   | 27.67   | 27.86   | 28.05   | 28.25   | 28.05   | 28.05   | 28.25   | 28.05  |
| Travel Time Between Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                            | -                                    | 0.97   | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97  | 0.97   |
| Networking/ General Development Activities          | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Recordkeeping and Reporting                         | -                                    | 2.32   | 2.12  | 1.94  | 1.74  | 1.54  | 1.35  | 1.16  | 0.97  | 0.77  | 0.97  | 0.97  | 0.77  | 0.97   |
| Supervision and Other Employer Time                 | 0.90                                 | 0.90   | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90  | 0.90   |
| Missed Appointments (not redirected to other tasks) | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Collateral contacts (not billable)                  | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Interdisciplinary team case reviews/planning        | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Travel Time without Individuals                     | -                                    | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  |
| Training  | 0.67                                 | 0.67   | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67  | 0.67   |
| Paid time off                                       | 3.04                                 | 3.04   | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04  | 3.04   |
| <b>Total</b>  | <b>34.60</b>                         | <b>34.60</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>                                    | <b>34.60</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Community-Based Day Programs,<br>Community Only, 1:3 | Community-Based Day Programs,<br>Community Only, 1:2 | Behavior Management, Center/Facility,<br>1:3 | Behavior Management, Center/Facility,<br>1:2 | Medical Management, Center/Facility,<br>1:3 | Medical Management, Center/Facility,<br>1:2 | Behavior Management, Community, 1:3 | Behavior Management, Community, 1:2 | Medical Management, Community, 1:3 | Medical Management, Community, 1:2 | In-Home Day Program, 1:3 | In-Home Day Program, 1:2 | In-Home Day Program, 1:1 | Participant-Directed Community-Based<br>Training, 1:3 |
|--|--|--|--|--|---|---|-------------------------------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------|--------------------------|--------------------------|---|
| Direct services  | 28.05  | 28.25  | 26.90  | 27.09  | 26.90                                       | 27.09                                       | 26.90                               | 27.09                               | 26.90                              | 27.09                              | 29.02                    | 29.22                    | 28.45                    | 30.45   |
| Travel Time Between Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Program Set-Up/ Clean-Up                               | 0.97   | 0.97   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | -                        | -                        | 0.00                     | -   |
| Networking/ General Development<br>Activities          | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Recordkeeping and Reporting                            | 0.97   | 0.77   | 0.96   | 0.77   | 0.96  | 0.77  | 0.96                                | 0.77                                | 0.96                               | 0.77                               | 0.97                     | 0.77                     | 0.77                     | 0.99  |
| Supervision and Other Employer Time                    | 0.90   | 0.90   | 1.78   | 1.78   | 1.78  | 1.78  | 1.78                                | 1.78                                | 1.78                               | 1.78                               | 0.90                     | 0.90                     | 0.90                     | -   |
| Missed Appointments (not redirected to<br>other tasks) | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | 0.77                     | -   |
| Collateral contacts (not billable)                     | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Travel Time without Individuals                        | -  | -  | -  | -  | -   | -   | -                                   | -                                   | -                                  | -                                  | -                        | -                        | -                        | -   |
| Training   | 0.67   | 0.67   | 0.96   | 0.96   | 0.96  | 0.96  | 0.96                                | 0.96                                | 0.96                               | 0.96                               | 0.67                     | 0.67                     | 0.67                     | 0.12  |
| Paid time off  | 3.04   | 3.04   | 3.04   | 3.04   | 3.04  | 3.04  | 3.04                                | 3.04                                | 3.04                               | 3.04                               | 3.04                     | 3.04                     | 3.04                     | 3.04  |
| <b>Total</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>                                 | <b>34.60</b>                                 | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                        | <b>34.60</b>                        | <b>34.60</b>                       | <b>34.60</b>                       | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>             | <b>34.60</b>  |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Participant-Directed Community-Based Training, 1:2 | Participant-Directed Community-Based Training, 1:1 | Supplemental Day Program Support | Transportation, Company | Transportation, Additional Component | Transportation Assistant | Supported Employment-Group, 1:8 | Supported Employment-Group, 1:7 | Supported Employment-Group, 1:6 | Supported Employment-Group, 1:5 | Supported Employment-Group, 1:4 | Supported Employment-Group, 1:3 | Supported Employment-Group, 1:2 | Supported Employment-Individual, Job Development |
|---|--|--|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|--|
| Direct services                                     | 30.65  | 30.65  | 29.99                            | 25.00                   | 29.99                                | 28.06                    | 28.27                           | 28.47                           | 28.67                           | 28.86                           | 29.05                           | 29.24                           | 29.44                           | 24.48  |
| Travel Time Between Individuals                     | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 1.93   |
| Program Set-Up/ Clean-Up                            | -  | 0.00   | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Networking/ General Development Activities          | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | 3.81   |
| Recordkeeping and Reporting                         | 0.79   | 0.79   | -                                | -                       | -                                    | -                        | 1.94                            | 1.74                            | 1.54                            | 1.35                            | 1.16                            | 0.97                            | 0.77                            | -  |
| Supervision and Other Employer Time                 | -  | -  | 0.90                             | 0.90                    | 0.90                                 | 0.90                     | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.68                            | 0.67   |
| Missed Appointments (not redirected to other tasks) | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Collateral contacts (not billable)                  | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Interdisciplinary team case reviews/planning        | -  | -  | -                                | -                       | -                                    | -                        | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Travel Time without Individuals                     | -  | -  | -                                | 4.99                    | -                                    | 1.93                     | -                               | -                               | -                               | -                               | -                               | -                               | -                               | -  |
| Training  | 0.12   | 0.12   | 0.67                             | 0.67                    | 0.67                                 | 0.67                     | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67                            | 0.67   |
| Paid time off                                       | 3.04   | 3.04   | 3.04                             | 3.04                    | 3.04                                 | 3.04                     | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04                            | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                       | <b>34.60</b>                                       | <b>34.60</b>                     | <b>34.60</b>            | <b>34.60</b>                         | <b>34.60</b>             | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                    | <b>34.60</b>                                     |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Supported Employment-Individual, Job Coaching | Work Activity Program, 1:35+ | Work Activity Program, 1:30-34 | Work Activity Program, 1:25-29 | Work Activity Program, 1:20-24 | Work Activity Program, 1:15-19 | Work Activity Program, 1:10-14 | Work Activity Program | Specialized Therapeutic Services, Professional, 1:1 | Specialized Therapeutic Services, Professional, 1:2 | Specialized Therapeutic Services, Professional, 1:3 | Specialized Therapeutic Services, Assistant, 1:1 | Specialized Therapeutic Services, Assistant, 1:2 | Specialized Therapeutic Services, Assistant, 1:3 |
|---|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| Direct services                                     | 25.82   | 27.08                        | 27.28                          | 27.48                          | 27.67                          | 27.86                          | 28.05                          | 28.25                 | 22.47   | 21.40   | 20.97   | 21.56  | 20.64  | 19.89  |
| Travel Time Between Individuals                     | 2.90  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 6.14  | 6.14  | 6.14  | 5.35   | 5.35   | 5.35   |
| Program Set-Up/ Clean-Up                            | -   | 0.97                         | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                           | 0.97                  | -   | -   | -   | -  | -  | -  |
| Networking/ General Development Activities          | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Recordkeeping and Reporting                         | 0.75  | 1.94                         | 1.74                           | 1.54                           | 1.35                           | 1.16                           | 0.97                           | 0.77                  | 3.21  | 4.28  | 4.71  | 1.87   | 2.79   | 3.54   |
| Supervision and Other Employer Time                 | 0.67  | 0.90                         | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                           | 0.90                  | 0.43  | 0.43  | 0.43  | 0.43   | 0.43   | 0.43   |
| Missed Appointments (not redirected to other tasks) | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 0.85  | 0.85  | 0.85  | 0.75   | 0.75   | 0.75   |
| Collateral contacts (not billable)                  | 0.75  | -                            | -                              | -                              | -                              | -                              | -                              | -                     | 2.57  | 2.57  | 2.57  | 1.12   | 1.12   | 1.12   |
| Interdisciplinary team case reviews/planning        | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Travel Time without Individuals                     | -   | -                            | -                              | -                              | -                              | -                              | -                              | -                     | -   | -   | -   | -  | -  | -  |
| Training  | 0.67  | 0.67                         | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                           | 0.67                  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   |
| Paid time off                                       | 3.04  | 3.04                         | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                           | 3.04                  | 3.85  | 3.85  | 3.85  | 3.04   | 3.04   | 3.04   |
| <b>Total</b>  | <b>34.60</b>                                  | <b>34.60</b>                 | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>                   | <b>34.60</b>          | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>                                     | <b>34.60</b>                                     | <b>34.60</b>                                     |



DDS Vendor Rate Study – Rate Models  
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| Factor   | Specialized Therapeutic Services,<br>Professional, Clinic, 1:1 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:2 | Specialized Therapeutic Services,<br>Professional, Clinic, 1:3 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:1 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:2 | Specialized Therapeutic Services,<br>Assistant, Clinic, 1:3 | Adaptive Skills Trainer; Licensed<br>Professional, 1:1 | Adaptive Skills Trainer; Licensed<br>Professional, 1:2 | Adaptive Skills Trainer; Licensed<br>Professional, 1:3 | Adaptive Skills Trainer; Specialist, 1:1 | Adaptive Skills Trainer; Specialist, 1:2 | Adaptive Skills Trainer; Specialist, 1:3 | Behavior Analyst, 1:1 | Behavior Analyst, 1:2 |
|--|--|--|--|---|---|---|--|--|--|--|--|--|-----------------------|-----------------------|
| Direct services  | 27.64  | 26.52  | 26.08  | 26.15   | 25.18   | 24.40   | 22.47  | 21.40  | 20.97  | 24.82                                    | 23.75                                    | 22.89                                    | 22.47                 | 21.40                 |
| Travel Time Between Individuals                        | -  | -  | -  | -   | -   | -   | 6.14   | 6.14   | 6.14   | 6.14                                     | 6.14                                     | 6.14                                     | 6.14                  | 6.14                  |
| Program Set-Up/ Clean-Up                               | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Networking/ General Development<br>Activities          | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Recordkeeping and Reporting                            | 4.01   | 5.13   | 5.57   | 2.53  | 3.50  | 4.28  | 3.21   | 4.28   | 4.71   | 2.14                                     | 3.21                                     | 4.07                                     | 3.21                  | 4.28                  |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.43   | 0.43   | 0.43   | 0.43                                     | 0.43                                     | 0.43                                     | 0.43                  | 0.43                  |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.85   | 0.85   | 0.85   | 0.85                                     | 0.85                                     | 0.85                                     | 0.85                  | 0.85                  |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68   | 1.17  | 1.17  | 1.17  | 2.57   | 2.57   | 2.57   | 1.29                                     | 1.29                                     | 1.29                                     | 2.57                  | 2.57                  |
| Interdisciplinary team case<br>reviews/planning        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Travel Time without Individuals                        | -  | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -                     | -                     |
| Training   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48                                     | 0.48                                     | 0.48                                     | 0.48                  | 0.48                  |
| Paid time off  | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   | 3.85   | 3.85   | 3.85                                     | 3.85                                     | 3.85                                     | 3.85                  | 3.85                  |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>                             | <b>40.00</b>          | <b>40.00</b>          |

DDS Vendor Rate Study – Rate Models  
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| Factor  | Behavior Analyst, 1:3 | Associate Behavior Analyst, 1:1 | Associate Behavior Analyst, 1:2 | Associate Behavior Analyst, 1:3 | Behavior Management Assistant, 1:1 | Behavior Management Assistant, 1:2 | Behavior Management Assistant, 1:3 | Behavior Technician - Paraprofessional, 1:1 | Behavior Technician - Paraprofessional, 1:2 | Behavior Technician - Paraprofessional, 1:3 | Behavior Management Consultant, 1:1 | Behavior Management Consultant, 1:2 | Behavior Management Consultant, 1:3 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 |
|---|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Direct services                                     | 20.97                 | 24.82                           | 23.75                           | 22.89                           | 24.82                              | 23.75                              | 22.89                              | 21.05                                       | 20.13                                       | 19.40                                       | 22.47                               | 21.40                               | 20.97                               | 22.25  |
| Travel Time Between Individuals                     | 6.14                  | 6.14                            | 6.14                            | 6.14                            | 6.14                               | 6.14                               | 6.14                               | 5.26  | 5.26  | 5.26  | 6.14                                | 6.14                                | 6.14                                | 6.14   |
| Program Set-Up/ Clean-Up                            | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Networking/ General Development Activities          | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Recordkeeping and Reporting                         | 4.71                  | 2.14                            | 3.21                            | 4.07                            | 2.14                               | 3.21                               | 4.07                               | 1.84  | 2.76  | 3.49  | 3.21                                | 4.28                                | 4.71                                | 2.14   |
| Supervision and Other Employer Time                 | 0.43                  | 0.43                            | 0.43                            | 0.43                            | 0.43                               | 0.43                               | 0.43                               | 1.71  | 1.71  | 1.71  | 0.43                                | 0.43                                | 0.43                                | 0.43   |
| Missed Appointments (not redirected to other tasks) | 0.85                  | 0.85                            | 0.85                            | 0.85                            | 0.85                               | 0.85                               | 0.85                               | 0.74  | 0.74  | 0.74  | 0.85                                | 0.85                                | 0.85                                | 0.85   |
| Collateral contacts (not billable)                  | 2.57                  | 1.29                            | 1.29                            | 1.29                            | 1.29                               | 1.29                               | 1.29                               | -   | -   | -   | 2.57                                | 2.57                                | 2.57                                | 2.57   |
| Interdisciplinary team case reviews/planning        | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | 1.29   |
| Travel Time without Individuals                     | -                     | -                               | -                               | -                               | -                                  | -                                  | -                                  | -   | -   | -   | -                                   | -                                   | -                                   | -  |
| Training  | 0.48                  | 0.48                            | 0.48                            | 0.48                            | 0.48                               | 0.48                               | 0.48                               | 0.96  | 0.96  | 0.96  | 0.48                                | 0.48                                | 0.48                                | 0.48   |
| Paid time off                                       | 3.85                  | 3.85                            | 3.85                            | 3.85                            | 3.85                               | 3.85                               | 3.85                               | 3.04  | 3.04  | 3.04  | 3.85                                | 3.85                                | 3.85                                | 3.85   |
| <b>Total</b>  | <b>40.00</b>          | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                    | <b>40.00</b>                       | <b>40.00</b>                       | <b>40.00</b>                       | <b>34.60</b>                                | <b>34.60</b>                                | <b>34.60</b>                                | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>                        | <b>40.00</b>   |

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| Factor  | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Infant Development Program, Audiologist, Home- and Community-Based, 1:3 |
|---|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| Direct services                                     | 21.18  | 20.32  | 21.01  | 20.09  | 19.36  | 21.18   | 20.11   | 19.68   | 18.39   | 17.45   | 17.07   | 21.18   | 20.11   | 19.68   |
| Travel Time Between Individuals                     | 6.14   | 6.14   | 5.31   | 5.31   | 5.31   | 6.14  | 6.14  | 6.14  | 5.35  | 5.35  | 5.35  | 6.14  | 6.14  | 6.14  |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Networking/ General Development Activities          | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Recordkeeping and Reporting                         | 3.21   | 4.07   | 1.86   | 2.78   | 3.51   | 3.21  | 4.28  | 4.71  | 2.79  | 3.73  | 4.11  | 3.21  | 4.28  | 4.71  |
| Supervision and Other Employer Time                 | 0.43   | 0.43   | 0.86   | 0.86   | 0.86   | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  |
| Missed Appointments (not redirected to other tasks) | 0.85   | 0.85   | 0.74   | 0.74   | 0.74   | 0.85  | 0.85  | 0.85  | 0.75  | 0.75  | 0.75  | 0.85  | 0.85  | 0.85  |
| Collateral contacts (not billable)                  | 2.57   | 2.57   | -  | -  | -  | 2.57  | 2.57  | 2.57  | 2.25  | 2.25  | 2.25  | 2.57  | 2.57  | 2.57  |
| Interdisciplinary team case reviews/planning        | 1.29   | 1.29   | 1.11   | 1.11   | 1.11   | 1.29  | 1.29  | 1.29  | 1.12  | 1.12  | 1.12  | 1.29  | 1.29  | 1.29  |
| Travel Time without Individuals                     | -  | -  | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   |
| Training  | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85  | 3.85  | 3.85  | 3.04  | 3.04  | 3.04  | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

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| Factor  | Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Infant Development Program, Psychologist, Home- and Community-Based, 1:2 |
|---|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| Direct services                                     | 21.18  | 20.11  | 19.68  | 21.18   | 20.11   | 19.68   | 21.18   | 20.11   | 19.68   | 21.18   | 20.11   | 19.68   | 21.18  | 20.11  |
| Travel Time Between Individuals                     | 6.14   | 6.14   | 6.14   | 6.14  | 6.14  | 6.14  | 6.14  | 6.14  | 6.14  | 6.14  | 6.14  | 6.14  | 6.14   | 6.14   |
| Program Set-Up/ Clean-Up                            | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Networking/ General Development Activities          | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Recordkeeping and Reporting                         | 3.21   | 4.28   | 4.71   | 3.21  | 4.28  | 4.71  | 3.21  | 4.28  | 4.71  | 3.21  | 4.28  | 4.71  | 3.21   | 4.28   |
| Supervision and Other Employer Time                 | 0.43   | 0.43   | 0.43   | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43  | 0.43   | 0.43   |
| Missed Appointments (not redirected to other tasks) | 0.85   | 0.85   | 0.85   | 0.85  | 0.85  | 0.85  | 0.85  | 0.85  | 0.85  | 0.85  | 0.85  | 0.85  | 0.85   | 0.85   |
| Collateral contacts (not billable)                  | 2.57   | 2.57   | 2.57   | 2.57  | 2.57  | 2.57  | 2.57  | 2.57  | 2.57  | 2.57  | 2.57  | 2.57  | 2.57   | 2.57   |
| Interdisciplinary team case reviews/planning        | 1.29   | 1.29   | 1.29   | 1.29  | 1.29  | 1.29  | 1.29  | 1.29  | 1.29  | 1.29  | 1.29  | 1.29  | 1.29   | 1.29   |
| Travel Time without Individuals                     | -  | -  | -  | -   | -   | -   | -   | -   | -   | -   | -   | -   | -  | -  |
| Training  | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   |
| Paid time off                                       | 3.85   | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   |
| <b>Total</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Psychologist, Home- and Community-<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Specialist, Center/Facility<br>Based, 1:3 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:1 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:2 | Infant Development Program - Early<br>Intervention Assistants, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:1 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:2 | Infant Development Program,<br>PT/OT/SLP, Center/Facility Based, 1:3 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:1 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:2 | Infant Development Program,<br>PT/OT/SLP Assistant, Center/Facility<br>Based, 1:3 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:1 |
|--|---|--|--|--|--|--|--|--|--|--|---|---|---|--|
| Direct services  | 19.68   | 28.52  | 27.41  | 26.51  | 25.53  | 24.57  | 23.81  | 26.30  | 25.18  | 24.74  | 22.84   | 21.87   | 21.49   | 26.30  |
| Travel Time Between Individuals                        | 6.14  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Program Set-Up/ Clean-Up                               | -   | -  | -  | -  | 0.97   | 0.97   | 0.97   | -  | -  | -  | -   | -   | -   | -  |
| Networking/ General Development<br>Activities          | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Recordkeeping and Reporting                            | 4.71  | 2.23   | 3.34   | 4.24   | 1.94   | 2.90   | 3.66   | 4.01   | 5.13   | 5.57   | 3.50  | 4.47  | 4.85  | 4.01   |
| Supervision and Other Employer Time                    | 0.43  | 0.45   | 0.45   | 0.45   | 0.90   | 0.90   | 0.90   | 0.45   | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.85  | 0.45   | 0.45   | 0.45   | 0.39   | 0.39   | 0.39   | 0.89   | 0.89   | 0.89   | 0.78  | 0.78  | 0.78  | 0.89   |
| Collateral contacts (not billable)                     | 2.57  | 2.68   | 2.68   | 2.68   | -  | -  | -  | 2.68   | 2.68   | 2.68   | 2.34  | 2.34  | 2.34  | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.29  | 1.34   | 1.34   | 1.34   | 1.16   | 1.16   | 1.16   | 1.34   | 1.34   | 1.34   | 1.17  | 1.17  | 1.17  | 1.34   |
| Travel Time without Individuals                        | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -   | -   | -   | -  |
| Training   | 0.48  | 0.48   | 0.48   | 0.48   | 0.67   | 0.67   | 0.67   | 0.48   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   |
| Paid time off  | 3.85  | 3.85   | 3.85   | 3.85   | 3.04   | 3.04   | 3.04   | 3.85   | 3.85   | 3.85   | 3.04  | 3.04  | 3.04  | 3.85   |
| <b>Total</b>   | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>34.60</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>34.60</b>  | <b>34.60</b>  | <b>34.60</b>  | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor   | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Audiologist, Center/Facility Based, 1:3 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:1 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:2 | Infant Development Program, Family<br>Therapist, Center/Facility Based, 1:3 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:1 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:2 | Infant Development Program, Nurse,<br>Center/Facility Based, 1:3 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:1 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:2 | Infant Development Program, Dietician,<br>Center/Facility Based, 1:3 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:1 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:2 | Infant Development Program, Social<br>Worker, Center/Facility Based, 1:3 |
|--|--|--|---|---|---|--|--|--|--|--|--|--|--|--|
| Direct services  | 25.18  | 24.74  | 26.30   | 25.18   | 24.74   | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  | 26.30  | 25.18  | 24.74  |
| Travel Time Between Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Program Set-Up/ Clean-Up                               | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Networking/ General Development<br>Activities          | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Recordkeeping and Reporting                            | 5.13   | 5.57   | 4.01  | 5.13  | 5.57  | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   | 4.01   | 5.13   | 5.57   |
| Supervision and Other Employer Time                    | 0.45   | 0.45   | 0.45  | 0.45  | 0.45  | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   | 0.45   |
| Missed Appointments (not redirected to<br>other tasks) | 0.89   | 0.89   | 0.89  | 0.89  | 0.89  | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   | 0.89   |
| Collateral contacts (not billable)                     | 2.68   | 2.68   | 2.68  | 2.68  | 2.68  | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   | 2.68   |
| Interdisciplinary team case<br>reviews/planning        | 1.34   | 1.34   | 1.34  | 1.34  | 1.34  | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   | 1.34   |
| Travel Time without Individuals                        | -  | -  | -   | -   | -   | -  | -  | -  | -  | -  | -  | -  | -  | -  |
| Training   | 0.48   | 0.48   | 0.48  | 0.48  | 0.48  | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   | 0.48   |
| Paid time off  | 3.85   | 3.85   | 3.85  | 3.85  | 3.85  | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   | 3.85   |
| <b>Total</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   | <b>40.00</b>   |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Factor  | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:1 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:2 | Infant Development Program,<br>Psychologist, Center/Facility Based, 1:3 |
|---|---|---|---|
| Direct services                                     | 26.30   | 25.18   | 24.74   |
| Travel Time Between Individuals                     | -   | -   | -   |
| Program Set-Up/ Clean-Up                            | -   | -   | -   |
| Networking/ General Development Activities          | -   | -   | -   |
| Recordkeeping and Reporting                         | 4.01  | 5.13  | 5.57  |
| Supervision and Other Employer Time                 | 0.45  | 0.45  | 0.45  |
| Missed Appointments (not redirected to other tasks) | 0.89  | 0.89  | 0.89  |
| Collateral contacts (not billable)                  | 2.68  | 2.68  | 2.68  |
| Interdisciplinary team case reviews/planning        | 1.34  | 1.34  | 1.34  |
| Travel Time without Individuals                     | -   | -   | -   |
| Training  | 0.48  | 0.48  | 0.48  |
| Paid time off                                       | 3.85  | 3.85  | 3.85  |
| <b>Total</b>  | <b>40.00</b>  | <b>40.00</b>  | <b>40.00</b>  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

**Appendix E: Wage Stipends for Enhanced Rates – Harbor Regional Center**

| Service                  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Personal Assistance, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.13       | \$0.77        | \$0.77           |
| Personal Assistance, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.14       | \$0.78        | \$0.39           |
| Personal Assistance, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.15       | \$0.79        | \$0.26           |
| Personal Assistance, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |



DDS Vendor Rate Study – Rate Models  
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| Service                                     | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Personal Assistance, 1:3                    | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:3                    | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:3                    | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Personal Assistance, 1:3                    | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.71           |
| Parent Coordinated Personal Assistance, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.36           |
| Parent Coordinated Personal Assistance, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service                                     | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Personal Assistance, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |
| Parent Coordinated Personal Assistance, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.15       | \$0.79        | \$0.79           |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.36           |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Independent Living, 1:1                              | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.19       | \$0.83        | \$0.83           |
| Independent Living, 1:1                              | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.00   | \$0.58       | \$1.70        | \$1.70           |
| Independent Living, 1:1                              | DSP II          | \$2.00                 | \$0.15   | \$0.08        | \$0.00   | \$1.16       | \$3.39        | \$3.39           |
| Independent Living, 1:1                              | DSP III         | \$3.00                 | \$0.23   | \$0.13        | \$0.00   | \$1.55       | \$4.91        | \$4.91           |
| Independent Living, 1:1                              | Non-Eng DSP I   |                        |          |               |          |              |               | \$2.53           |

DDS Vendor Rate Study – Rate Models  
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| Service                            | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|------------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Independent Living, 1:1            | Non-Eng DSP II  |        |          |               |          |              |               | \$4.22           |
| Independent Living, 1:1            | Non-Eng DSP III |        |          |               |          |              |               | \$5.74           |
| Independent Living, 1:2            | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.21       | \$0.85        | \$0.43           |
| Independent Living, 1:2            | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.63       | \$1.75        | \$0.88           |
| Independent Living, 1:2            | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$1.26       | \$3.49        | \$1.75           |
| Independent Living, 1:2            | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$1.69       | \$5.05        | \$2.53           |
| Independent Living, 1:2            | Non-Eng DSP I   |        |          |               |          |              |               | \$1.31           |
| Independent Living, 1:2            | Non-Eng DSP II  |        |          |               |          |              |               | \$2.18           |
| Independent Living, 1:2            | Non-Eng DSP III |        |          |               |          |              |               | \$2.96           |
| Independent Living, 1:3            | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.22       | \$0.86        | \$0.29           |
| Independent Living, 1:3            | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.66       | \$1.78        | \$0.59           |
| Independent Living, 1:3            | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$1.31       | \$3.54        | \$1.18           |
| Independent Living, 1:3            | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$1.77       | \$5.13        | \$1.71           |
| Independent Living, 1:3            | Non-Eng DSP I   |        |          |               |          |              |               | \$0.88           |
| Independent Living, 1:3            | Non-Eng DSP II  |        |          |               |          |              |               | \$1.47           |
| Independent Living, 1:3            | Non-Eng DSP III |        |          |               |          |              |               | \$2.00           |
| Independent Living Specialist, 1:1 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.17       | \$0.81        | \$0.81           |
| Independent Living Specialist, 1:1 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.52       | \$1.64        | \$1.64           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                            | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|------------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Independent Living Specialist, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$1.04       | \$3.27        | \$3.27           |
| Independent Living Specialist, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$1.36       | \$4.72        | \$4.72           |
| Independent Living Specialist, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$2.45           |
| Independent Living Specialist, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$4.08           |
| Independent Living Specialist, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$5.53           |
| Independent Living Specialist, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.19       | \$0.83        | \$0.42           |
| Independent Living Specialist, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.56       | \$1.68        | \$0.84           |
| Independent Living Specialist, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$1.11       | \$3.34        | \$1.67           |
| Independent Living Specialist, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$1.47       | \$4.83        | \$2.42           |
| Independent Living Specialist, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.26           |
| Independent Living Specialist, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.09           |
| Independent Living Specialist, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.84           |
| Independent Living Specialist, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.19       | \$0.83        | \$0.28           |
| Independent Living Specialist, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.60       | \$1.72        | \$0.57           |
| Independent Living Specialist, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$1.19       | \$3.42        | \$1.14           |
| Independent Living Specialist, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$1.58       | \$4.94        | \$1.65           |
| Independent Living Specialist, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.85           |
| Independent Living Specialist, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.42           |

DDS Vendor Rate Study – Rate Models  
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| Service                                  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Independent Living Specialist, 1:3       | Non-Eng DSP III |        |          |               |          |              |               | \$1.93           |
| Parent Coordinated Supported Living, 1:1 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.71           |
| Parent Coordinated Supported Living, 1:1 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.35       | \$1.47        | \$1.47           |
| Parent Coordinated Supported Living, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.70       | \$2.93        | \$2.93           |
| Parent Coordinated Supported Living, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.88       | \$4.24        | \$4.24           |
| Parent Coordinated Supported Living, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$2.18           |
| Parent Coordinated Supported Living, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$3.64           |
| Parent Coordinated Supported Living, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$4.95           |
| Parent Coordinated Supported Living, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.36           |
| Parent Coordinated Supported Living, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.36       | \$1.48        | \$0.74           |
| Parent Coordinated Supported Living, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.72       | \$2.95        | \$1.48           |
| Parent Coordinated Supported Living, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.91       | \$4.27        | \$2.14           |
| Parent Coordinated Supported Living, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.10           |
| Parent Coordinated Supported Living, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.84           |
| Parent Coordinated Supported Living, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.50           |
| Parent Coordinated Supported Living, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Supported Living, 1:3          | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.36       | \$1.48        | \$0.49           |
| Parent Coordinated Supported Living, 1:3          | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.75       | \$2.98        | \$0.99           |
| Parent Coordinated Supported Living, 1:3          | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.95       | \$4.31        | \$1.44           |
| Parent Coordinated Supported Living, 1:3          | Non-Eng DSP I   |        |          |               |          |              |               | \$0.73           |
| Parent Coordinated Supported Living, 1:3          | Non-Eng DSP II  |        |          |               |          |              |               | \$1.23           |
| Parent Coordinated Supported Living, 1:3          | Non-Eng DSP III |        |          |               |          |              |               | \$1.68           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.71           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.35       | \$1.47        | \$1.47           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.70       | \$2.93        | \$2.93           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.88       | \$4.24        | \$4.24           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$2.18           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$3.64           |
| Parent Coordinated Supported Living, OT Rate, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$4.95           |



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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Supported Living, OT Rate, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.36           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.36       | \$1.48        | \$0.74           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.72       | \$2.95        | \$1.48           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.91       | \$4.27        | \$2.14           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.10           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.84           |
| Parent Coordinated Supported Living, OT Rate, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.50           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.36       | \$1.48        | \$0.49           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.08        | \$0.00   | \$0.75       | \$2.98        | \$0.99           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.13        | \$0.00   | \$0.95       | \$4.31        | \$1.44           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.73           |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Parent Coordinated Supported Living, OT Rate, 1:3 | Non-Eng DSP II  |                        |          |               |          |              |               | \$1.23           |
| Parent Coordinated Supported Living, OT Rate, 1:3 | Non-Eng DSP III |                        |          |               |          |              |               | \$1.68           |
| Supported Living, 1:1                             | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.12       | \$0.76        | \$0.76           |
| Supported Living, 1:1                             | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.00   | \$0.41       | \$1.53        | \$1.53           |
| Supported Living, 1:1                             | DSP II          | \$2.00                 | \$0.15   | \$0.08        | \$0.00   | \$0.82       | \$3.05        | \$3.05           |
| Supported Living, 1:1                             | DSP III         | \$3.00                 | \$0.23   | \$0.13        | \$0.00   | \$1.06       | \$4.42        | \$4.42           |
| Supported Living, 1:1                             | Non-Eng DSP I   |                        |          |               |          |              |               | \$2.29           |
| Supported Living, 1:1                             | Non-Eng DSP II  |                        |          |               |          |              |               | \$3.81           |
| Supported Living, 1:1                             | Non-Eng DSP III |                        |          |               |          |              |               | \$5.18           |
| Supported Living, 1:2                             | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.13       | \$0.77        | \$0.39           |
| Supported Living, 1:2                             | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.00   | \$0.44       | \$1.56        | \$0.78           |
| Supported Living, 1:2                             | DSP II          | \$2.00                 | \$0.15   | \$0.08        | \$0.00   | \$0.87       | \$3.10        | \$1.55           |
| Supported Living, 1:2                             | DSP III         | \$3.00                 | \$0.23   | \$0.13        | \$0.00   | \$1.13       | \$4.49        | \$2.25           |
| Supported Living, 1:2                             | Non-Eng DSP I   |                        |          |               |          |              |               | \$1.17           |
| Supported Living, 1:2                             | Non-Eng DSP II  |                        |          |               |          |              |               | \$1.94           |
| Supported Living, 1:2                             | Non-Eng DSP III |                        |          |               |          |              |               | \$2.64           |
| Supported Living, 1:3                             | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.13       | \$0.77        | \$0.26           |
| Supported Living, 1:3                             | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.00   | \$0.45       | \$1.57        | \$0.52           |
| Supported Living, 1:3                             | DSP II          | \$2.00                 | \$0.15   | \$0.08        | \$0.00   | \$0.90       | \$3.13        | \$1.04           |
| Supported Living, 1:3                             | DSP III         | \$3.00                 | \$0.23   | \$0.13        | \$0.00   | \$1.17       | \$4.53        | \$1.51           |
| Supported Living, 1:3                             | Non-Eng DSP I   |                        |          |               |          |              |               | \$0.78           |
| Supported Living, 1:3                             | Non-Eng DSP II  |                        |          |               |          |              |               | \$1.30           |
| Supported Living, 1:3                             | Non-Eng DSP III |                        |          |               |          |              |               | \$1.77           |
| Parenting Support Services, 1:1                   | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.15       | \$0.79        | \$0.79           |
| Parenting Support Services, 1:1                   | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:1                   | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service                         | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Parenting Support Services, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.17       | \$0.81        | \$0.41           |
| Parenting Support Services, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.18       | \$0.82        | \$0.27           |
| Parenting Support Services, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Parenting Support Services, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1            | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.12       | \$0.76        | \$0.76           |

DDS Vendor Rate Study – Rate Models  
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| Service              | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|----------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Respite, Agency, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.13       | \$0.77        | \$0.39           |
| Respite, Agency, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.13       | \$0.77        | \$0.26           |
| Respite, Agency, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Agency, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service                           | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|-----------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Respite, Agency, 1:3              | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.71           |
| Participant-Directed Respite, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.36           |
| Participant-Directed Respite, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |
| Participant-Directed Respite, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service                                    | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Respite, 1:3          | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:3          | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:3          | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, 1:3          | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.07       | \$0.71        | \$0.71           |
| Participant-Directed Respite, OT Rate, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.36           |
| Participant-Directed Respite, OT Rate, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service                                    | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Respite, OT Rate, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.24           |
| Participant-Directed Respite, OT Rate, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Participant-Directed Respite, OT Rate, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.08       | \$0.72        | \$0.72           |
| Respite, Employer of Record, 1:1           | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:1           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2           | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.09       | \$0.73        | \$0.37           |

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| Service                          | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|----------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Respite, Employer of Record, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.10       | \$0.74        | \$0.25           |
| Respite, Employer of Record, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Respite, Employer of Record, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:1              | Non-English     | \$0.58                 | \$0.04   | \$0.00        | \$0.00   | \$0.17       | \$0.79        | \$0.79           |
| Tutor Services, 1:1              | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:1              | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:1              | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:1              | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:1              | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service             | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Tutor Services, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.00        | \$0.00   | \$0.19       | \$0.81        | \$0.41           |
| Tutor Services, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.00        | \$0.00   | \$0.20       | \$0.82        | \$0.27           |
| Tutor Services, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Tutor Services, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1   | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1   | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1   | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1   | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service                               | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Housekeeping, 1:1                     | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1                     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:1                     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:2                     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Housekeeping, 1:3                     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Supplemental Prog. Supp. - Other Svcs                                | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs                                | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs                                | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs                                | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs                                | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Prog. Supp. - Other Svcs                                | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$71.33          |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP II          | \$2.00                 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$141.72         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP III         | \$3.00                 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$204.61         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP I   |                        |          |               |          |              |               | \$348.73         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP II  |                        |          |               |          |              |               | \$419.12         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$482.01         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$103.03         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$204.71         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$295.55         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$380.43         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$482.11         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$572.95         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$142.66         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$283.45         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$409.22         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$420.06         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$560.85         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$686.62         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$240.90         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$477.11         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$686.72         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$518.30         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$754.51         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$964.12         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$281.05         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$556.63         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$801.18         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$558.45         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$834.03         |
| Adult Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$1,078.58       |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$166.44         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$162.98         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$235.30         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP I   |        |          |               |          |              |               | \$443.84         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP II  |        |          |               |          |              |               | \$440.38         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$512.70         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$114.43         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$227.35         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$328.23         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$391.83         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$504.75         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$605.63         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$156.63         |



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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$311.20         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$449.29         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$434.03         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$588.60         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$726.69         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$257.56         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$510.11         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$734.22         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$534.96         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$787.51         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$1,011.62       |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$300.32         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$594.79         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$856.11         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$577.72         |
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$872.19         |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$1,133.51       |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$51.88          |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$103.07         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$148.81         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP I   |        |          |               |          |              |               | \$329.28         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP II  |        |          |               |          |              |               | \$380.47         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$426.21         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |

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Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$103.75         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$206.14         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$297.61         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$381.15         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$483.54         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$575.01         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$146.99         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$292.04         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$421.62         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$424.39         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$569.44         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$699.02         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$233.60         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$462.65         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$665.91         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$511.00         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$740.05         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$943.31         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$277.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$549.40         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$790.77         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$554.80         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$826.80         |
| Adult Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$1,068.17       |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$59.66          |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$118.53         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$171.13         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP I   |        |          |               |          |              |               | \$337.06         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP II  |        |          |               |          |              |               | \$395.93         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$448.53         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$113.91         |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$226.33         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$326.75         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$391.31         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$503.73         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$604.15         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.37       | \$1.52        | \$159.88         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.74       | \$3.02        | \$317.66         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.94       | \$4.36        | \$458.61         |



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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$437.28         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$595.06         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$736.01         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$249.51         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$494.17         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$711.28         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$526.91         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$771.57         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$988.68         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.39       | \$1.54        | \$296.09         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.77       | \$3.05        | \$586.41         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.97       | \$4.39        | \$844.04         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$573.49         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$863.81         |
| Child Community Care Facility - Staff Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$1,121.44       |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$11.34          |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP II          | \$2.00                 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$22.60          |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$33.08          |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$288.74         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$300.00         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$310.48         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$49.14          |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$97.95          |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$143.37         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$326.54         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$375.35         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$420.77         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.31       | \$1.46        | \$87.55          |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.63       | \$2.91        | \$174.50         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.83       | \$4.25        | \$254.85         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$364.95         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$451.90         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$532.25         |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.31       | \$1.46        | \$125.61         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.63       | \$2.91        | \$250.36         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.83       | \$4.25        | \$365.65         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$403.01         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$527.76         |
| Adult Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$643.05         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$17.01          |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$20.34          |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$29.78          |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP I   |        |          |               |          |              |               | \$294.41         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP II  |        |          |               |          |              |               | \$297.74         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$307.18         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$22.21          |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$44.27          |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$64.79          |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$299.61         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$321.67         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$342.19         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$62.47          |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$124.51         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$182.24         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$339.87         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$401.91         |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$459.64         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.31       | \$1.46        | \$103.34         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.63       | \$2.91        | \$205.98         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.83       | \$4.25        | \$300.83         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$380.74         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$483.38         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$578.23         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.03   | \$0.31       | \$1.46        | \$143.88         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP II          | \$2.00                 | \$0.15   | \$0.07        | \$0.06   | \$0.63       | \$2.91        | \$286.78         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | DSP III         | \$3.00                 | \$0.23   | \$0.11        | \$0.08   | \$0.83       | \$4.25        | \$418.84         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP I   |                        |          |               |          |              |               | \$421.28         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP II  |                        |          |               |          |              |               | \$564.18         |
| Child Community Care Facility - Owner Operated, 3 or 4 Beds, Level 6 | Non-Eng DSP III |                        |          |               |          |              |               | \$696.24         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$35.74          |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP II          | \$2.00                 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$71.24          |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP III         | \$3.00                 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$104.27         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP I   |                        |          |               |          |              |               | \$313.14         |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$348.64         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$381.67         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$76.98          |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$153.43         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$224.57         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$354.38         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$430.83         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$501.97         |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$118.22         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$235.63         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$344.88         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$395.62         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$513.03         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$622.28         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$159.46         |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$317.82         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$465.19         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP I   |        |          |               |          |              |               | \$436.86         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP II  |        |          |               |          |              |               | \$595.22         |
| Adult Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | Non-Eng DSP III |        |          |               |          |              |               | \$742.59         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$7.42           |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$14.80          |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$21.66          |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP I   |        |          |               |          |              |               | \$284.82         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP II  |        |          |               |          |              |               | \$292.20         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 2 | Non-Eng DSP III |        |          |               |          |              |               | \$299.06         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$45.43          |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$90.55          |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$132.54         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP I   |        |          |               |          |              |               | \$322.83         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP II  |        |          |               |          |              |               | \$367.95         |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 3 | Non-Eng DSP III |        |          |               |          |              |               | \$409.94         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$89.29          |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$177.95         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$260.47         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP I   |        |          |               |          |              |               | \$366.69         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP II  |        |          |               |          |              |               | \$455.35         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 4 | Non-Eng DSP III |        |          |               |          |              |               | \$537.87         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |



DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$133.21         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$265.49         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$388.59         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP I   |        |          |               |          |              |               | \$410.61         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP II  |        |          |               |          |              |               | \$542.89         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 5 | Non-Eng DSP III |        |          |               |          |              |               | \$665.99         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.30       | \$1.45        | \$177.06         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6 | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.61       | \$2.89        | \$352.90         |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6  | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.81       | \$4.23        | \$516.52         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6  | Non-Eng DSP I   |        |          |               |          |              |               | \$454.46         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6  | Non-Eng DSP II  |        |          |               |          |              |               | \$630.30         |
| Child Community Care Facility - Owner Operated, 5 or 6 Beds, Level 6  | Non-Eng DSP III |        |          |               |          |              |               | \$793.92         |
| Adult Residential Facility for Persons with Special Health Care Needs | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.11       | \$0.77        | \$281.05         |
| Adult Residential Facility for Persons with Special Health Care Needs | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.33       | \$1.48        | \$324.12         |
| Adult Residential Facility for Persons with Special Health Care Needs | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.67       | \$2.95        | \$646.05         |
| Adult Residential Facility for Persons with Special Health Care Needs | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.88       | \$4.30        | \$941.70         |
| Adult Residential Facility for Persons with Special Health Care Needs | Non-Eng DSP I   |        |          |               |          |              |               | \$605.17         |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Adult Residential Facility for Persons with Special Health Care Needs | Non-Eng DSP II  |        |          |               |          |              |               | \$927.10         |
| Adult Residential Facility for Persons with Special Health Care Needs | Non-Eng DSP III |        |          |               |          |              |               | \$1,222.75       |
| Enhanced Behavioral Supports Home                                     | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.14       | \$0.78        | \$284.70         |
| Enhanced Behavioral Supports Home                                     | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.42       | \$1.54        | \$337.26         |
| Enhanced Behavioral Supports Home                                     | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.00   | \$0.82       | \$3.04        | \$665.76         |
| Enhanced Behavioral Supports Home                                     | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.00   | \$1.07       | \$4.41        | \$965.79         |
| Enhanced Behavioral Supports Home                                     | Non-Eng DSP I   |        |          |               |          |              |               | \$621.96         |
| Enhanced Behavioral Supports Home                                     | Non-Eng DSP II  |        |          |               |          |              |               | \$950.46         |
| Enhanced Behavioral Supports Home                                     | Non-Eng DSP III |        |          |               |          |              |               | \$1,250.49       |
| Community Crisis Home   | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.14       | \$0.78        | \$284.70         |
| Community Crisis Home   | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.00   | \$0.42       | \$1.54        | \$337.26         |
| Community Crisis Home   | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.00   | \$0.82       | \$3.04        | \$665.76         |
| Community Crisis Home   | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.00   | \$1.07       | \$4.41        | \$965.79         |
| Community Crisis Home   | Non-Eng DSP I   |        |          |               |          |              |               | \$621.96         |
| Community Crisis Home   | Non-Eng DSP II  |        |          |               |          |              |               | \$950.46         |
| Community Crisis Home   | Non-Eng DSP III |        |          |               |          |              |               | \$1,250.49       |

DDS Vendor Rate Study – Rate Models  
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| Service                                   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Living-Community                | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.02   | \$0.10       | \$0.76        | \$277.40         |
| Supported Living-Community                | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.35       | \$1.50        | \$328.50         |
| Supported Living-Community                | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$0.70       | \$2.98        | \$652.62         |
| Supported Living-Community                | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$0.89       | \$4.31        | \$943.89         |
| Supported Living-Community                | Non-Eng DSP I   |        |          |               |          |              |               | \$605.90         |
| Supported Living-Community                | Non-Eng DSP II  |        |          |               |          |              |               | \$930.02         |
| Supported Living-Community                | Non-Eng DSP III |        |          |               |          |              |               | \$1,221.29       |
| Family Home Agency, Level 1, Home Payment | Non-English     |        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 1, Home Payment | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.67       | \$1.82        | \$14.56          |
| Family Home Agency, Level 1, Home Payment | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$1.36       | \$3.64        | \$29.12          |
| Family Home Agency, Level 1, Home Payment | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$1.87       | \$5.29        | \$42.32          |
| Family Home Agency, Level 1, Home Payment | Non-Eng DSP I   |        |          |               |          |              |               | \$114.56         |
| Family Home Agency, Level 1, Home Payment | Non-Eng DSP II  |        |          |               |          |              |               | \$129.12         |
| Family Home Agency, Level 1, Home Payment | Non-Eng DSP III |        |          |               |          |              |               | \$142.32         |

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| Service                                   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Family Home Agency, Level 2, Home Payment | Non-English     |        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 2, Home Payment | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.68       | \$1.83        | \$21.96          |
| Family Home Agency, Level 2, Home Payment | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$1.38       | \$3.66        | \$43.92          |
| Family Home Agency, Level 2, Home Payment | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$1.90       | \$5.32        | \$63.84          |
| Family Home Agency, Level 2, Home Payment | Non-Eng DSP I   |        |          |               |          |              |               | \$121.96         |
| Family Home Agency, Level 2, Home Payment | Non-Eng DSP II  |        |          |               |          |              |               | \$143.92         |
| Family Home Agency, Level 2, Home Payment | Non-Eng DSP III |        |          |               |          |              |               | \$163.84         |
| Family Home Agency, Level 3, Home Payment | Non-English     |        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 3, Home Payment | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.70       | \$1.85        | \$29.60          |
| Family Home Agency, Level 3, Home Payment | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$1.41       | \$3.69        | \$59.04          |
| Family Home Agency, Level 3, Home Payment | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$1.93       | \$5.35        | \$85.60          |
| Family Home Agency, Level 3, Home Payment | Non-Eng DSP I   |        |          |               |          |              |               | \$129.60         |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                                   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Family Home Agency, Level 3, Home Payment | Non-Eng DSP II  |        |          |               |          |              |               | \$159.04         |
| Family Home Agency, Level 3, Home Payment | Non-Eng DSP III |        |          |               |          |              |               | \$185.60         |
| Family Home Agency, Level 4, Home Payment | Non-English     |        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 4, Home Payment | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.71       | \$1.86        | \$37.20          |
| Family Home Agency, Level 4, Home Payment | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$1.44       | \$3.72        | \$74.40          |
| Family Home Agency, Level 4, Home Payment | DSP III         | \$3.00 | \$0.23   | \$0.11        | \$0.08   | \$1.96       | \$5.38        | \$107.60         |
| Family Home Agency, Level 4, Home Payment | Non-Eng DSP I   |        |          |               |          |              |               | \$137.20         |
| Family Home Agency, Level 4, Home Payment | Non-Eng DSP II  |        |          |               |          |              |               | \$174.40         |
| Family Home Agency, Level 4, Home Payment | Non-Eng DSP III |        |          |               |          |              |               | \$207.60         |
| Family Home Agency, Level 5, Home Payment | Non-English     |        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 5, Home Payment | DSP I           | \$1.00 | \$0.08   | \$0.04        | \$0.03   | \$0.73       | \$1.88        | \$45.12          |
| Family Home Agency, Level 5, Home Payment | DSP II          | \$2.00 | \$0.15   | \$0.07        | \$0.06   | \$1.47       | \$3.75        | \$90.00          |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                                   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Family Home Agency, Level 5, Home Payment | DSP III         | \$3.00                 | \$0.23   | \$0.11        | \$0.08   | \$1.99       | \$5.41        | \$129.84         |
| Family Home Agency, Level 5, Home Payment | Non-Eng DSP I   |                        |          |               |          |              |               | \$145.12         |
| Family Home Agency, Level 5, Home Payment | Non-Eng DSP II  |                        |          |               |          |              |               | \$190.00         |
| Family Home Agency, Level 5, Home Payment | Non-Eng DSP III |                        |          |               |          |              |               | \$229.84         |
| Family Home Agency, Level 6, Home Payment | Non-English     |                        |          |               |          |              | \$100.00      | \$100.00         |
| Family Home Agency, Level 6, Home Payment | DSP I           | \$1.00                 | \$0.08   | \$0.04        | \$0.03   | \$0.73       | \$1.88        | \$45.12          |
| Family Home Agency, Level 6, Home Payment | DSP II          | \$2.00                 | \$0.15   | \$0.07        | \$0.06   | \$1.47       | \$3.75        | \$90.00          |
| Family Home Agency, Level 6, Home Payment | DSP III         | \$3.00                 | \$0.23   | \$0.11        | \$0.08   | \$1.99       | \$5.41        | \$129.84         |
| Family Home Agency, Level 6, Home Payment | Non-Eng DSP I   |                        |          |               |          |              |               | \$145.12         |
| Family Home Agency, Level 6, Home Payment | Non-Eng DSP II  |                        |          |               |          |              |               | \$190.00         |
| Family Home Agency, Level 6, Home Payment | Non-Eng DSP III |                        |          |               |          |              |               | \$229.84         |
| Supplemental Residential Prog. Supp.      | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Supplemental Residential Prog. Supp.                | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Residential Prog. Supp.                | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Residential Prog. Supp.                | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Residential Prog. Supp.                | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Residential Prog. Supp.                | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Residential Prog. Supp.                | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Community-Based Day Programs, Center/Facility, 1:10 | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.20       | \$0.85        | \$0.43           |
| Community-Based Day Programs, Center/Facility, 1:10 | DSP I           | \$1.00                 | \$0.08   | \$0.05        | \$0.00   | \$0.49       | \$1.62        | \$0.16           |
| Community-Based Day Programs, Center/Facility, 1:10 | DSP II          | \$2.00                 | \$0.15   | \$0.11        | \$0.00   | \$0.99       | \$3.25        | \$0.33           |
| Community-Based Day Programs, Center/Facility, 1:10 | DSP III         | \$3.00                 | \$0.23   | \$0.16        | \$0.00   | \$1.35       | \$4.74        | \$0.47           |
| Community-Based Day Programs, Center/Facility, 1:10 | Non-Eng DSP I   |                        |          |               |          |              |               | \$0.59           |
| Community-Based Day Programs, Center/Facility, 1:10 | Non-Eng DSP II  |                        |          |               |          |              |               | \$0.76           |



DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Center/Facility, 1:10 | Non-Eng DSP III |        |          |               |          |              |               | \$0.90           |
| Community-Based Day Programs, Center/Facility, 1:9  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.19       | \$0.84        | \$0.42           |
| Community-Based Day Programs, Center/Facility, 1:9  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.48       | \$1.61        | \$0.18           |
| Community-Based Day Programs, Center/Facility, 1:9  | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.97       | \$3.23        | \$0.36           |
| Community-Based Day Programs, Center/Facility, 1:9  | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.32       | \$4.71        | \$0.52           |
| Community-Based Day Programs, Center/Facility, 1:9  | Non-Eng DSP I   |        |          |               |          |              |               | \$0.60           |
| Community-Based Day Programs, Center/Facility, 1:9  | Non-Eng DSP II  |        |          |               |          |              |               | \$0.78           |
| Community-Based Day Programs, Center/Facility, 1:9  | Non-Eng DSP III |        |          |               |          |              |               | \$0.94           |
| Community-Based Day Programs, Center/Facility, 1:8  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Community-Based Day Programs, Center/Facility, 1:8  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.47       | \$1.60        | \$0.20           |
| Community-Based Day Programs, Center/Facility, 1:8  | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.94       | \$3.20        | \$0.40           |
| Community-Based Day Programs, Center/Facility, 1:8  | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.28       | \$4.67        | \$0.58           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Center/Facility, 1:8 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.62           |
| Community-Based Day Programs, Center/Facility, 1:8 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.82           |
| Community-Based Day Programs, Center/Facility, 1:8 | Non-Eng DSP III |        |          |               |          |              |               | \$1.00           |
| Community-Based Day Programs, Center/Facility, 1:7 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Community-Based Day Programs, Center/Facility, 1:7 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.45       | \$1.58        | \$0.23           |
| Community-Based Day Programs, Center/Facility, 1:7 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.92       | \$3.18        | \$0.45           |
| Community-Based Day Programs, Center/Facility, 1:7 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.24       | \$4.63        | \$0.66           |
| Community-Based Day Programs, Center/Facility, 1:7 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.65           |
| Community-Based Day Programs, Center/Facility, 1:7 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.87           |
| Community-Based Day Programs, Center/Facility, 1:7 | Non-Eng DSP III |        |          |               |          |              |               | \$1.08           |
| Community-Based Day Programs, Center/Facility, 1:6 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.17       | \$0.82        | \$0.41           |
| Community-Based Day Programs, Center/Facility, 1:6 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.44       | \$1.57        | \$0.26           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Center/Facility, 1:6 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.89       | \$3.15        | \$0.53           |
| Community-Based Day Programs, Center/Facility, 1:6 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.21       | \$4.60        | \$0.77           |
| Community-Based Day Programs, Center/Facility, 1:6 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.67           |
| Community-Based Day Programs, Center/Facility, 1:6 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.94           |
| Community-Based Day Programs, Center/Facility, 1:6 | Non-Eng DSP III |        |          |               |          |              |               | \$1.18           |
| Community-Based Day Programs, Center/Facility, 1:5 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.16       | \$0.81        | \$0.41           |
| Community-Based Day Programs, Center/Facility, 1:5 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.43       | \$1.56        | \$0.31           |
| Community-Based Day Programs, Center/Facility, 1:5 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.89       | \$3.15        | \$0.63           |
| Community-Based Day Programs, Center/Facility, 1:5 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.21       | \$4.60        | \$0.92           |
| Community-Based Day Programs, Center/Facility, 1:5 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.72           |
| Community-Based Day Programs, Center/Facility, 1:5 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.04           |
| Community-Based Day Programs, Center/Facility, 1:5 | Non-Eng DSP III |        |          |               |          |              |               | \$1.33           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Center/Facility, 1:4 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.16       | \$0.81        | \$0.41           |
| Community-Based Day Programs, Center/Facility, 1:4 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.43       | \$1.56        | \$0.39           |
| Community-Based Day Programs, Center/Facility, 1:4 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.87       | \$3.13        | \$0.78           |
| Community-Based Day Programs, Center/Facility, 1:4 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.17       | \$4.56        | \$1.14           |
| Community-Based Day Programs, Center/Facility, 1:4 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.80           |
| Community-Based Day Programs, Center/Facility, 1:4 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.19           |
| Community-Based Day Programs, Center/Facility, 1:4 | Non-Eng DSP III |        |          |               |          |              |               | \$1.55           |
| Community-Based Day Programs, Center/Facility, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Community-Based Day Programs, Center/Facility, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.52           |
| Community-Based Day Programs, Center/Facility, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.84       | \$3.10        | \$1.03           |
| Community-Based Day Programs, Center/Facility, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.14       | \$4.53        | \$1.51           |
| Community-Based Day Programs, Center/Facility, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.92           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Center/Facility, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.43           |
| Community-Based Day Programs, Center/Facility, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$1.91           |
| Community-Based Day Programs, Center/Facility, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Community-Based Day Programs, Center/Facility, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.77           |
| Community-Based Day Programs, Center/Facility, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.82       | \$3.08        | \$1.54           |
| Community-Based Day Programs, Center/Facility, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.10       | \$4.49        | \$2.25           |
| Community-Based Day Programs, Center/Facility, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.17           |
| Community-Based Day Programs, Center/Facility, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.94           |
| Community-Based Day Programs, Center/Facility, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.65           |
| Community-Based Day Programs, Community, 1:4       | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Community-Based Day Programs, Community, 1:4       | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.39           |
| Community-Based Day Programs, Community, 1:4       | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.84       | \$3.10        | \$0.78           |

DDS Vendor Rate Study – Rate Models  
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| Service                                      | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Community, 1:4 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.14       | \$4.53        | \$1.13           |
| Community-Based Day Programs, Community, 1:4 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.79           |
| Community-Based Day Programs, Community, 1:4 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.18           |
| Community-Based Day Programs, Community, 1:4 | Non-Eng DSP III |        |          |               |          |              |               | \$1.53           |
| Community-Based Day Programs, Community, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Community-Based Day Programs, Community, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.52           |
| Community-Based Day Programs, Community, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.84       | \$3.10        | \$1.03           |
| Community-Based Day Programs, Community, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.14       | \$4.53        | \$1.51           |
| Community-Based Day Programs, Community, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.92           |
| Community-Based Day Programs, Community, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.43           |
| Community-Based Day Programs, Community, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$1.91           |
| Community-Based Day Programs, Community, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Community, 1:2      | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.77           |
| Community-Based Day Programs, Community, 1:2      | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.82       | \$3.08        | \$1.54           |
| Community-Based Day Programs, Community, 1:2      | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.10       | \$4.49        | \$2.25           |
| Community-Based Day Programs, Community, 1:2      | Non-Eng DSP I   |        |          |               |          |              |               | \$1.17           |
| Community-Based Day Programs, Community, 1:2      | Non-Eng DSP II  |        |          |               |          |              |               | \$1.94           |
| Community-Based Day Programs, Community, 1:2      | Non-Eng DSP III |        |          |               |          |              |               | \$2.65           |
| Community-Based Day Programs, Community Only, 1:4 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Community-Based Day Programs, Community Only, 1:4 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.39           |
| Community-Based Day Programs, Community Only, 1:4 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.84       | \$3.10        | \$0.78           |
| Community-Based Day Programs, Community Only, 1:4 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.14       | \$4.53        | \$1.13           |
| Community-Based Day Programs, Community Only, 1:4 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.79           |
| Community-Based Day Programs, Community Only, 1:4 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.18           |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Community Only, 1:4 | Non-Eng DSP III |        |          |               |          |              |               | \$1.53           |
| Community-Based Day Programs, Community Only, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Community-Based Day Programs, Community Only, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.52           |
| Community-Based Day Programs, Community Only, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.84       | \$3.10        | \$1.03           |
| Community-Based Day Programs, Community Only, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.14       | \$4.53        | \$1.51           |
| Community-Based Day Programs, Community Only, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.92           |
| Community-Based Day Programs, Community Only, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.43           |
| Community-Based Day Programs, Community Only, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$1.91           |
| Community-Based Day Programs, Community Only, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Community-Based Day Programs, Community Only, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.77           |
| Community-Based Day Programs, Community Only, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.82       | \$3.08        | \$1.54           |
| Community-Based Day Programs, Community Only, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.10       | \$4.49        | \$2.25           |



DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Community-Based Day Programs, Community Only, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.17           |
| Community-Based Day Programs, Community Only, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.94           |
| Community-Based Day Programs, Community Only, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.65           |
| Behavior Management, Center/Facility, 1:3         | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.19       | \$0.84        | \$0.42           |
| Behavior Management, Center/Facility, 1:3         | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.47       | \$1.60        | \$0.53           |
| Behavior Management, Center/Facility, 1:3         | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.95       | \$3.21        | \$1.07           |
| Behavior Management, Center/Facility, 1:3         | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.29       | \$4.68        | \$1.56           |
| Behavior Management, Center/Facility, 1:3         | Non-Eng DSP I   |        |          |               |          |              |               | \$0.95           |
| Behavior Management, Center/Facility, 1:3         | Non-Eng DSP II  |        |          |               |          |              |               | \$1.49           |
| Behavior Management, Center/Facility, 1:3         | Non-Eng DSP III |        |          |               |          |              |               | \$1.98           |
| Behavior Management, Center/Facility, 1:2         | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Behavior Management, Center/Facility, 1:2         | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.46       | \$1.59        | \$0.80           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                                   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Management, Center/Facility, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.93       | \$3.19        | \$1.60           |
| Behavior Management, Center/Facility, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.25       | \$4.64        | \$2.32           |
| Behavior Management, Center/Facility, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.22           |
| Behavior Management, Center/Facility, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.02           |
| Behavior Management, Center/Facility, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.74           |
| Medical Management, Center/Facility, 1:3  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.19       | \$0.84        | \$0.42           |
| Medical Management, Center/Facility, 1:3  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.48       | \$1.61        | \$0.54           |
| Medical Management, Center/Facility, 1:3  | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.97       | \$3.23        | \$1.08           |
| Medical Management, Center/Facility, 1:3  | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.31       | \$4.70        | \$1.57           |
| Medical Management, Center/Facility, 1:3  | Non-Eng DSP I   |        |          |               |          |              |               | \$0.96           |
| Medical Management, Center/Facility, 1:3  | Non-Eng DSP II  |        |          |               |          |              |               | \$1.50           |
| Medical Management, Center/Facility, 1:3  | Non-Eng DSP III |        |          |               |          |              |               | \$1.99           |
| Medical Management, Center/Facility, 1:2  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Medical Management, Center/Facility, 1:2  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.47       | \$1.60        | \$0.80           |

DDS Vendor Rate Study – Rate Models  
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| Service                                  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Medical Management, Center/Facility, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.95       | \$3.21        | \$1.61           |
| Medical Management, Center/Facility, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.28       | \$4.67        | \$2.34           |
| Medical Management, Center/Facility, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.22           |
| Medical Management, Center/Facility, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.03           |
| Medical Management, Center/Facility, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.76           |
| Behavior Management, Community, 1:3      | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.19       | \$0.84        | \$0.42           |
| Behavior Management, Community, 1:3      | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.47       | \$1.60        | \$0.53           |
| Behavior Management, Community, 1:3      | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.95       | \$3.21        | \$1.07           |
| Behavior Management, Community, 1:3      | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.29       | \$4.68        | \$1.56           |
| Behavior Management, Community, 1:3      | Non-Eng DSP I   |        |          |               |          |              |               | \$0.95           |
| Behavior Management, Community, 1:3      | Non-Eng DSP II  |        |          |               |          |              |               | \$1.49           |
| Behavior Management, Community, 1:3      | Non-Eng DSP III |        |          |               |          |              |               | \$1.98           |
| Behavior Management, Community, 1:2      | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |

DDS Vendor Rate Study – Rate Models  
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| Service                             | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|-------------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Management, Community, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.46       | \$1.59        | \$0.80           |
| Behavior Management, Community, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.93       | \$3.19        | \$1.60           |
| Behavior Management, Community, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.25       | \$4.64        | \$2.32           |
| Behavior Management, Community, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.22           |
| Behavior Management, Community, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.02           |
| Behavior Management, Community, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.74           |
| Medical Management, Community, 1:3  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.19       | \$0.84        | \$0.42           |
| Medical Management, Community, 1:3  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.48       | \$1.61        | \$0.54           |
| Medical Management, Community, 1:3  | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.97       | \$3.23        | \$1.08           |
| Medical Management, Community, 1:3  | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.31       | \$4.70        | \$1.57           |
| Medical Management, Community, 1:3  | Non-Eng DSP I   |        |          |               |          |              |               | \$0.96           |
| Medical Management, Community, 1:3  | Non-Eng DSP II  |        |          |               |          |              |               | \$1.50           |
| Medical Management, Community, 1:3  | Non-Eng DSP III |        |          |               |          |              |               | \$1.99           |
| Medical Management, Community, 1:2  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |

DDS Vendor Rate Study – Rate Models  
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| Service                            | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|------------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Medical Management, Community, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.47       | \$1.60        | \$0.80           |
| Medical Management, Community, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.95       | \$3.21        | \$1.61           |
| Medical Management, Community, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.28       | \$4.67        | \$2.34           |
| Medical Management, Community, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.22           |
| Medical Management, Community, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.03           |
| Medical Management, Community, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.76           |
| In-Home Day Program, 1:3           | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.12       | \$0.77        | \$0.39           |
| In-Home Day Program, 1:3           | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.36       | \$1.49        | \$0.50           |
| In-Home Day Program, 1:3           | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.74       | \$3.00        | \$1.00           |
| In-Home Day Program, 1:3           | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.99       | \$4.38        | \$1.46           |
| In-Home Day Program, 1:3           | Non-Eng DSP I   |        |          |               |          |              |               | \$0.89           |
| In-Home Day Program, 1:3           | Non-Eng DSP II  |        |          |               |          |              |               | \$1.39           |
| In-Home Day Program, 1:3           | Non-Eng DSP III |        |          |               |          |              |               | \$1.85           |
| In-Home Day Program, 1:2           | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.12       | \$0.77        | \$0.39           |
| In-Home Day Program, 1:2           | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.35       | \$1.48        | \$0.74           |
| In-Home Day Program, 1:2           | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.71       | \$2.97        | \$1.49           |
| In-Home Day Program, 1:2           | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.95       | \$4.34        | \$2.17           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| In-Home Day Program, 1:2                           | Non-Eng DSP I   |        |          |               |          |              |               | \$1.13           |
| In-Home Day Program, 1:2                           | Non-Eng DSP II  |        |          |               |          |              |               | \$1.88           |
| In-Home Day Program, 1:2                           | Non-Eng DSP III |        |          |               |          |              |               | \$2.56           |
| In-Home Day Program, 1:1                           | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.79           |
| In-Home Day Program, 1:1                           | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.39       | \$1.52        | \$1.52           |
| In-Home Day Program, 1:1                           | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.79       | \$3.05        | \$3.05           |
| In-Home Day Program, 1:1                           | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.06       | \$4.45        | \$4.45           |
| In-Home Day Program, 1:1                           | Non-Eng DSP I   |        |          |               |          |              |               | \$2.31           |
| In-Home Day Program, 1:1                           | Non-Eng DSP II  |        |          |               |          |              |               | \$3.84           |
| In-Home Day Program, 1:1                           | Non-Eng DSP III |        |          |               |          |              |               | \$5.24           |
| Participant-Directed Community-Based Training, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.09       | \$0.74        | \$0.37           |
| Participant-Directed Community-Based Training, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.31       | \$1.44        | \$0.48           |
| Participant-Directed Community-Based Training, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.64       | \$2.90        | \$0.97           |
| Participant-Directed Community-Based Training, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.84       | \$4.23        | \$1.41           |
| Participant-Directed Community-Based Training, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.85           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Community-Based Training, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.34           |
| Participant-Directed Community-Based Training, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$1.78           |
| Participant-Directed Community-Based Training, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.08       | \$0.73        | \$0.37           |
| Participant-Directed Community-Based Training, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.30       | \$1.43        | \$0.72           |
| Participant-Directed Community-Based Training, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.61       | \$2.87        | \$1.44           |
| Participant-Directed Community-Based Training, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.81       | \$4.20        | \$2.10           |
| Participant-Directed Community-Based Training, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.09           |
| Participant-Directed Community-Based Training, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.81           |
| Participant-Directed Community-Based Training, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.47           |
| Participant-Directed Community-Based Training, 1:1 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.08       | \$0.73        | \$0.73           |
| Participant-Directed Community-Based Training, 1:1 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.30       | \$1.43        | \$1.43           |
| Participant-Directed Community-Based Training, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.61       | \$2.87        | \$2.87           |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Community-Based Training, 1:1          | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.81       | \$4.20        | \$4.20           |
| Participant-Directed Community-Based Training, 1:1          | Non-Eng DSP I   |        |          |               |          |              |               | \$2.16           |
| Participant-Directed Community-Based Training, 1:1          | Non-Eng DSP II  |        |          |               |          |              |               | \$3.60           |
| Participant-Directed Community-Based Training, 1:1          | Non-Eng DSP III |        |          |               |          |              |               | \$4.93           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.09       | \$0.74        | \$0.37           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.31       | \$1.44        | \$0.48           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.64       | \$2.90        | \$0.97           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.84       | \$4.23        | \$1.41           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.85           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.34           |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$1.78           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.08       | \$0.73        | \$0.37           |



DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Community-Based Training, OT Rate, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.30       | \$1.43        | \$0.72           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.61       | \$2.87        | \$1.44           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.81       | \$4.20        | \$2.10           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.09           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.81           |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$2.47           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.08       | \$0.73        | \$0.73           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.30       | \$1.43        | \$1.43           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.61       | \$2.87        | \$2.87           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$0.81       | \$4.20        | \$4.20           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$2.16           |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$3.60           |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Participant-Directed Community-Based Training, OT Rate, 1:1 | Non-Eng DSP III |                        |          |               |          |              |               | \$4.93           |
| Supplemental Day Program Support                            | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Supplemental Day Program Support                            | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation  | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory                              | Non-English     | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory                              | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory                              | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                         | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Transportation, Non-Ambulatory  | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory  | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory  | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation, Non-Ambulatory  | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Transportation Assistant,       | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Transportation Assistant,       | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Group, 1:8 | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Supported Employment-Group, 1:8 | DSP I           | \$1.00                 | \$0.08   | \$0.05        | \$0.00   | \$0.45       | \$1.58        | \$0.20           |
| Supported Employment-Group, 1:8 | DSP II          | \$2.00                 | \$0.15   | \$0.11        | \$0.00   | \$0.90       | \$3.16        | \$0.40           |
| Supported Employment-Group, 1:8 | DSP III         | \$3.00                 | \$0.23   | \$0.16        | \$0.00   | \$1.18       | \$4.57        | \$0.57           |
| Supported Employment-Group, 1:8 | Non-Eng DSP I   |                        |          |               |          |              |               | \$0.60           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                         | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Group, 1:8 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.80           |
| Supported Employment-Group, 1:8 | Non-Eng DSP III |        |          |               |          |              |               | \$0.97           |
| Supported Employment-Group, 1:7 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Supported Employment-Group, 1:7 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.44       | \$1.57        | \$0.22           |
| Supported Employment-Group, 1:7 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.88       | \$3.14        | \$0.45           |
| Supported Employment-Group, 1:7 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.15       | \$4.54        | \$0.65           |
| Supported Employment-Group, 1:7 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.62           |
| Supported Employment-Group, 1:7 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.85           |
| Supported Employment-Group, 1:7 | Non-Eng DSP III |        |          |               |          |              |               | \$1.05           |
| Supported Employment-Group, 1:6 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Supported Employment-Group, 1:6 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.42       | \$1.55        | \$0.26           |
| Supported Employment-Group, 1:6 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.85       | \$3.11        | \$0.52           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                         | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Group, 1:6 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.11       | \$4.50        | \$0.75           |
| Supported Employment-Group, 1:6 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.66           |
| Supported Employment-Group, 1:6 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.92           |
| Supported Employment-Group, 1:6 | Non-Eng DSP III |        |          |               |          |              |               | \$1.15           |
| Supported Employment-Group, 1:5 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.13       | \$0.78        | \$0.39           |
| Supported Employment-Group, 1:5 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.41       | \$1.54        | \$0.31           |
| Supported Employment-Group, 1:5 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.83       | \$3.09        | \$0.62           |
| Supported Employment-Group, 1:5 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.08       | \$4.47        | \$0.89           |
| Supported Employment-Group, 1:5 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.70           |
| Supported Employment-Group, 1:5 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.01           |
| Supported Employment-Group, 1:5 | Non-Eng DSP III |        |          |               |          |              |               | \$1.28           |
| Supported Employment-Group, 1:4 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.12       | \$0.77        | \$0.39           |

DDS Vendor Rate Study – Rate Models  
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| Service                         | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Group, 1:4 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.38           |
| Supported Employment-Group, 1:4 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.83       | \$3.09        | \$0.77           |
| Supported Employment-Group, 1:4 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.08       | \$4.47        | \$1.12           |
| Supported Employment-Group, 1:4 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.77           |
| Supported Employment-Group, 1:4 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.16           |
| Supported Employment-Group, 1:4 | Non-Eng DSP III |        |          |               |          |              |               | \$1.51           |
| Supported Employment-Group, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.12       | \$0.77        | \$0.39           |
| Supported Employment-Group, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.51           |
| Supported Employment-Group, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.11        | \$0.00   | \$0.80       | \$3.06        | \$1.02           |
| Supported Employment-Group, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.16        | \$0.00   | \$1.04       | \$4.43        | \$1.48           |
| Supported Employment-Group, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.90           |
| Supported Employment-Group, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.41           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Group, 1:3                  | Non-Eng DSP III |                        |          |               |          |              |               | \$1.87           |
| Supported Employment-Group, 1:2                  | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.12       | \$0.77        | \$0.39           |
| Supported Employment-Group, 1:2                  | DSP I           | \$1.00                 | \$0.08   | \$0.05        | \$0.00   | \$0.39       | \$1.52        | \$0.76           |
| Supported Employment-Group, 1:2                  | DSP II          | \$2.00                 | \$0.15   | \$0.11        | \$0.00   | \$0.78       | \$3.04        | \$1.52           |
| Supported Employment-Group, 1:2                  | DSP III         | \$3.00                 | \$0.23   | \$0.16        | \$0.00   | \$1.00       | \$4.39        | \$2.20           |
| Supported Employment-Group, 1:2                  | Non-Eng DSP I   |                        |          |               |          |              |               | \$1.15           |
| Supported Employment-Group, 1:2                  | Non-Eng DSP II  |                        |          |               |          |              |               | \$1.91           |
| Supported Employment-Group, 1:2                  | Non-Eng DSP III |                        |          |               |          |              |               | \$2.59           |
| Supported Employment-Individual, Job Development | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.26       | \$0.91        | \$0.91           |
| Supported Employment-Individual, Job Development | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Individual, Job Development | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Individual, Job Development | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Individual, Job Development | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Individual, Job Development | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Individual, Job Development | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Supported Employment-Individual, Job Coaching    | Non-English     | \$0.58                 | \$0.04   | \$0.03        | \$0.00   | \$0.21       | \$0.86        | \$0.86           |
| Supported Employment-Individual, Job Coaching    | DSP I           | \$1.00                 | \$0.08   | \$0.05        | \$0.00   | \$0.59       | \$1.72        | \$1.72           |
| Supported Employment-Individual, Job Coaching    | DSP II          | \$2.00                 | \$0.15   | \$0.11        | \$0.00   | \$1.21       | \$3.47        | \$3.47           |
| Supported Employment-Individual, Job Coaching    | DSP III         | \$3.00                 | \$0.23   | \$0.16        | \$0.00   | \$1.62       | \$5.01        | \$5.01           |
| Supported Employment-Individual, Job Coaching    | Non-Eng DSP I   |                        |          |               |          |              |               | \$2.58           |



DDS Vendor Rate Study – Rate Models  
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| Service                                       | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Supported Employment-Individual, Job Coaching | Non-Eng DSP II  |        |          |               |          |              |               | \$4.33           |
| Supported Employment-Individual, Job Coaching | Non-Eng DSP III |        |          |               |          |              |               | \$5.87           |
| Work Activity Program, 1:35+                  | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Work Activity Program, 1:35+                  | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.46       | \$1.59        | \$0.05           |
| Work Activity Program, 1:35+                  | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.93       | \$3.18        | \$0.09           |
| Work Activity Program, 1:35+                  | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.27       | \$4.65        | \$0.13           |
| Work Activity Program, 1:35+                  | Non-Eng DSP I   |        |          |               |          |              |               | \$0.47           |
| Work Activity Program, 1:35+                  | Non-Eng DSP II  |        |          |               |          |              |               | \$0.51           |
| Work Activity Program, 1:35+                  | Non-Eng DSP III |        |          |               |          |              |               | \$0.55           |
| Work Activity Program, 1:30-34                | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.18       | \$0.83        | \$0.42           |
| Work Activity Program, 1:30-34                | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.45       | \$1.58        | \$0.05           |
| Work Activity Program, 1:30-34                | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.91       | \$3.16        | \$0.11           |
| Work Activity Program, 1:30-34                | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.23       | \$4.61        | \$0.15           |
| Work Activity Program, 1:30-34                | Non-Eng DSP I   |        |          |               |          |              |               | \$0.47           |
| Work Activity Program, 1:30-34                | Non-Eng DSP II  |        |          |               |          |              |               | \$0.53           |
| Work Activity Program, 1:30-34                | Non-Eng DSP III |        |          |               |          |              |               | \$0.57           |

DDS Vendor Rate Study – Rate Models  
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| Service                        | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Work Activity Program, 1:25-29 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.17       | \$0.82        | \$0.41           |
| Work Activity Program, 1:25-29 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.44       | \$1.57        | \$0.06           |
| Work Activity Program, 1:25-29 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.88       | \$3.13        | \$0.13           |
| Work Activity Program, 1:25-29 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.20       | \$4.58        | \$0.18           |
| Work Activity Program, 1:25-29 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.47           |
| Work Activity Program, 1:25-29 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.54           |
| Work Activity Program, 1:25-29 | Non-Eng DSP III |        |          |               |          |              |               | \$0.59           |
| Work Activity Program, 1:20-24 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.16       | \$0.81        | \$0.41           |
| Work Activity Program, 1:20-24 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.43       | \$1.56        | \$0.08           |
| Work Activity Program, 1:20-24 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.88       | \$3.13        | \$0.16           |
| Work Activity Program, 1:20-24 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.20       | \$4.58        | \$0.23           |
| Work Activity Program, 1:20-24 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.49           |
| Work Activity Program, 1:20-24 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.57           |
| Work Activity Program, 1:20-24 | Non-Eng DSP III |        |          |               |          |              |               | \$0.64           |
| Work Activity Program, 1:15-19 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.16       | \$0.81        | \$0.41           |
| Work Activity Program, 1:15-19 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.43       | \$1.56        | \$0.10           |
| Work Activity Program, 1:15-19 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.86       | \$3.11        | \$0.21           |
| Work Activity Program, 1:15-19 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.16       | \$4.54        | \$0.30           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                        | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--------------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Work Activity Program, 1:15-19 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.51           |
| Work Activity Program, 1:15-19 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.62           |
| Work Activity Program, 1:15-19 | Non-Eng DSP III |        |          |               |          |              |               | \$0.71           |
| Work Activity Program, 1:10-14 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.15       | \$0.80        | \$0.40           |
| Work Activity Program, 1:10-14 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.41       | \$1.54        | \$0.15           |
| Work Activity Program, 1:10-14 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.83       | \$3.08        | \$0.31           |
| Work Activity Program, 1:10-14 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.13       | \$4.51        | \$0.45           |
| Work Activity Program, 1:10-14 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.55           |
| Work Activity Program, 1:10-14 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.71           |
| Work Activity Program, 1:10-14 | Non-Eng DSP III |        |          |               |          |              |               | \$0.85           |
| Work Activity Program, 1:9     | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Work Activity Program, 1:9     | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.17           |
| Work Activity Program, 1:9     | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.34           |
| Work Activity Program, 1:9     | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$0.50           |
| Work Activity Program, 1:9     | Non-Eng DSP I   |        |          |               |          |              |               | \$0.57           |
| Work Activity Program, 1:9     | Non-Eng DSP II  |        |          |               |          |              |               | \$0.74           |
| Work Activity Program, 1:9     | Non-Eng DSP III |        |          |               |          |              |               | \$0.90           |
| Work Activity Program, 1:8     | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service                    | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|----------------------------|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Work Activity Program, 1:8 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.19           |
| Work Activity Program, 1:8 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.38           |
| Work Activity Program, 1:8 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$0.56           |
| Work Activity Program, 1:8 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.59           |
| Work Activity Program, 1:8 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.78           |
| Work Activity Program, 1:8 | Non-Eng DSP III |        |          |               |          |              |               | \$0.96           |
| Work Activity Program, 1:7 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Work Activity Program, 1:7 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.22           |
| Work Activity Program, 1:7 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.44           |
| Work Activity Program, 1:7 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$0.64           |
| Work Activity Program, 1:7 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.62           |
| Work Activity Program, 1:7 | Non-Eng DSP II  |        |          |               |          |              |               | \$0.84           |
| Work Activity Program, 1:7 | Non-Eng DSP III |        |          |               |          |              |               | \$1.04           |
| Work Activity Program, 1:6 | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Work Activity Program, 1:6 | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.26           |
| Work Activity Program, 1:6 | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.51           |
| Work Activity Program, 1:6 | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$0.75           |
| Work Activity Program, 1:6 | Non-Eng DSP I   |        |          |               |          |              |               | \$0.66           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Work Activity Program, 1:6                                   | Non-Eng DSP II  |        |          |               |          |              |               | \$0.91           |
| Work Activity Program, 1:6                                   | Non-Eng DSP III |        |          |               |          |              |               | \$1.15           |
| Work Activity Program, 1:5                                   | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Work Activity Program, 1:5                                   | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.31           |
| Work Activity Program, 1:5                                   | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.61           |
| Work Activity Program, 1:5                                   | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$0.89           |
| Work Activity Program, 1:5                                   | Non-Eng DSP I   |        |          |               |          |              |               | \$0.71           |
| Work Activity Program, 1:5                                   | Non-Eng DSP II  |        |          |               |          |              |               | \$1.01           |
| Work Activity Program, 1:5                                   | Non-Eng DSP III |        |          |               |          |              |               | \$1.29           |
| Work Activity Program, 1:4                                   | Non-English     | \$0.58 | \$0.04   | \$0.03        | \$0.00   | \$0.14       | \$0.79        | \$0.40           |
| Work Activity Program, 1:4                                   | DSP I           | \$1.00 | \$0.08   | \$0.05        | \$0.00   | \$0.40       | \$1.53        | \$0.38           |
| Work Activity Program, 1:4                                   | DSP II          | \$2.00 | \$0.15   | \$0.10        | \$0.00   | \$0.81       | \$3.06        | \$0.77           |
| Work Activity Program, 1:4                                   | DSP III         | \$3.00 | \$0.23   | \$0.15        | \$0.00   | \$1.09       | \$4.47        | \$1.12           |
| Work Activity Program, 1:4                                   | Non-Eng DSP I   |        |          |               |          |              |               | \$0.78           |
| Work Activity Program, 1:4                                   | Non-Eng DSP II  |        |          |               |          |              |               | \$1.17           |
| Work Activity Program, 1:4                                   | Non-Eng DSP III |        |          |               |          |              |               | \$1.52           |
| Specialized Therapeutic Services, Professional, 1:1, In Home | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.46       | \$1.10        | \$1.10           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Professional, 1:1, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:1, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:1, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:1, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:1, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:1, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:2, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.52       | \$1.16        | \$0.58           |
| Specialized Therapeutic Services, Professional, 1:2, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:2, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Professional, 1:2, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:2, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:2, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:2, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:3, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.54       | \$1.18        | \$0.39           |
| Specialized Therapeutic Services, Professional, 1:3, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:3, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:3, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:3, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Professional, 1:3, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, 1:3, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.35       | \$0.99        | \$0.99           |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:1, In Home    | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Assistant, 1:2, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.52           |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:2, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:3, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.44       | \$1.08        | \$0.36           |
| Specialized Therapeutic Services, Assistant, 1:3, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Assistant, 1:3, In Home           | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:3, In Home           | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:3, In Home           | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:3, In Home           | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, 1:3, In Home           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.29       | \$0.93        | \$0.93           |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:1, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.49           |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Professional, Clinic, 1:2, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.34       | \$0.98        | \$0.33           |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Professional, Clinic, 1:3, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic    | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.20       | \$0.84        | \$0.84           |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.24       | \$0.88        | \$0.44           |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.27       | \$0.91        | \$0.30           |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3, Clinic | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.46       | \$1.10        | \$1.10           |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:1, In Home     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.52       | \$1.16        | \$0.58           |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:2, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.54       | \$1.18        | \$0.39           |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Licensed Professional, 1:3, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:1, In Home            | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.36       | \$1.00        | \$1.00           |
| Adaptive Skills Trainer; Specialist, 1:1, In Home            | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:1, In Home            | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:1, In Home            | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:1, In Home            | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adaptive Skills Trainer; Specialist, 1:1, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:1, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.52           |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:2, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.44       | \$1.08        | \$0.36           |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Adaptive Skills Trainer; Specialist, 1:3, In Home | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Adaptive Skills Trainer; Specialist, 1:3, In Home | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.45       | \$1.08        | \$1.08           |
| Behavior Analyst, 1:1                             | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:1                             | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:2                             | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.51       | \$1.14        | \$0.57           |
| Behavior Analyst, 1:2                             | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:2                             | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:2                             | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:2                             | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:2                             | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service                         | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Analyst, 1:2           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.54       | \$1.17        | \$0.39           |
| Behavior Analyst, 1:3           | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Analyst, 1:3           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.35       | \$0.98        | \$0.98           |
| Associate Behavior Analyst, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.40       | \$1.03        | \$0.52           |
| Associate Behavior Analyst, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service                            | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|------------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Associate Behavior Analyst, 1:2    | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:2    | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:2    | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.43       | \$1.06        | \$0.35           |
| Associate Behavior Analyst, 1:3    | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Associate Behavior Analyst, 1:3    | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.35       | \$0.98        | \$0.98           |
| Behavior Management Assistant, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.40       | \$1.03        | \$0.52           |

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| Service                                     | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Management Assistant, 1:2          | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2          | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2          | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2          | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2          | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:2          | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.43       | \$1.06        | \$0.35           |
| Behavior Management Assistant, 1:3          | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Assistant, 1:3          | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Technician - Paraprofessional, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.37       | \$1.00        | \$1.00           |
| Behavior Technician - Paraprofessional, 1:1 | DSP I           | \$1.00                 | \$0.08   | \$0.02        | \$0.00   | \$1.06       | \$2.16        | \$2.16           |
| Behavior Technician - Paraprofessional, 1:1 | DSP II          | \$2.00                 | \$0.15   | \$0.05        | \$0.00   | \$2.14       | \$4.34        | \$4.34           |
| Behavior Technician - Paraprofessional, 1:1 | DSP III         | \$3.00                 | \$0.23   | \$0.07        | \$0.00   | \$2.94       | \$6.24        | \$6.24           |
| Behavior Technician - Paraprofessional, 1:1 | Non-Eng DSP I   |                        |          |               |          |              |               | \$3.16           |

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| Service                                     | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Technician - Paraprofessional, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$5.34           |
| Behavior Technician - Paraprofessional, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$7.24           |
| Behavior Technician - Paraprofessional, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.01        | \$0.00   | \$0.42       | \$1.05        | \$0.53           |
| Behavior Technician - Paraprofessional, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.02        | \$0.00   | \$1.20       | \$2.30        | \$1.15           |
| Behavior Technician - Paraprofessional, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.05        | \$0.00   | \$2.42       | \$4.62        | \$2.31           |
| Behavior Technician - Paraprofessional, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.07        | \$0.00   | \$3.34       | \$6.64        | \$3.32           |
| Behavior Technician - Paraprofessional, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.68           |
| Behavior Technician - Paraprofessional, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.84           |
| Behavior Technician - Paraprofessional, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$3.85           |
| Behavior Technician - Paraprofessional, 1:3 | Non-English     | \$0.58 | \$0.04   | \$0.01        | \$0.00   | \$0.46       | \$1.09        | \$0.36           |
| Behavior Technician - Paraprofessional, 1:3 | DSP I           | \$1.00 | \$0.08   | \$0.02        | \$0.00   | \$1.33       | \$2.43        | \$0.81           |
| Behavior Technician - Paraprofessional, 1:3 | DSP II          | \$2.00 | \$0.15   | \$0.05        | \$0.00   | \$2.67       | \$4.87        | \$1.62           |
| Behavior Technician - Paraprofessional, 1:3 | DSP III         | \$3.00 | \$0.23   | \$0.07        | \$0.00   | \$3.70       | \$7.00        | \$2.33           |
| Behavior Technician - Paraprofessional, 1:3 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.17           |
| Behavior Technician - Paraprofessional, 1:3 | Non-Eng DSP II  |        |          |               |          |              |               | \$1.98           |
| Behavior Technician - Paraprofessional, 1:3 | Non-Eng DSP III |        |          |               |          |              |               | \$2.69           |

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| Service                             | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|-------------------------------------|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Management Consultant, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.45       | \$1.08        | \$1.08           |
| Behavior Management Consultant, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.51       | \$1.14        | \$0.57           |
| Behavior Management Consultant, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.01        | \$0.00   | \$0.54       | \$1.17        | \$0.39           |
| Behavior Management Consultant, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Behavior Management Consultant, 1:3  | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:3  | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Behavior Management Consultant, 1:3  | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.47       | \$1.11        | \$1.11           |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$0.59           |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.58       | \$1.22        | \$0.41           |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$1.02           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | DSP I           | \$1.00                 | \$0.08   | \$0.03        | \$0.00   | \$1.29       | \$2.40        | \$2.40           |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$2.58       | \$4.79        | \$4.79           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$3.42       | \$6.73        | \$6.73           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$3.42           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$5.81           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$7.75           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.43       | \$1.07        | \$0.54           |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.03        | \$0.00   | \$1.46       | \$2.57        | \$1.29           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$2.91       | \$5.12        | \$2.56           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$3.87       | \$7.18        | \$3.59           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.83           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$3.10           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$4.13           |

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| Service  | Stipend Type   | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Non-English    | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.47       | \$1.11        | \$0.37           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | DSP I          | \$1.00 | \$0.08   | \$0.03        | \$0.00   | \$1.60       | \$2.71        | \$0.90           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | DSP II         | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$3.18       | \$5.39        | \$1.80           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | DSP III        | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$4.26       | \$7.57        | \$2.52           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Non-Eng DSP I  |        |          |               |          |              |               | \$1.27           |
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Non-Eng DSP II |        |          |               |          |              |               | \$2.17           |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Home- and Community-Based, 1:3 | Non-Eng DSP III |                        |          |               |          |              |               | \$2.89           |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1                      | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |



DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.52       | \$1.16        | \$1.16           |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.59       | \$1.23        | \$0.62           |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.61       | \$1.25        | \$0.42           |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1         | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3      | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1            | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Home- and Community-Based, 1:3     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Dietician, Home- and Community-Based, 1:3     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.53       | \$1.17        | \$1.17           |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1  | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.60       | \$1.24        | \$0.62           |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.62       | \$1.26        | \$0.42           |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3               | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.26       | \$0.90        | \$0.90           |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.29       | \$0.93        | \$0.47           |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.32           |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.23       | \$0.87        | \$0.87           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | DSP I           | \$1.00                 | \$0.08   | \$0.03        | \$0.00   | \$0.78       | \$1.89        | \$1.89           |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | DSP II          | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$1.55       | \$3.76        | \$3.76           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | DSP III         | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$1.96       | \$5.27        | \$5.27           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Non-Eng DSP I   |        |          |               |          |              |               | \$2.76           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Non-Eng DSP II  |        |          |               |          |              |               | \$4.63           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:1 | Non-Eng DSP III |        |          |               |          |              |               | \$6.14           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Non-English     | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.26       | \$0.90        | \$0.45           |

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| Service  | Stipend Type    | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | DSP I           | \$1.00 | \$0.08   | \$0.03        | \$0.00   | \$0.85       | \$1.96        | \$0.98           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | DSP II          | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$1.71       | \$3.92        | \$1.96           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | DSP III         | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$2.19       | \$5.50        | \$2.75           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Non-Eng DSP I   |        |          |               |          |              |               | \$1.43           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Non-Eng DSP II  |        |          |               |          |              |               | \$2.41           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:2 | Non-Eng DSP III |        |          |               |          |              |               | \$3.20           |

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| Service  | Stipend Type   | Amount | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|----------------|--------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Non-English    | \$0.58 | \$0.04   | \$0.02        | \$0.00   | \$0.29       | \$0.93        | \$0.31           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | DSP I          | \$1.00 | \$0.08   | \$0.03        | \$0.00   | \$0.92       | \$2.03        | \$0.68           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | DSP II         | \$2.00 | \$0.15   | \$0.06        | \$0.00   | \$1.82       | \$4.03        | \$1.34           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | DSP III        | \$3.00 | \$0.23   | \$0.08        | \$0.00   | \$2.35       | \$5.66        | \$1.89           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Non-Eng DSP I  |        |          |               |          |              |               | \$0.99           |
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Non-Eng DSP II |        |          |               |          |              |               | \$1.65           |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program - Early Intervention Assistants, Center/Facility Based, 1:3 | Non-Eng DSP III |                        |          |               |          |              |               | \$2.20           |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1                      | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3           | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3           | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3           | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3           | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3           | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.37       | \$1.01        | \$0.51           |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.39       | \$1.03        | \$0.34           |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1         | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1         | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1         | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1         | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
Prepared for California Department of Developmental Services

| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Audiologist, Center/Facility Based, 1:2      | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3      | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |

DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |



DDS Vendor Rate Study – Rate Models  
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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1            | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |

DDS Vendor Rate Study – Rate Models  
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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Nurse, Center/Facility Based, 1:3     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Nurse, Center/Facility Based, 1:3     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, Dietician, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Dietician, Center/Facility Based, 1:3     | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3     | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3     | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3     | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Dietician, Center/Facility Based, 1:3     | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |



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| Service   | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|---|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1  | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.33       | \$0.97        | \$0.97           |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1  | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1  | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Center/Facility Based, 1:1 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.38       | \$1.02        | \$0.51           |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | Non-English     | \$0.58                 | \$0.04   | \$0.02        | \$0.00   | \$0.40       | \$1.04        | \$0.35           |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | DSP I           | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | DSP II          | Stipend Not Applicable |          |               |          |              |               |                  |

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| Service  | Stipend Type    | Amount                 | Benefits | Workers' Comp | Overtime | Productivity | Total Stipend | Stipend per Unit |
|--|-----------------|------------------------|----------|---------------|----------|--------------|---------------|------------------|
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | DSP III         | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | Non-Eng DSP I   | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | Non-Eng DSP II  | Stipend Not Applicable |          |               |          |              |               |                  |
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | Non-Eng DSP III | Stipend Not Applicable |          |               |          |              |               |                  |