

DDS Vendor Rate Study

Rate Models for Westside Regional Center

Prepared for California Department of Developmental Services

Prepared by Burns & Associates
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Rate Model Table of Contents

| | |
|--|----------|
| Rate Summary..... | 1 |
| Personal Supports & Training Services - Westside Regional Center | 1 |
| Residential Services – Westside Regional Center | 3 |
| Day & Employment Services – Westside Regional Center | 5 |
| Behavior & Professional Services – Westside Regional Center | 7 |
| Personal Supports and Training Services..... | 1 |
| Personal Assistance, 1:1..... | 31 |
| Personal Assistance, 1:2..... | 32 |
| Personal Assistance, 1:3..... | 34 |
| Parent Coordinated Personal Assistance, 1:1 | 36 |
| Parent Coordinated Personal Assistance, 1:2..... | 37 |
| Parent Coordinated Personal Assistance, 1:3..... | 38 |
| Parent Coordinated Personal Assistance, 1:1 - Overtime | 39 |
| Parent Coordinated Personal Assistance, 1:2 - Overtime | 40 |
| Parent Coordinated Personal Assistance, 1:3 - Overtime | 41 |
| Independent Living, 1:1 | 42 |
| Independent Living, 1:2 | 43 |
| Independent Living, 1:3 | 45 |
| Independent Living Specialist, 1:1..... | 47 |
| Independent Living Specialist, 1:2..... | 48 |
| Independent Living Specialist, 1:3..... | 49 |
| Parent Coordinated Supported Living, 1:1 | 50 |
| Parent Coordinated Supported Living, 1:2 | 51 |
| Parent Coordinated Supported Living, 1:3 | 52 |
| Parent Coordinated Supported Living, 1:1 - Overtime | 53 |
| Parent Coordinated Supported Living, 1:2 - Overtime | 54 |
| Parent Coordinated Supported Living, 1:3 - Overtime | 55 |
| Supported Living, 1:1 | 56 |
| Supported Living, 1:2 | 58 |
| Supported Living, 1:3 | 60 |
| Parenting Support Services, 1:1 | 62 |
| Parenting Support Services, 1:2 | 63 |
| Parenting Support Services, 1:3 | 64 |
| Respite, Agency, 1:1 | 65 |
| Respite, Agency, 1:2 | 66 |

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

| | |
|--|-----------|
| Respite, Agency, 1:3 | 68 |
| Participant-Directed Respite, 1:1 | 70 |
| Participant-Directed Respite, 1:2 | 71 |
| Participant-Directed Respite, 1:3 | 72 |
| Participant-Directed Respite, 1:1 - Overtime..... | 73 |
| Participant-Directed Respite, 1:2 - Overtime..... | 74 |
| Participant-Directed Respite, 1:3 - Overtime..... | 75 |
| Respite, Employer of Record, 1:1 | 76 |
| Respite, Employer of Record, 1:2..... | 77 |
| Respite, Employer of Record, 1:3..... | 78 |
| Tutor Services, 1:1 | 79 |
| Tutor Services, 1:2..... | 80 |
| Tutor Services, 1:3 | 81 |
| Housekeeping, 1:1..... | 82 |
| Housekeeping, 1:2..... | 83 |
| Housekeeping, 1:3..... | 84 |
| Supplemental Program Support – Other | 85 |
| Residential Services | 30 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Adult Homes .. | 86 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Adult Homes | 89 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Adult Homes | 92 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Adult Homes | 95 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Adult Homes .. | 98 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 7 – Adult Homes..... | 101 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Children’s Homes | 104 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Children’s Homes | 107 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Children’s Homes | 110 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Children’s Homes | 113 |
| Community Care Facility – Staff Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Children’s Homes | 116 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Adult Homes | 119 |

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

| | |
|--|-----|
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Adult Homes | 122 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Adult Homes | 125 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Adult Homes | 128 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Adult Homes | 131 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 7 – Adult Homes..... | 134 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Children’s Homes | 137 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A and 4B) – Children’s Homes | 140 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D and 4E) – Children’s Homes | 143 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G and 4H) – Children’s Homes | 146 |
| Community Care Facility – Staff Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Children’s Homes | 149 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Adult Homes | 152 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A, and 4B) – Adult Homes | 154 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) – Adult Homes | 156 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) – Adult Homes | 158 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Adult Homes | 160 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 7 – Adult Homes..... | 162 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 2 (formerly Level 2) – Children’s Homes | 164 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 3 (formerly Levels 3, 4A, and 4B) – Children’s Homes | 166 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) – Children’s Homes | 168 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) – Children’s Homes | 170 |
| Community Care Facility – Owner Operated, 3 or 4 Beds, Level 6 (formerly Level 4I) – Children’s Homes | 172 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Adult Homes | 174 |

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

| | |
|--|-----------|
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A, and 4B) – Adult Homes | 176 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) – Adult Homes | 178 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) – Adult Homes | 180 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Adult Homes | 182 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 7 – Adult Homes..... | 184 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 2 (formerly Level 2) – Children’s Homes | 186 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 3 (formerly Levels 3, 4A, and 4B) – Children’s Homes | 188 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 4 (formerly Levels 4C, 4D, and 4E) – Children’s Homes | 190 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 5 (formerly Levels 4F, 4G, and 4H) – Children’s Homes | 192 |
| Community Care Facility – Owner Operated, 5 or 6 Beds, Level 6 (formerly Level 4I) – Children’s Homes | 194 |
| Adult Residential Facility for Persons with Special Health Care Needs | 196 |
| Enhanced Behavioral Support Home – Facility Cost | 199 |
| Enhanced Behavioral Support Home – Resident Cost..... | 200 |
| Community Crisis Home – Facility Cost..... | 202 |
| Community Crisis Home – Resident Cost | 203 |
| Supported Living - Community | 205 |
| Family Home Agency, Level 1 | 208 |
| Family Home Agency, Level 2 | 210 |
| Family Home Agency, Level 3 | 212 |
| Family Home Agency, Level 4 | 214 |
| Family Home Agency, Level 5 | 216 |
| Family Home Agency, Level 6 | 218 |
| Supplemental Residential Program Support | 220 |
| Day and Employment Services | 30 |
| Community-Based Day Programs, Center/ Facility, 1:10 | 221 |
| Community-Based Day Programs, Center/ Facility, 1:9 | 223 |
| Community-Based Day Programs, Center/ Facility, 1:8 | 225 |
| Community-Based Day Programs, Center/ Facility, 1:7 | 227 |
| Community-Based Day Programs, Center/ Facility, 1:6 | 229 |
| Community-Based Day Programs, Center/ Facility, 1:5 | 231 |

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

| | |
|--|-----|
| Community-Based Day Programs, Center/ Facility, 1:4 | 233 |
| Community-Based Day Programs, Center/ Facility, 1:3 | 235 |
| Community-Based Day Programs, Center/ Facility, 1:2 | 237 |
| Community-Based Day Programs, Community, 1:4 | 239 |
| Community-Based Day Programs, Community, 1:3 | 241 |
| Community-Based Day Programs, Community, 1:2 | 243 |
| Community-Based Day Programs, Community Only, 1:4 | 245 |
| Community-Based Day Programs, Community Only, 1:3 | 247 |
| Community-Based Day Programs, Community Only, 1:2 | 249 |
| Behavior Management, Center/ Facility, 1:3 | 251 |
| Behavior Management, Center/ Facility, 1:2 | 253 |
| Medical Management, Center/ Facility, 1:3..... | 255 |
| Medical Management, Center/ Facility, 1:2..... | 257 |
| Behavior Management, Community, 1:3 | 259 |
| Behavior Management, Community, 1:2 | 261 |
| Medical Management, Community, 1:3 | 263 |
| Medical Management, Community, 1:2 | 265 |
| In-Home Day Program, 1:3..... | 267 |
| In-Home Day Program, 1:2..... | 269 |
| In-Home Day Program, 1:1..... | 271 |
| Participant-Directed Community-Based Training, 1:3 | 272 |
| Participant-Directed Community-Based Training, 1:2 | 273 |
| Participant-Directed Community-Based Training, 1:1 | 274 |
| Participant-Directed Community-Based Training, 1:3 - Overtime..... | 275 |
| Participant-Directed Community-Based Training, 1:2 - Overtime..... | 276 |
| Participant-Directed Community-Based Training, 1:1 - Overtime..... | 277 |
| Supplemental Day Program Support..... | 278 |
| Transportation, Company | 279 |
| Transportation, Company, Non-Ambulatory | 281 |
| Transportation, Additional Component | 283 |
| Transportation, Additional Component, Non-Ambulatory | 284 |
| Transportation Assistant | 286 |
| Transportation Broker | 287 |
| Transportation Broker, Non-Ambulatory | 288 |
| Supported Employment-Group, Center/ Facility, 1:8..... | 289 |
| Supported Employment-Group, Center/ Facility, 1:7 | 291 |

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

| | |
|---|-----------|
| Supported Employment-Group, Center/ Facility, 1:6..... | 293 |
| Supported Employment-Group, Center/ Facility, 1:5..... | 295 |
| Supported Employment-Group, Center/ Facility, 1:4..... | 297 |
| Supported Employment-Group, Center/ Facility, 1:3..... | 299 |
| Supported Employment-Group, Center/ Facility, 1:2..... | 301 |
| Supported Employment-Individual, Job Development..... | 303 |
| Supported Employment-Individual, Job Coaching..... | 304 |
| Work Activity Program, 1:35+ | 305 |
| Work Activity Program, 1:30-34 | 307 |
| Work Activity Program, 1:25-29 | 309 |
| Work Activity Program, 1:20-24 | 311 |
| Work Activity Program, 1:15-19 | 313 |
| Work Activity Program, 1:10-14 | 315 |
| Work Activity Program, 1:9 | 317 |
| Work Activity Program, 1:8 | 319 |
| Work Activity Program, 1:7 | 321 |
| Work Activity Program, 1:6 | 323 |
| Work Activity Program, 1:5 | 325 |
| Work Activity Program, 1:4 | 327 |
| Behavioral and Professional Support Services..... | 30 |
| Specialized Therapeutic Services, Professional, 1:1 | 329 |
| Specialized Therapeutic Services, Professional, 1:2..... | 330 |
| Specialized Therapeutic Services, Professional, 1:3..... | 331 |
| Specialized Therapeutic Services, Assistant, 1:1 | 332 |
| Specialized Therapeutic Services, Assistant, 1:2..... | 334 |
| Specialized Therapeutic Services, Assistant, 1:3..... | 336 |
| Specialized Therapeutic Services, Professional, Clinic, 1:1 | 338 |
| Specialized Therapeutic Services, Professional, Clinic, 1:2 | 339 |
| Specialized Therapeutic Services, Professional, Clinic, 1:3 | 340 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1 | 341 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2 | 342 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3 | 344 |
| Adaptive Skills Trainer, Licensed Professional, 1:1 | 346 |
| Adaptive Skills Trainer, Licensed Professional, 1:2..... | 347 |
| Adaptive Skills Trainer, Licensed Professional, 1:3..... | 348 |
| Adaptive Skills Trainer, Specialist, 1:1 | 349 |

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

| | |
|---|-----|
| Adaptive Skills Trainer, Specialist, 1:2 | 351 |
| Adaptive Skills Trainer, Specialist, 1:3 | 353 |
| Behavior Analyst, 1:1 | 355 |
| Behavior Analyst, 1:2 | 356 |
| Behavior Analyst, 1:3 | 357 |
| Associate Behavior Analyst, 1:1 | 358 |
| Associate Behavior Analyst, 1:2..... | 359 |
| Associate Behavior Analyst, 1:3..... | 360 |
| Behavior Management Assistant, 1:1 | 361 |
| Behavior Management Assistant, 1:2 | 362 |
| Behavior Management Assistant, 1:3 | 363 |
| Behavior Technician - Paraprofessional, 1:1 | 364 |
| Behavior Technician - Paraprofessional, 1:2 | 365 |
| Behavior Technician - Paraprofessional, 1:3 | 366 |
| Behavior Management Consultant, 1:1..... | 367 |
| Behavior Management Consultant, 1:2..... | 368 |
| Behavior Management Consultant, 1:3..... | 369 |
| Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:1 | 370 |
| Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:2..... | 372 |
| Infant Development Program – Early Intervention Specialist, Home and Community Based, 1:3..... | 374 |
| Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:1 | 376 |
| Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:2 | 377 |
| Infant Development Program – Early Intervention Assistants, Home and Community Based, 1:3 | 379 |
| Infant Development Program – PT/OT/SLP, Home and Community Based, 1:1 | 381 |
| Infant Development Program – PT/OT/SLP, Home and Community Based, 1:2 | 382 |
| Infant Development Program – PT/OT/SLP, Home and Community Based, 1:3 | 383 |
| Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:1 | 384 |
| Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:2..... | 386 |
| Infant Development Program – PT/OT/SLP Assistant, Home and Community Based, 1:3..... | 388 |
| Infant Development Program – Audiologist, Home and Community Based, 1:1..... | 390 |
| Infant Development Program – Audiologist, Home and Community Based, 1:2..... | 391 |
| Infant Development Program – Audiologist, Home and Community Based, 1:3..... | 392 |
| Infant Development Program – Family Therapist, Home and Community Based, 1:1 | 393 |
| Infant Development Program – Family Therapist, Home and Community Based, 1:2 | 394 |
| Infant Development Program – Family Therapist, Home and Community Based, 1:3 | 395 |
| Infant Development Program – Nurse, Home and Community Based, 1:1 | 396 |

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

| | |
|--|-----|
| Infant Development Program – Nurse, Home and Community Based, 1:2..... | 397 |
| Infant Development Program – Nurse, Home and Community Based, 1:3..... | 398 |
| Infant Development Program – Dietician, Home and Community Based, 1:1..... | 399 |
| Infant Development Program – Dietician, Home and Community Based, 1:2..... | 400 |
| Infant Development Program – Dietician, Home and Community Based, 1:3..... | 401 |
| Infant Development Program – Social Worker, Home and Community Based, 1:1 | 402 |
| Infant Development Program – Social Worker, Home and Community Based, 1:2 | 403 |
| Infant Development Program – Social Worker, Home and Community Based, 1:3 | 404 |
| Infant Development Program – Psychologist, Home and Community Based, 1:1 | 405 |
| Infant Development Program – Psychologist, Home and Community Based, 1:2..... | 406 |
| Infant Development Program – Psychologist, Home and Community Based, 1:3..... | 407 |
| Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:1 | 408 |
| Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:2 | 409 |
| Infant Development Program – Early Intervention Specialist, Center/Facility Based, 1:3 | 411 |
| Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:1..... | 413 |
| Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:2..... | 414 |
| Infant Development Program – Early Intervention Assistants, Center/Facility Based, 1:3..... | 416 |
| Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:1 | 418 |
| Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:2 | 419 |
| Infant Development Program – PT/OT/SLP, Center/Facility Based, 1:3 | 420 |
| Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:1 | 421 |
| Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:2 | 422 |
| Infant Development Program – PT/OT/SLP Assistant, Center/Facility Based, 1:3 | 424 |
| Infant Development Program – Audiologist, Center/Facility Based, 1:1 | 426 |
| Infant Development Program – Audiologist, Center/Facility Based, 1:2 | 427 |
| Infant Development Program – Audiologist, Center/Facility Based, 1:3 | 428 |
| Infant Development Program – Family Therapist, Center/Facility Based, 1:1..... | 429 |
| Infant Development Program – Family Therapist, Center/Facility Based, 1:2..... | 430 |
| Infant Development Program – Family Therapist, Center/Facility Based, 1:3..... | 431 |
| Infant Development Program – Nurse, Center/Facility Based, 1:1 | 432 |
| Infant Development Program – Nurse, Center/Facility Based, 1:2 | 433 |
| Infant Development Program – Nurse, Center/Facility Based, 1:3 | 434 |
| Infant Development Program – Dietician, Center/Facility Based, 1:1 | 435 |
| Infant Development Program – Dietician, Center/Facility Based, 1:2 | 436 |
| Infant Development Program – Dietician, Center/Facility Based, 1:3 | 437 |
| Infant Development Program – Social Worker, Center/Facility Based, 1:1 | 438 |

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

| | |
|---|-----|
| Infant Development Program – Social Worker, Center/Facility Based, 1:2..... | 439 |
| Infant Development Program – Social Worker, Center/Facility Based, 1:3..... | 440 |
| Infant Development Program – Psychologist, Center/Facility Based, 1:1..... | 441 |
| Infant Development Program – Psychologist, Center/Facility Based, 1:2..... | 442 |
| Infant Development Program – Psychologist, Center/Facility Based, 1:3..... | 443 |

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

Rate Summary

Personal Supports & Training Services - Westside Regional Center

| Service | Rate |
|--|-------------|
| Personal Assistance, 1:1 | \$34.69 |
| Personal Assistance, 1:2 | \$17.50 |
| Personal Assistance, 1:3 | \$11.77 |
| Parent Coordinated Personal Assistance, 1:1 | \$23.07 |
| Parent Coordinated Personal Assistance, 1:2 | \$11.74 |
| Parent Coordinated Personal Assistance, 1:3 | \$7.83 |
| Parent Coordinated Personal Assistance, OT Rate, 1:1 | \$27.23 |
| Parent Coordinated Personal Assistance, OT Rate, 1:2 | \$13.62 |
| Parent Coordinated Personal Assistance, OT Rate, 1:3 | \$9.08 |
| Independent Living, 1:1 | \$41.99 |
| Independent Living, 1:2 | \$21.36 |
| Independent Living, 1:3 | \$14.45 |
| Independent Living Specialist, 1:1 | \$31.11 |
| Independent Living Specialist, 1:2 | \$15.93 |
| Independent Living Specialist, 1:3 | \$10.78 |
| Parent Coordinated Supported Living, 1:1 | \$23.51 |
| Parent Coordinated Supported Living, 1:2 | \$11.97 |
| Parent Coordinated Supported Living, 1:3 | \$7.98 |
| Parent Coordinated Supported Living, OT Rate, 1:1 | \$27.84 |
| Parent Coordinated Supported Living, OT Rate, 1:2 | \$13.92 |
| Parent Coordinated Supported Living, OT Rate, 1:3 | \$9.28 |
| Supported Living, 1:1 | \$38.02 |
| Supported Living, 1:2 | \$19.19 |
| Supported Living, 1:3 | \$12.89 |
| Parenting Support Services, 1:1 | \$58.24 |
| Parenting Support Services, 1:2 | \$29.60 |
| Parenting Support Services, 1:3 | \$20.05 |
| Respite, Agency, 1:1 | \$33.17 |
| Respite, Agency, 1:2 | \$16.73 |
| Respite, Agency, 1:3 | \$11.24 |
| Participant-Directed Respite, 1:1 | \$23.07 |
| Participant-Directed Respite, 1:2 | \$11.74 |
| Participant-Directed Respite, 1:3 | \$7.83 |
| Participant-Directed Respite, OT Rate, 1:1 | \$27.23 |
| Participant-Directed Respite, OT Rate, 1:2 | \$13.62 |
| Participant-Directed Respite, OT Rate, 1:3 | \$9.08 |
| Respite, Employer of Record, 1:1 | \$25.94 |
| Respite, Employer of Record, 1:2 | \$13.09 |
| Respite, Employer of Record, 1:3 | \$8.80 |
| Tutor Services, 1:1 | \$54.70 |
| Tutor Services, 1:2 | \$28.00 |
| Tutor Services, 1:3 | \$18.95 |
| Housekeeping, 1:1 | \$30.68 |

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

| Service | Rate |
|---------------------------------------|---------|
| Housekeeping, 1:2 | \$15.34 |
| Housekeeping, 1:3 | \$10.23 |
| Supplemental Prog. Supp. - Other Svcs | \$29.90 |

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Residential Services – Westside Regional Center

| Service | Rate |
|--|-------------|
| Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 2 | \$6,214.13 |
| Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 3 | \$7,775.10 |
| Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 4 | \$9,095.39 |
| Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 5 | \$11,341.41 |
| Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 6 | \$12,677.75 |
| Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 2 | \$6,546.07 |
| Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 3 | \$8,119.52 |
| Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 4 | \$9,525.69 |
| Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 5 | \$11,889.46 |
| Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 6 | \$13,319.16 |
| Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 2 | \$4,941.15 |
| Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 3 | \$7,021.29 |
| Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 4 | \$8,452.29 |
| Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 5 | \$10,710.71 |
| Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 6 | \$12,167.31 |
| Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 2 | \$5,186.99 |
| Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 3 | \$7,340.88 |
| Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 4 | \$8,858.02 |
| Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 5 | \$11,245.14 |
| Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 6 | \$12,795.33 |
| Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 2 | \$5,683.60 |
| Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 3 | \$6,233.09 |
| Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 4 | \$7,553.34 |
| Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 5 | \$9,118.00 |
| Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 6 | \$10,454.33 |
| Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 2 | \$6,015.89 |
| Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 3 | \$6,589.64 |
| Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 4 | \$7,984.07 |
| Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 5 | \$9,679.22 |
| Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 6 | \$11,095.83 |
| Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 2 | \$4,558.33 |
| Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 3 | \$5,907.23 |
| Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 4 | \$7,338.27 |
| Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 5 | \$9,101.82 |
| Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 6 | \$10,558.39 |
| Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 2 | \$4,804.40 |
| Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 3 | \$6,215.00 |
| Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 4 | \$7,731.87 |
| Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 5 | \$9,623.00 |
| Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 6 | \$11,173.22 |
| ARFPSHN | Custom Rate |
| EBSH - Facility Cost | Custom Rate |
| EBSH - Resident Cost | Custom Rate |

DDS Vendor Rate Study – Rate Models
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| Service | Rate |
|--------------------------------------|-------------|
| CCH - Facility Cost | Custom Rate |
| CCH - Resident Cost | Custom Rate |
| Supported Living, Community | Custom Rate |
| Family Home Agency, Level 1 | \$3,614.55 |
| Family Home Agency, Level 2 | \$4,551.72 |
| Family Home Agency, Level 3 | \$5,399.00 |
| Family Home Agency, Level 4 | \$6,468.92 |
| Family Home Agency, Level 5 | \$7,593.31 |
| Family Home Agency, Level 6 | \$9,713.54 |
| Supplemental Residential Prog. Supp. | \$29.63 |

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

Day & Employment Services – Westside Regional Center

| Service | Rate |
|---|-------------|
| Community-Based Day Programs, Center/Facility, 1:10 | \$5.86 |
| Community-Based Day Programs, Center/Facility, 1:9 | \$6.36 |
| Community-Based Day Programs, Center/Facility, 1:8 | \$6.98 |
| Community-Based Day Programs, Center/Facility, 1:7 | \$7.76 |
| Community-Based Day Programs, Center/Facility, 1:6 | \$8.83 |
| Community-Based Day Programs, Center/Facility, 1:5 | \$10.30 |
| Community-Based Day Programs, Center/Facility, 1:4 | \$12.52 |
| Community-Based Day Programs, Center/Facility, 1:3 | \$16.20 |
| Community-Based Day Programs, Center/Facility, 1:2 | \$23.60 |
| Community-Based Day Programs, Community, 1:4 | \$14.06 |
| Community-Based Day Programs, Community, 1:3 | \$18.35 |
| Community-Based Day Programs, Community, 1:2 | \$26.82 |
| Community-Based Day, Community Only, 1:4 | \$12.94 |
| Community-Based Day, Community Only, 1:3 | \$17.24 |
| Community-Based Day, Community Only, 1:2 | \$25.70 |
| Behavior Management, Center/Facility, 1:3 | \$30.14 |
| Behavior Management, Center/Facility, 1:2 | \$39.19 |
| Medical Management, Center/Facility, 1:3 | \$32.63 |
| Medical Management, Center/Facility, 1:2 | \$42.33 |
| Behavior Management, Community, 1:3 | \$32.28 |
| Behavior Management, Community, 1:2 | \$42.41 |
| Medical Management, Community, 1:3 | \$35.23 |
| Medical Management, Community, 1:2 | \$46.23 |
| In-Home Day Program, 1:3 | \$15.50 |
| In-Home Day Program, 1:2 | \$23.06 |
| In-Home Day Program, 1:1 | \$41.55 |
| Participant-Directed Community-Based Training, 1:3 | \$8.11 |
| Participant-Directed Community-Based Training, 1:2 | \$12.05 |
| Participant-Directed Community-Based Training, 1:1 | \$24.10 |
| Participant-Directed Community-Based Training, OT Rate, 1:3 | \$9.35 |
| Participant-Directed Community-Based Training, OT Rate, 1:2 | \$14.03 |
| Participant-Directed Community-Based Training, OT Rate, 1:1 | \$28.06 |
| Supplemental Day Program Support | \$30.11 |
| Transportation, Company | \$15.09 |
| Transportation, Company, Non-Ambulatory | \$17.80 |
| Transportation, Additional Component | \$12.99 |
| Transportation, Additional Component, Non-Ambulatory | \$14.03 |
| Transportation Assistant | \$31.65 |
| Transportation Coordination | \$3.21 |
| Transportation Coordination, Non-Ambulatory | \$3.55 |
| Supported Employment-Group, 1:8 | \$7.34 |
| Supported Employment-Group, 1:7 | \$8.38 |
| Supported Employment-Group, 1:6 | \$9.72 |
| Supported Employment-Group, 1:5 | \$11.58 |
| Supported Employment-Group, 1:4 | \$14.40 |

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

| Service | Rate |
|---------------------------------|-------------|
| Supported Employment-Group, 1:3 | \$19.06 |
| Supported Employment-Group, 1:2 | \$28.58 |
| Supp Emp, Job Development | \$65.28 |
| Supp Emp, Job Coaching | \$51.65 |
| Work Activity Program, 1:35+ | \$2.40 |
| Work Activity Program, 1:30-34 | \$2.52 |
| Work Activity Program, 1:25-29 | \$2.78 |
| Work Activity Program, 1:20-24 | \$3.16 |
| Work Activity Program, 1:15-19 | \$3.74 |
| Work Activity Program, 1:10-14 | \$4.83 |
| Work Activity Program, 1:9 | \$6.06 |
| Work Activity Program, 1:8 | \$6.68 |
| Work Activity Program, 1:7 | \$7.48 |
| Work Activity Program, 1:6 | \$8.55 |
| Work Activity Program, 1:5 | \$10.03 |
| Work Activity Program, 1:4 | \$12.28 |

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

Behavior & Professional Services – Westside Regional Center

| Service | Rate |
|--|-------------|
| Specialized Therapeutic Services, Professional, 1:1 | \$137.81 |
| Specialized Therapeutic Services, Professional, 1:2 | \$72.58 |
| Specialized Therapeutic Services, Professional, 1:3 | \$49.22 |
| Specialized Therapeutic Services, Assistant, 1:1 | \$102.42 |
| Specialized Therapeutic Services, Assistant, 1:2 | \$53.29 |
| Specialized Therapeutic Services, Assistant, 1:3 | \$36.88 |
| Specialized Therapeutic Services, Professional, Clinic, 1:1 | \$118.94 |
| Specialized Therapeutic Services, Professional, Clinic, 1:2 | \$61.93 |
| Specialized Therapeutic Services, Professional, Clinic, 1:3 | \$41.84 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:1 | \$89.68 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:2 | \$46.55 |
| Specialized Therapeutic Services, Assistant, Clinic, 1:3 | \$32.13 |
| Adaptive Skills Training, Licensed Professional, 1:1 | \$137.81 |
| Adaptive Skills Training, Licensed Professional, 1:2 | \$72.58 |
| Adaptive Skills Training, Licensed Professional, 1:3 | \$49.22 |
| Adaptive Skills Training, Specialist, 1:1 | \$101.23 |
| Adaptive Skills Training, Specialist, 1:2 | \$52.94 |
| Adaptive Skills Training, Specialist, 1:3 | \$36.62 |
| Behavior Analyst, 1:1 | \$139.61 |
| Behavior Analyst, 1:2 | \$73.53 |
| Behavior Analyst, 1:3 | \$49.86 |
| Associate Behavior Analyst, 1:1 | \$69.48 |
| Associate Behavior Analyst, 1:2 | \$36.33 |
| Associate Behavior Analyst, 1:3 | \$25.13 |
| Behavior Management Assistant, 1:1 | \$69.48 |
| Behavior Management Assistant, 1:2 | \$36.33 |
| Behavior Management Assistant, 1:3 | \$25.13 |
| Behavior Technician - Paraprofessional, 1:1 | \$65.70 |
| Behavior Technician - Paraprofessional, 1:2 | \$34.33 |
| Behavior Technician - Paraprofessional, 1:3 | \$23.84 |
| Behavior Management Consultant, 1:1 | \$83.65 |
| Behavior Management Consultant, 1:2 | \$44.05 |
| Behavior Management Consultant, 1:3 | \$29.88 |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1 | \$102.57 |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2 | \$53.74 |
| Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3 | \$37.42 |
| Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:1 | \$70.27 |
| Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:2 | \$36.73 |
| Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:3 | \$25.39 |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1 | \$146.01 |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2 | \$77.10 |
| Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3 | \$52.49 |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1 | \$119.98 |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2 | \$63.07 |
| Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3 | \$43.13 |

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

| | |
|--|----------|
| Infant Development Program, Audiologist, Home- and Community-Based, 1:1 | \$158.58 |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:2 | \$83.73 |
| Infant Development Program, Audiologist, Home- and Community-Based, 1:3 | \$57.01 |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:1 | \$76.84 |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:2 | \$40.57 |
| Infant Development Program, Family Therapist, Home- and Community-Based, 1:3 | \$27.62 |
| Infant Development Program, Nurse, Home- and Community-Based, 1:1 | \$161.18 |
| Infant Development Program, Nurse, Home- and Community-Based, 1:2 | \$85.11 |
| Infant Development Program, Nurse, Home- and Community-Based, 1:3 | \$57.95 |
| Infant Development Program, Dietician, Home- and Community-Based, 1:1 | \$117.09 |
| Infant Development Program, Dietician, Home- and Community-Based, 1:2 | \$61.82 |
| Infant Development Program, Dietician, Home- and Community-Based, 1:3 | \$42.09 |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:1 | \$104.69 |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:2 | \$55.28 |
| Infant Development Program, Social Worker, Home- and Community-Based, 1:3 | \$37.63 |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:1 | \$147.93 |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:2 | \$78.11 |
| Infant Development Program, Psychologist, Home- and Community-Based, 1:3 | \$53.18 |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:1 | \$81.64 |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:2 | \$42.90 |
| Infant Development Program - Early Intervention Specialist, Center/Facility Based, 1:3 | \$29.82 |
| Infant Development Program - Early Intervention Assistant, Center/Facility Based, 1:1 | \$58.66 |
| Infant Development Program - Early Intervention Assistant, Center/Facility Based, 1:2 | \$30.81 |
| Infant Development Program - Early Intervention Assistant, Center/Facility Based, 1:3 | \$21.40 |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:1 | \$121.55 |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:2 | \$63.95 |
| Infant Development Program, PT/OT/SLP, Center/Facility Based, 1:3 | \$43.68 |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:1 | \$98.97 |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:2 | \$52.20 |
| Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based, 1:3 | \$35.74 |
| Infant Development Program, Audiologist, Center/Facility Based, 1:1 | \$132.27 |
| Infant Development Program, Audiologist, Center/Facility Based, 1:2 | \$69.56 |
| Infant Development Program, Audiologist, Center/Facility Based, 1:3 | \$47.50 |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:1 | \$62.48 |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:2 | \$33.05 |
| Infant Development Program, Family Therapist, Center/Facility Based, 1:3 | \$22.70 |
| Infant Development Program, Nurse, Center/Facility Based, 1:1 | \$134.50 |
| Infant Development Program, Nurse, Center/Facility Based, 1:2 | \$70.72 |
| Infant Development Program, Nurse, Center/Facility Based, 1:3 | \$48.28 |
| Infant Development Program, Dietician, Center/Facility Based, 1:1 | \$96.84 |
| Infant Development Program, Dietician, Center/Facility Based, 1:2 | \$51.03 |
| Infant Development Program, Dietician, Center/Facility Based, 1:3 | \$34.91 |
| Infant Development Program, Social Worker, Center/Facility Based, 1:1 | \$86.26 |
| Infant Development Program, Social Worker, Center/Facility Based, 1:2 | \$45.49 |
| Infant Development Program, Social Worker, Center/Facility Based, 1:3 | \$31.15 |
| Infant Development Program, Psychologist, Center/Facility Based, 1:1 | \$123.18 |
| Infant Development Program, Psychologist, Center/Facility Based, 1:2 | \$64.80 |

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

| | |
|--|---------|
| Infant Development Program, Psychologist, Center/Facility Based, 1:3 | \$44.27 |
|--|---------|

Vendor Rate Study

Development of Rate Models for Westside 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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.73 |
| Recordkeeping and Reporting | 0.58 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.68 |
| Productivity Factor | 1.20 |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.94 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.95 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.91 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.80 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.73 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.16 |
| Rate per Billable Hour | \$34.69 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.97 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.50 |
| Productivity Factor | 1.21 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.14 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.96 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.95 |

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 | \$29.05 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.75 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.20 |
| Cost per Billable Hour | \$35.00 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$17.50 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 1.16 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.31 |
| Productivity Factor | 1.22 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.35 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.97 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.97 |

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 | \$29.29 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.77 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.24 |
| Cost per Billable Hour | \$35.30 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$11.77 |

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 | \$13.28 |
| Direct Care Staff Hourly Wage | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.07 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.07 |
| 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 | \$23.07 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.48 |
| 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 | \$23.48 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$11.74 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.48 |
| 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 | \$23.48 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$7.83 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$13.62 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$9.08 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.91 |
| Productivity Factor | 1.29 |
| Staff Cost After Productivity Adj. per Billable Hour | \$27.86 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.54 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.69 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$35.09 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.86 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.04 |
| Rate per Billable Hour | \$41.99 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.55 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.34 |
| Productivity Factor | 1.31 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.30 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.60 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.79 |

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 | \$35.69 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.90 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.13 |
| Cost per Billable Hour | \$42.72 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$21.36 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.96 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.93 |
| Productivity Factor | 1.33 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.73 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.64 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.86 |

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 | \$36.23 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.93 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.20 |
| Cost per Billable Hour | \$43.36 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$14.45 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 0.98 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 27.82 |
| Productivity Factor | 1.24 |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.78 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.46 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.24 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.87 |
| Rate per Billable Hour | \$31.11 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.55 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 27.25 |
| Productivity Factor | 1.27 |
| Staff Cost After Productivity Adj. per Billable Hour | \$27.43 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.51 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.94 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.91 |
| Cost per Billable Hour | \$31.85 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$15.93 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.60 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.96 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.84 |
| Productivity Factor | 1.29 |
| Staff Cost After Productivity Adj. per Billable Hour | \$27.86 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.55 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$30.41 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.94 |
| Cost per Billable Hour | \$32.35 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$10.78 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | \$23.51 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.51 |
| 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 | \$23.51 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | \$23.93 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.93 |
| 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 | \$23.93 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$11.97 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | \$23.93 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.93 |
| 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 | \$23.93 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$7.98 |

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 | \$24.75 |
| 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) | \$27.84 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.84 |
| 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 | \$27.84 |

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 | \$24.75 |
| 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) | \$27.84 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.84 |
| 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 | \$27.84 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$13.92 |

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 | \$24.75 |
| 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) | \$27.84 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.84 |
| 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 | \$27.84 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$9.28 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.84 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.51 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 36.35 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.58 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 30.64 |
| Productivity Factor | 1.19 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.60 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 77 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.05 |
| Mileage Cost per Billable Hour | \$1.47 |

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

Supervision

| Description | Value |
|---|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Supervisor Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.58 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Supervisor Cost | \$32.08 |
| Weekly Supervision Cost | \$1,346.36 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.39 |

Staff Meal Costs

| Description | Value |
|---|------------|
| Cost of Food per Person per Year | \$3,240.00 |
| Meal Cost per Week (Annual ÷ 52) | \$62.31 |
| Cost per Meal (Week ÷ 21) | \$2.97 |
| Billable Hours | 30.64 |
| Number of Meals (one meal per 8-Hour shift) | 3.83 |
| Cost of Meals | \$11.38 |
| Staff Meal Cost per Billable Hour | \$0.37 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$31.83 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.63 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.56 |
| Rate per Billable Hour | \$38.02 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.84 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.51 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 36.35 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.97 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 30.25 |
| Productivity Factor | 1.20 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.81 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 77 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.05 |
| Mileage Cost per Billable Hour | \$1.49 |

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

Supervision

| Description | Value |
|---|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Supervisor Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.58 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Supervisor Cost | \$32.08 |
| Weekly Supervision Cost | \$1,346.36 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.45 |

Staff Meal Costs

| Description | Value |
|---|------------|
| Cost of Food per Person per Year | \$3,240.00 |
| Meal Cost per Week (Annual ÷ 52) | \$62.31 |
| Cost per Meal (Week ÷ 21) | \$2.97 |
| Billable Hours | 30.25 |
| Number of Meals (one meal per 8-Hour shift) | 3.78 |
| Cost of Meals | \$11.23 |
| Staff Meal Cost per Billable Hour | \$0.37 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$32.12 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.65 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.61 |
| Cost per Billable Hour | \$38.38 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$19.19 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.84 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.51 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 36.35 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 1.17 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 30.05 |
| Productivity Factor | 1.21 |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.03 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 77 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.05 |
| Mileage Cost per Billable Hour | \$1.50 |

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

Supervision

| Description | Value |
|---|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Supervisor Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.58 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Supervisor Cost | \$32.08 |
| Weekly Supervision Cost | \$1,346.36 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.48 |

Staff Meal Costs

| Description | Value |
|---|------------|
| Cost of Food per Person per Year | \$3,240.00 |
| Meal Cost per Week (Annual ÷ 52) | \$62.31 |
| Cost per Meal (Week ÷ 21) | \$2.97 |
| Billable Hours | 30.05 |
| Number of Meals (one meal per 8-Hour shift) | 3.76 |
| Cost of Meals | \$11.17 |
| Staff Meal Cost per Billable Hour | \$0.37 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$32.38 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.66 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.64 |
| Cost per Billable Hour | \$38.68 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$12.89 |

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 | \$30.97 |
| Employee Benefit Rate (as a percent of wages) | 16.12% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$37.46 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 1.04 |
| Recordkeeping and Reporting | 0.77 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.18 |
| Productivity Factor | 1.23 |
| Staff Cost After Productivity Adj. per Billable Hour | \$46.08 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.62 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$47.70 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.55 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$6.99 |
| Rate per Billable Hour | \$58.24 |

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 | \$30.97 |
| Employee Benefit Rate (as a percent of wages) | 16.12% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$37.46 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 1.04 |
| Recordkeeping and Reporting | 1.36 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 27.59 |
| Productivity Factor | 1.25 |
| Staff Cost After Productivity Adj. per Billable Hour | \$46.83 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.65 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$48.48 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.62 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.10 |
| Cost per Billable Hour | \$59.20 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$29.60 |

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 | \$30.97 |
| Employee Benefit Rate (as a percent of wages) | 16.12% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$37.46 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 1.04 |
| Recordkeeping and Reporting | 1.75 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 27.20 |
| Productivity Factor | 1.27 |
| Staff Cost After Productivity Adj. per Billable Hour | \$47.57 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.68 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$49.25 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.68 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.22 |
| Cost per Billable Hour | \$60.15 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$20.05 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.39 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 29.08 |
| Productivity Factor | 1.19 |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.73 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.57 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.89 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.19 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.98 |
| Rate per Billable Hour | \$33.17 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.68 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.79 |
| Productivity Factor | 1.20 |
| Staff Cost After Productivity Adj. per Billable Hour | \$24.94 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.58 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.92 |

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 | \$29.44 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.01 |
| Cost per Billable Hour | \$33.45 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$16.73 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 0.52 |
| Recordkeeping and Reporting | 0.86 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.61 |
| Productivity Factor | 1.21 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.14 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.59 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 15 |
| Supervision Cost per Billable Hour | \$2.94 |

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 | \$29.67 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.05 |
| Cost per Billable Hour | \$33.72 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$11.24 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.07 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.07 |
| 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 | \$23.07 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.48 |
| 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 | \$23.48 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$11.74 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$23.48 |
| 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 | \$23.48 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$7.83 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$13.62 |

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 | \$24.21 |
| 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) | \$27.23 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.23 |
| 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 | \$27.23 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$9.08 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.48 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.90 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.38 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.56 |
| Rate per Billable Hour | \$25.94 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.69 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.91 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.60 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.57 |
| Cost per Billable Hour | \$26.17 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$13.09 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.90 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 54 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 47 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$27.50 |
| Mileage Cost per Billable Hour | \$0.91 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.81 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.58 |
| Cost per Billable Hour | \$26.39 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$8.80 |

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 | \$28.58 |
| Employee Benefit Rate (as a percent of wages) | 16.83% |
| Workers' Compensation Rate (as a percent of wages) | 0.80% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.62 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 0.78 |
| Supervision and Other Employer Time | 0.45 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 27.57 |
| Productivity Factor | 1.25 |
| Staff Cost After Productivity Adj. per Billable Hour | \$42.03 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$44.51 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.63 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$6.56 |
| Rate per Billable Hour | \$54.70 |

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 | \$28.58 |
| Employee Benefit Rate (as a percent of wages) | 16.83% |
| Workers' Compensation Rate (as a percent of wages) | 0.80% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.62 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.36 |
| Supervision and Other Employer Time | 0.45 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.99 |
| Productivity Factor | 1.28 |
| Staff Cost After Productivity Adj. per Billable Hour | \$43.03 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.54 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$45.57 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.71 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$6.72 |
| Cost per Billable Hour | \$56.00 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$28.00 |

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 | \$28.58 |
| Employee Benefit Rate (as a percent of wages) | 16.83% |
| Workers' Compensation Rate (as a percent of wages) | 0.80% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.62 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Recordkeeping and Reporting | 1.75 |
| Supervision and Other Employer Time | 0.45 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.60 |
| Productivity Factor | 1.30 |
| Staff Cost After Productivity Adj. per Billable Hour | \$43.71 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.57 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$46.28 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.76 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$6.82 |
| Cost per Billable Hour | \$56.86 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$18.95 |

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 | \$17.45 |
| Employee Benefit Rate (as a percent of wages) | 22.68% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.25 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.13 |
| Supervision and Other Employer Time | 0.46 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.97 |
| Productivity Factor | 1.19 |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.48 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.36 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.84 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.84 |
| Rate per Billable Hour | \$30.68 |

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 | \$17.45 |
| Employee Benefit Rate (as a percent of wages) | 22.68% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.25 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.13 |
| Supervision and Other Employer Time | 0.46 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.97 |
| Productivity Factor | 1.19 |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.48 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.36 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.84 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.84 |
| Cost per Billable Hour | \$30.68 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$15.34 |

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 | \$17.45 |
| Employee Benefit Rate (as a percent of wages) | 22.68% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.25 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.13 |
| Supervision and Other Employer Time | 0.46 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.97 |
| Productivity Factor | 1.19 |
| Staff Cost After Productivity Adj. per Billable Hour | \$26.48 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.36 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.84 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.84 |
| Cost per Billable Hour | \$30.68 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$10.23 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.78 |

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 | \$23.90 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.21 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.11 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.79 |
| Rate per Billable Hour | \$29.90 |

Vendor Rate Study

Development of Rate Models for Westside 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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

Overnight Hours

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$15.00 |
| Employee Benefit Rate (as a percent of wages) | 25.14% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.32 |

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 | \$356.30 |

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 | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 126 |
| Weekly 8-Hour Shifts | 15.8 |
| Weekly Staff Meal Costs | \$47.40 |
| Weekly Staff Meal Cost per Participant | \$11.85 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$942.39 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$138.05 |
| Total Cost per Participant per Week | \$1,150.44 |
| Rate per Month per Participant | \$5,002.36 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,214.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$632.62 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 159 |
| Weekly 8-Hour Shifts | 19.9 |
| Weekly Staff Meal Costs | \$59.70 |
| Weekly Staff Meal Cost per Participant | \$14.93 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,258.30 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$181.13 |
| Total Cost per Participant per Week | \$1,509.43 |
| Rate per Month per Participant | \$6,563.33 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,775.10 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$877.82 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 199 |
| Weekly 8-Hour Shifts | 24.9 |
| Weekly Staff Meal Costs | \$74.70 |
| Weekly Staff Meal Cost per Participant | \$18.68 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,525.50 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$217.57 |
| Total Cost per Participant per Week | \$1,813.07 |
| Rate per Month per Participant | \$7,883.62 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,095.39 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,221.49 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$415.38 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$221.41 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 239 |
| Weekly 8-Hour Shifts | 29.9 |
| Weekly Staff Meal Costs | \$89.70 |
| Weekly Staff Meal Cost per Participant | \$22.43 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,980.06 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$279.55 |
| Total Cost per Participant per Week | \$2,329.61 |
| Rate per Month per Participant | \$10,129.64 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$11,341.41 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,488.19 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$415.38 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$221.41 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 279 |
| Weekly 8-Hour Shifts | 34.9 |
| Weekly Staff Meal Costs | \$104.70 |
| Weekly Staff Meal Cost per Participant | \$26.18 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,250.51 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$316.43 |
| Total Cost per Participant per Week | \$2,636.94 |
| Rate per Month per Participant | \$11,465.98 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$12,677.75 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$221.41 |

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$316.97 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Cost (fixed at 4-Bed, Level 6 amount) | \$316.43 |
| Total Cost per Participant per Week | \$703.40 |
| Rate per Month per Participant | \$3,058.53 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

Overnight Hours

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$15.00 |
| Employee Benefit Rate (as a percent of wages) | 25.14% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.32 |

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 | \$422.50 |

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 | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 137 |
| Weekly 8-Hour Shifts | 17.1 |
| Weekly Staff Meal Costs | \$51.30 |
| Weekly Staff Meal Cost per Participant | \$12.83 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,009.57 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$147.21 |
| Total Cost per Participant per Week | \$1,226.78 |
| Rate per Month per Participant | \$5,334.30 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,546.07 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$701.27 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 171 |
| Weekly 8-Hour Shifts | 21.3 |
| Weekly Staff Meal Costs | \$63.90 |
| Weekly Staff Meal Cost per Participant | \$15.98 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,328.00 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$190.64 |
| Total Cost per Participant per Week | \$1,588.64 |
| Rate per Month per Participant | \$6,907.75 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$8,119.52 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$963.64 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$381.22 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$166.69 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 213 |
| Weekly 8-Hour Shifts | 26.6 |
| Weekly Staff Meal Costs | \$79.80 |
| Weekly Staff Meal Cost per Participant | \$19.95 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,612.59 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$229.44 |
| Total Cost per Participant per Week | \$1,912.03 |
| Rate per Month per Participant | \$8,313.92 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,525.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,330.83 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$415.38 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$221.41 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 256 |
| Weekly 8-Hour Shifts | 32.0 |
| Weekly Staff Meal Costs | \$96.00 |
| Weekly Staff Meal Cost per Participant | \$24.00 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,090.97 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$294.68 |
| Total Cost per Participant per Week | \$2,455.65 |
| Rate per Month per Participant | \$10,677.69 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$11,889.46 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,616.20 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$415.38 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$221.41 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 298 |
| Weekly 8-Hour Shifts | 37.3 |
| Weekly Staff Meal Costs | \$111.90 |
| Weekly Staff Meal Cost per Participant | \$27.98 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,380.32 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$334.13 |
| Total Cost per Participant per Week | \$2,784.45 |
| Rate per Month per Participant | \$12,107.39 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$13,319.16 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

Overnight Hours

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$15.00 |
| Employee Benefit Rate (as a percent of wages) | 25.14% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.32 |

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 | \$258.01 |

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 | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 126 |
| Weekly 8-Hour Shifts | 15.8 |
| Weekly Staff Meal Costs | \$47.40 |
| Weekly Staff Meal Cost per Participant | \$8.62 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$684.76 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$102.92 |
| Total Cost per Participant per Week | \$857.68 |
| Rate per Month per Participant | \$3,729.38 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$4,941.15 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$637.52 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 199 |
| Weekly 8-Hour Shifts | 24.9 |
| Weekly Staff Meal Costs | \$74.70 |
| Weekly Staff Meal Cost per Participant | \$13.58 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,105.74 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$160.33 |
| Total Cost per Participant per Week | \$1,336.07 |
| Rate per Month per Participant | \$5,809.52 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,021.29 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$904.79 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 259 |
| Weekly 8-Hour Shifts | 32.4 |
| Weekly Staff Meal Costs | \$97.20 |
| Weekly Staff Meal Cost per Participant | \$17.67 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,395.35 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$199.82 |
| Total Cost per Participant per Week | \$1,665.17 |
| Rate per Month per Participant | \$7,240.52 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$8,452.29 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,274.83 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$302.63 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$161.02 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 319 |
| Weekly 8-Hour Shifts | 39.9 |
| Weekly Staff Meal Costs | \$119.70 |
| Weekly Staff Meal Cost per Participant | \$21.76 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,852.41 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$262.15 |
| Total Cost per Participant per Week | \$2,184.56 |
| Rate per Month per Participant | \$9,498.94 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$10,710.71 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,565.53 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$302.63 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$161.02 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 379 |
| Weekly 8-Hour Shifts | 47.4 |
| Weekly Staff Meal Costs | \$142.20 |
| Weekly Staff Meal Cost per Participant | \$25.85 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,147.20 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$302.35 |
| Total Cost per Participant per Week | \$2,519.55 |
| Rate per Month per Participant | \$10,955.54 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$12,167.31 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$161.02 |

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$230.52 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Cost (fixed at 4-Bed, Level 6 amount) | \$302.35 |
| Total Cost per Participant per Week | \$602.87 |
| Rate per Month per Participant | \$2,621.41 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

Overnight Hours

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$15.00 |
| Employee Benefit Rate (as a percent of wages) | 25.14% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$19.32 |

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 | \$307.05 |

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 | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

Direct Care Staff Wages and Benefits – Lead Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 137 |
| Weekly 8-Hour Shifts | 17.1 |
| Weekly Staff Meal Costs | \$51.30 |
| Weekly Staff Meal Cost per Participant | \$9.33 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$734.51 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$109.71 |
| Total Cost per Participant per Week | \$914.22 |
| Rate per Month per Participant | \$3,975.22 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$5,186.99 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$701.27 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 213 |
| Weekly 8-Hour Shifts | 26.6 |
| Weekly Staff Meal Costs | \$79.80 |
| Weekly Staff Meal Cost per Participant | \$14.51 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,170.42 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$169.15 |
| Total Cost per Participant per Week | \$1,409.57 |
| Rate per Month per Participant | \$6,129.11 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,340.88 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$985.70 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$23.51 |

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 | \$277.75 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$25.24 |
| Employee Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$31.23 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$31.78 |
| Weekly Administrator Cost (two homes per Administrator) | \$666.74 |
| Weekly Administrator Cost per Participant | \$121.23 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 277 |
| Weekly 8-Hour Shifts | 34.6 |
| Weekly Staff Meal Costs | \$103.80 |
| Weekly Staff Meal Cost per Participant | \$18.87 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,477.46 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$211.02 |
| Total Cost per Participant per Week | \$1,758.48 |
| Rate per Month per Participant | \$7,646.25 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$8,858.02 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,381.51 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$302.63 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$161.02 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 341 |
| Weekly 8-Hour Shifts | 42.6 |
| Weekly Staff Meal Costs | \$127.80 |
| Weekly Staff Meal Cost per Participant | \$23.24 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,960.57 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$276.90 |
| Total Cost per Participant per Week | \$2,307.47 |
| Rate per Month per Participant | \$10,033.37 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$11,245.14 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,690.88 |

Direct Care Staff Wages and Benefits – Lead Staff Regular Time

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Wage | \$20.43 |
| Employee Benefit Rate (as a percent of wages) | 20.49% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.36 |

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) | \$30.65 |
| 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) | \$34.11 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.80 |

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 | \$29.67 |

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 | \$302.63 |

Wages and Benefits – Administrator

| Description | Value |
|---|----------|
| Administrator Hourly Wage | \$34.39 |
| Employee Benefit Rate (as a percent of wages) | 16.77% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Administrator Cost (wages + benefits) | \$41.41 |
| Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 |
| 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) | \$57.42 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Administrator Cost | \$42.21 |
| Weekly Administrator Cost (two homes per Administrator) | \$885.62 |
| Weekly Administrator Cost per Participant | \$161.02 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

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

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|-----------|
| Cost of Food per Person per Month | \$270.000 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 405 |
| Weekly 8-Hour Shifts | 50.6 |
| Weekly Staff Meal Costs | \$151.80 |
| Weekly Staff Meal Cost per Participant | \$27.60 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$2,274.30 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$319.68 |
| Total Cost per Participant per Week | \$2,663.98 |
| Rate per Month per Participant | \$11,583.56 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$12,795.33 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$835.02 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$123.41 |
| Total Cost per Participant per Week | \$1,028.43 |
| Rate per Month per Participant | \$4,471.83 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$5,683.60 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$73.56 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 12 |
| Weekly 8-Hour Shifts | 1.5 |
| Weekly Staff Meal Costs | \$4.50 |
| Weekly Staff Meal Cost per Participant | \$1.13 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$946.22 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$138.58 |
| Total Cost per Participant per Week | \$1,154.80 |
| Rate per Month per Participant | \$5,021.32 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,233.09 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$318.76 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 52 |
| Weekly 8-Hour Shifts | 6.5 |
| Weekly Staff Meal Costs | \$19.50 |
| Weekly Staff Meal Cost per Participant | \$4.88 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,213.42 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$175.01 |
| Total Cost per Participant per Week | \$1,458.43 |
| Rate per Month per Participant | \$6,341.57 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,553.34 |

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) –
Adult Homes

Home Manager

| Description | Value |
|--|-----------|
| Home Manager Payment | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$613.41 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 92 |
| Weekly 8-Hour Shifts | 11.5 |
| Weekly Staff Meal Costs | \$34.50 |
| Weekly Staff Meal Cost per Participant | \$8.63 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,530.08 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$218.19 |
| Total Cost per Participant per Week | \$1,818.27 |
| Rate per Month per Participant | \$7,906.23 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,118.00 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$880.11 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 132 |
| Weekly 8-Hour Shifts | 16.5 |
| Weekly Staff Meal Costs | \$49.50 |
| Weekly Staff Meal Cost per Participant | \$12.38 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,800.53 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$255.07 |
| Total Cost per Participant per Week | \$2,125.60 |
| Rate per Month per Participant | \$9,242.56 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$10,454.33 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$904.25 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Cost (fixed at 4-Bed, Level 6 amount) | \$255.07 |
| Total Cost per Participant per Week | \$1,229.32 |
| Rate per Month per Participant | \$5,345.35 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$66.20 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 11 |
| Weekly 8-Hour Shifts | 1.4 |
| Weekly Staff Meal Costs | \$4.20 |
| Weekly Staff Meal Cost per Participant | \$1.05 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$902.27 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$132.58 |
| Total Cost per Participant per Week | \$1,104.85 |
| Rate per Month per Participant | \$4,804.12 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,015.89 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$144.67 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 24 |
| Weekly 8-Hour Shifts | 2.9 |
| Weekly Staff Meal Costs | \$8.70 |
| Weekly Staff Meal Cost per Participant | \$2.18 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,018.38 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$148.42 |
| Total Cost per Participant per Week | \$1,236.80 |
| Rate per Month per Participant | \$5,377.87 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,589.64 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$404.58 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 66 |
| Weekly 8-Hour Shifts | 8.3 |
| Weekly Staff Meal Costs | \$24.90 |
| Weekly Staff Meal Cost per Participant | \$6.23 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,300.59 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$186.90 |
| Total Cost per Participant per Week | \$1,557.49 |
| Rate per Month per Participant | \$6,772.30 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,984.07 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$725.42 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 109 |
| Weekly 8-Hour Shifts | 13.6 |
| Weekly Staff Meal Costs | \$40.80 |
| Weekly Staff Meal Cost per Participant | \$10.20 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,643.66 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$233.68 |
| Total Cost per Participant per Week | \$1,947.34 |
| Rate per Month per Participant | \$8,467.45 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,679.22 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$808.69 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,008.13 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$26.33 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 151 |
| Weekly 8-Hour Shifts | 18.9 |
| Weekly Staff Meal Costs | \$56.70 |
| Weekly Staff Meal Cost per Participant | \$14.18 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,930.35 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$272.78 |
| Total Cost per Participant per Week | \$2,273.13 |
| Rate per Month per Participant | \$9,884.06 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$11,095.83 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$607.28 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$92.36 |
| Total Cost per Participant per Week | \$769.64 |
| Rate per Month per Participant | \$3,346.56 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$4,558.33 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$232.94 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 52 |
| Weekly 8-Hour Shifts | 6.5 |
| Weekly Staff Meal Costs | \$19.50 |
| Weekly Staff Meal Cost per Participant | \$3.55 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$880.28 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$129.58 |
| Total Cost per Participant per Week | \$1,079.86 |
| Rate per Month per Participant | \$4,695.46 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$5,907.23 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$500.21 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 112 |
| Weekly 8-Hour Shifts | 14.0 |
| Weekly Staff Meal Costs | \$42.00 |
| Weekly Staff Meal Cost per Participant | \$7.64 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,169.89 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$169.08 |
| Total Cost per Participant per Week | \$1,408.97 |
| Rate per Month per Participant | \$6,126.50 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,338.27 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$834.77 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 172 |
| Weekly 8-Hour Shifts | 21.5 |
| Weekly Staff Meal Costs | \$64.50 |
| Weekly Staff Meal Cost per Participant | \$11.73 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,526.80 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$217.75 |
| Total Cost per Participant per Week | \$1,814.55 |
| Rate per Month per Participant | \$7,890.05 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,101.82 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,125.47 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 232 |
| Weekly 8-Hour Shifts | 29.0 |
| Weekly Staff Meal Costs | \$87.00 |
| Weekly Staff Meal Cost per Participant | \$15.82 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,821.59 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$257.94 |
| Total Cost per Participant per Week | \$2,149.53 |
| Rate per Month per Participant | \$9,346.62 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$10,558.39 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$657.63 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Cost (fixed at 4-Bed, Level 6 amount) | \$257.94 |
| Total Cost per Participant per Week | \$985.57 |
| Rate per Month per Participant | \$4,285.47 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$49.04 |

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

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 11 |
| Weekly 8-Hour Shifts | 1.4 |
| Weekly Staff Meal Costs | \$4.20 |
| Weekly Staff Meal Cost per Participant | \$0.76 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$657.08 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$99.15 |
| Total Cost per Participant per Week | \$826.23 |
| Rate per Month per Participant | \$3,592.63 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$4,804.40 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$294.24 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Annual Consultant Cost per Participant | \$1,898.40 |
| Weekly Consultant Cost per Participant | \$36.51 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| | |
|---|----------|
| Description | \$270.00 |
| Cost of Food per Person per Month | \$3.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | 66 |
| Weekly Staff Hours (excludes administrator) | 8.3 |
| Weekly 8-Hour Shifts | \$24.90 |
| Weekly Staff Meal Costs | \$4.53 |
| Weekly Staff Meal Cost per Participant | \$270.00 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$942.56 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$138.08 |
| Total Cost per Participant per Week | \$1,150.64 |
| Rate per Month per Participant | \$5,003.23 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$6,215.00 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$578.67 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Annual Consultant Cost per Participant | \$2,847.60 |
| Weekly Consultant Cost per Participant | \$54.76 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 130 |
| Weekly 8-Hour Shifts | 16.2 |
| Weekly Staff Meal Costs | \$48.60 |
| Weekly Staff Meal Cost per Participant | \$8.84 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,249.55 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$179.94 |
| Total Cost per Participant per Week | \$1,499.49 |
| Rate per Month per Participant | \$6,520.10 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$7,731.87 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$938.78 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 194 |
| Weekly 8-Hour Shifts | 24.2 |
| Weekly Staff Meal Costs | \$72.60 |
| Weekly Staff Meal Cost per Participant | \$13.20 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|------------|
| Cost per Week Before Program Operations and Administration | \$1,632.28 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$232.13 |
| Total Cost per Participant per Week | \$1,934.41 |
| Rate per Month per Participant | \$8,411.23 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$9,623.00 |

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 | \$146,000 |
| Benefit Rate (as a percent of wages) | 11.56% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Cost of Home Manager Payment and Benefits | \$168,207 |
| Weekly Home Manager Cost per Participant | \$588.13 |

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 | \$18.15 |
| Employee Benefit Rate (as a percent of wages) | 22.10% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$22.82 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$27.23 |
| 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) | \$30.31 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.19 |

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 | \$26.67 |

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 | \$1,248.16 |

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

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Annual Consultant Cost per Participant | \$3,796.80 |
| Weekly Consultant Cost per Participant | \$73.02 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$19.15 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (excludes administrator) | 258 |
| Weekly 8-Hour Shifts | 32.2 |
| Weekly Staff Meal Costs | \$96.60 |
| Weekly Staff Meal Cost per Participant | \$17.56 |

Administration and Program Operations and Total Rate per Month per Participant

| Description | Value |
|--|-------------|
| Cost per Week Before Program Operations and Administration | \$1,946.02 |
| Program Operations Cost per Week per Participant | \$70.00 |
| Administration Percent | 12.0% |
| Administration Cost per Week per Participant | \$274.91 |
| Total Cost per Participant per Week | \$2,290.93 |
| Rate per Month per Participant | \$9,961.45 |
| Monthly Allowance for SSI/SSP | \$1,211.77 |
| Total Rate per Month per Participant | \$11,173.22 |

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 | \$20.52 |
| Employee Benefit Rate (as a percent of wages) | 20.43% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.46 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$30.78 |
| 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) | \$34.26 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$25.90 |

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 | \$30.04 |

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 | \$34.09 |
| Employee Benefit Rate (as a percent of wages) | 15.34% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$40.56 |

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) | \$51.14 |
| 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) | \$56.92 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$41.38 |

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 | \$48.00 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Weekly Administrator Cost | \$1,877.31 |
| Weekly Administrator Cost per Participant | \$0.00 |

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$0.00 |

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

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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) | \$316.43 |
| Total Cost per Participant per Week | \$386.43 |
| 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 | \$39.35 |
| Administrator Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Monthly Administrator Cost (1 Administrator per Home) | \$8,142.83 |

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 | \$0.585 |
| 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 | \$9,342.83 |
| 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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.51 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$32.19 |
| 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) | \$35.83 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$26.98 |

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 | \$32.92 |

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 | \$31.32 |
| Employee Benefit Rate (as a percent of wages) | 16.02% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$37.48 |

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 | \$45.73 |

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 | \$58.70 |
| Supervisor Benefit Rate (as a percent of wages) | 12.12% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Supervision Cost | \$67.96 |
| BCBA Hours per Participant per Month | |
| Monthly BCBA Cost per Participant | \$0.00 |

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | |
| Monthly Consultant Cost per Participant | \$0.00 |

Food

| Description | Value |
|-----------------------------------|----------|
| Monthly Food Cost per Participant | \$270.00 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$39.35 |
| Administrator Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Monthly Administrator Cost (1 Administrator per Home) | \$8,142.83 |

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 | \$0.585 |
| 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 | \$9,342.83 |
| 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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.51 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$32.19 |
| 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) | \$35.83 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$26.98 |

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 | \$32.92 |

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 | \$31.32 |
| Employee Benefit Rate (as a percent of wages) | 16.02% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$37.48 |

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 | \$45.73 |

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 | \$118.65 |
| Number of Consultant Hours per Participant per Year | |
| Monthly Consultant Cost per Participant | \$0.00 |

Food

| Description | Value |
|-----------------------------------|----------|
| Monthly Food Cost per Participant | \$270.00 |

Staff Meal Costs

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| 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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Direct Care Staff Wages and Benefits – Line Staff Overtime

| Description | Value |
|---|---------|
| Direct Care Staff Hourly Overtime Wage (time-and-a-half) | \$24.75 |
| 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) | \$27.55 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$21.32 |

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 | \$24.52 |

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 | \$18.57 |
| Employee Benefit Rate (as a percent of wages) | 21.78% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$23.29 |

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) | \$27.86 |
| 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) | \$31.01 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Staff Cost Before Productivity Adj. | \$23.68 |

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 | \$27.23 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Supervisor Cost (wages + benefits) | \$31.23 |
| Supervisor Hourly Overtime Wage (time-and-a-half) | \$37.86 |
| 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) | \$42.14 |
| Overtime Rate (percent of work hours paid at time-and-a-half) | 5.00% |
| Weighted Average Hourly Supervisor Cost | \$31.78 |
| Weekly Supervision Cost | \$1,271.20 |
| Weekly Supervisor Cost per Participant | \$0.00 |

Mileage

| Description | Value |
|-------------------------------------|---------|
| Amount per Mile | \$0.585 |
| Number of Miles per Home per Week | 180 |
| Weekly Mileage Cost per Participant | \$0.00 |

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

Staff Meals

| Description | Value |
|---|----------|
| Cost of Food per Person per Month | \$270.00 |
| Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 |
| Weekly Staff Hours (Line & Lead Staff) | 56 |
| Weekly 8-Hour Shifts | 7.0 |
| Weekly Staff Meal Costs | \$21.00 |
| Weekly Staff Meal Cost per Participant | \$0.00 |

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) | \$199.82 |
| Total Cost per Participant per Week | \$269.82 |
| 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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 15 |
| Annual Home Coordinator Cost per Home | \$3,820.03 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 648 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$379.08 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$198.24 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.47 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 8 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$2,740.80 |

Consultant Costs

| Description | Value |
|---|----------|
| Consultant Hourly Cost | \$118.65 |
| 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 | \$70.00 |
| Annual Payment per Participant | \$25,567.50 |

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 | \$5,204.96 |
| Total Annual Cost per Participant | \$43,374.65 |
| Total Rate per Month per Participant | \$3,614.55 |

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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 12 |
| Annual Home Coordinator Cost per Home | \$4,775.03 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 810 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$473.85 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$297.37 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.47 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 12 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$4,111.20 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 16 |
| Monthly Consultant Cost per Participant | \$1,898.40 |

Home Payment

| Description | Value |
|--|-------------|
| Daily Payment to Family Home per Participant | \$85.00 |
| Annual Payment per Participant | \$31,046.25 |

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 | \$6,554.47 |
| Total Annual Cost per Participant | \$54,620.61 |
| Total Rate per Month per Participant | \$4,551.72 |

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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 10 |
| Annual Home Coordinator Cost per Home | \$5,730.04 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 972 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$568.62 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$396.49 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.47 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 16 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$5,481.60 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 24 |
| Monthly Consultant Cost per Participant | \$2,847.60 |

Home Payment

| Description | Value |
|--|-------------|
| Daily Payment to Family Home per Participant | \$100.00 |
| Annual Payment per Participant | \$36,525.00 |

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 | \$7,774.55 |
| Total Annual Cost per Participant | \$64,787.94 |
| Total Rate per Month per Participant | \$5,399.00 |

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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 8 |
| Annual Home Coordinator Cost per Home | \$7,162.55 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 1,215 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$710.78 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$495.61 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 4.83 |
| Recordkeeping and Reporting | 0.94 |
| Supervision and Other Employer Time | 0.87 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 20 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$6,852.00 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 32 |
| Monthly Consultant Cost per Participant | \$3,796.80 |

Home Payment

| Description | Value |
|--|-------------|
| Daily Payment to Family Home per Participant | \$120.00 |
| Annual Payment per Participant | \$43,830.00 |

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 | \$9,315.24 |
| Total Annual Cost per Participant | \$77,627.02 |
| Total Rate per Month per Participant | \$6,468.92 |

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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 6 |
| Annual Home Coordinator Cost per Home | \$9,550.07 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 1,620 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$947.70 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$594.73 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.47 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 24 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$8,222.40 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 36 |
| Monthly Consultant Cost per Participant | \$4,271.40 |

Home Payment

| Description | Value |
|--|-------------|
| Daily Payment to Family Home per Participant | \$140.00 |
| Annual Payment per Participant | \$51,135.00 |

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 | \$10,934.36 |
| Total Annual Cost per Participant | \$91,119.70 |
| Total Rate per Month per Participant | \$7,593.31 |

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 | \$26.33 |
| Employee Benefit Rate (as a percent of wages) | 17.61% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Recruiter Cost (wages + benefits) | \$66,473.59 |
| Number of Home Recruitments per Recruiter per Year | 24 |
| Recruiter Cost per Home Recruitment | \$2,769.73 |
| Average Number of Years that a Home Provides Care | 5.0 |
| Amortized Annual Recruitment Cost per Home | \$553.95 |

Wages and Benefits – Home Coordinator

| Description | Value |
|--|-------------|
| Home Coordinator Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Home Coordinator Cost (wages + benefits) | \$57,300.41 |
| Home Coordinator Caseload | 6 |
| Annual Home Coordinator Cost per Home | \$9,550.07 |

Home Coordinator Mileage

| Description | Value |
|--|----------|
| Annual Home Coordinator Miles | 9,720 |
| Annual Home Coordinator Miles per Home | 1,620 |
| Amount per Mile | \$0.585 |
| Home Coordinator Mileage Cost per Home | \$947.70 |

Home Recruiter Mileage

| Description | Value |
|--------------------------------------|----------|
| Annual Home Recruiter Miles | 4,680 |
| Annual Home Recruiter Miles per Home | 195 |
| Amount per Mile | \$0.585 |
| Home Recruiter Mileage Cost per Home | \$114.08 |

Agency-Provided Staffing Mileage

| Description | Value |
|---|----------|
| Annual Agency Staff Miles | 4,680 |
| Annual Agency Staff Miles per Billable Hour | 3.5 |
| Amount per Mile | \$0.585 |
| Agency Staff Mileage Cost per Home | \$594.73 |

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

Wages and Benefits – Trainer

| Description | Value |
|--|-------------|
| Trainer Hourly Wage | \$22.37 |
| Employee Benefit Rate (as a percent of wages) | 19.38% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Annual Trainer Cost (wages + benefits) | \$57,300.41 |
| Number of Home per Full-Time Trainer | 50 |
| Annual Trainer Cost per Home | \$1,146.01 |

Wages and Benefits – Agency-Provided Staffing

| Description | Value |
|---|---------|
| Percent of Direct Care Staff Working Full-Time | 70% |
| Direct Care Staff Hourly Wage | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.99 |

Productivity Adjustments – Agency-Provided Staffing

| Description | Value |
|--|------------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.47 |
| Recordkeeping and Reporting | 0.98 |
| Supervision and Other Employer Time | 0.91 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 25.53 |
| Productivity Factor | 1.36 |
| Staff Cost After Productivity Adj. per Billable Hour | \$28.55 |
| Number of Agency-Provided In-Home Staff Hours per Month | 24 |
| Annual Cost of Agency-Provided In-Home Staffing per Home | \$8,222.40 |

Consultant Costs

| Description | Value |
|---|------------|
| Consultant Hourly Cost | \$118.65 |
| Number of Consultant Hours per Participant per Year | 40 |
| Monthly Consultant Cost per Participant | \$4,746.00 |

Home Payment

| Description | Value |
|--|-------------|
| Daily Payment to Family Home per Participant | \$200.00 |
| Annual Payment per Participant | \$73,050.00 |

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 | \$13,987.49 |
| Total Annual Cost per Participant | \$100,167.76 |
| Total Rate per Month per Participant | \$9,713.54 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.59 |

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 | \$23.68 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 3.65% |
| Hourly Supervisor Cost (wages + benefits) | \$31.23 |
| Weekly Supervision Cost | \$1,249.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.17 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$27.85 |
| 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 |
| Rate per Billable Hour | \$29.63 |

Vendor Rate Study

Development of Rate Models for Westside 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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$3.21 |

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 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| 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 | \$4.73 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.70 |
| Rate per Billable Hour | \$5.86 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$3.54 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.60 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.12 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.48 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.76 |
| Rate per Billable Hour | \$6.36 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$3.95 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.67 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$5.60 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.54 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.84 |
| Rate per Billable Hour | \$6.98 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$4.48 |

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 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.76 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$6.22 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.61 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.93 |
| Rate per Billable Hour | \$7.76 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$5.19 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.88 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$7.05 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.72 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.06 |
| Rate per Billable Hour | \$8.83 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$6.18 |

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 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.04 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$8.20 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.86 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.24 |
| Rate per Billable Hour | \$10.30 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$7.66 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.30 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$9.94 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.08 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.50 |
| Rate per Billable Hour | \$12.52 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$10.13 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.72 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$12.83 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.94 |
| Rate per Billable Hour | \$16.20 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$15.08 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.56 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$18.62 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$2.83 |
| Rate per Billable Hour | \$23.60 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$7.60 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 3.52 |
| Allocated Miles per Participant per Week | 63.9 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$1,869.66 |
| Mileage Cost per Participant per Billable Hour | \$1.42 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.29 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$11.29 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.08 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.69 |
| Rate per Billable Hour | \$14.06 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$10.13 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 2.64 |
| Allocated Miles per Participant per Week | 85.2 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,492.98 |
| Mileage Cost per Participant per Billable Hour | \$1.89 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.72 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$14.72 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$2.20 |
| Rate per Billable Hour | \$18.35 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$15.08 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 1.76 |
| Allocated Miles per Participant per Week | 127.8 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$3,739.32 |
| Mileage Cost per Participant per Billable Hour | \$2.83 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.56 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$21.45 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.22 |
| Rate per Billable Hour | \$26.82 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$7.60 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 3.52 |
| Allocated Miles per Participant per Week | 63.9 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$1,869.66 |
| Mileage Cost per Participant per Billable Hour | \$1.42 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.29 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$10.31 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.08 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.55 |
| Rate per Billable Hour | \$12.94 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$10.13 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 2.64 |
| Allocated Miles per Participant per Week | 85.2 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,492.98 |
| Mileage Cost per Participant per Billable Hour | \$1.89 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.72 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$13.74 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$2.07 |
| Rate per Billable Hour | \$17.24 |

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 | \$16.87 |
| Employee Benefit Rate (as a percent of wages) | 23.20% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.75 |

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 | \$15.08 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 1.76 |
| Allocated Miles per Participant per Week | 127.8 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$3,739.32 |
| Mileage Cost per Participant per Billable Hour | \$2.83 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.56 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$20.47 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.08 |
| Rate per Billable Hour | \$25.70 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.96 |

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 | \$13.17 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.79 |

Oversight

| Description | Value |
|----------------------------------|----------|
| BCBA Hourly Cost | \$118.65 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$8.82 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$25.09 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.62 |
| Rate per Billable Hour | \$30.14 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.96 |

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 | \$19.61 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.66 |

Oversight

| Description | Value |
|----------------------------------|----------|
| BCBA Hourly Cost | \$118.65 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$8.76 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$32.34 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.70 |
| Rate per Billable Hour | \$39.19 |

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 | \$20.52 |
| Employee Benefit Rate (as a percent of wages) | 20.43% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.89 |

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 | \$13.92 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.97 |

Oversight

| Description | Value |
|----------------------------------|----------|
| RN Hourly Cost | \$129.62 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$9.64 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$26.97 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.74 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.92 |
| Rate per Billable Hour | \$32.63 |

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 | \$20.52 |
| Employee Benefit Rate (as a percent of wages) | 20.43% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.89 |

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 | \$20.71 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.93 |

Oversight

| Description | Value |
|----------------------------------|----------|
| RN Hourly Cost | \$129.62 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$9.57 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$34.65 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.60 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.08 |
| Rate per Billable Hour | \$42.33 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.96 |

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 | \$13.17 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 2.64 |
| Allocated Miles per Participant per Week | 85.2 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,492.98 |
| Mileage Cost per Participant per Billable Hour | \$1.89 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.79 |

Oversight

| Description | Value |
|----------------------------------|----------|
| BCBA Hourly Cost | \$118.65 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$8.82 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$26.98 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.87 |
| Rate per Billable Hour | \$32.28 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.96 |

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 | \$19.61 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 1.76 |
| Allocated Miles per Participant per Week | 127.8 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$3,739.32 |
| Mileage Cost per Participant per Billable Hour | \$2.83 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.66 |

Oversight

| Description | Value |
|----------------------------------|----------|
| BCBA Hourly Cost | \$118.65 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$8.76 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$35.17 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.09 |
| Rate per Billable Hour | \$42.41 |

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 | \$20.52 |
| Employee Benefit Rate (as a percent of wages) | 20.43% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.89 |

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 | \$13.92 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 2.40 |
| Allocated Miles per Participant per Week | 93.8 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,742.19 |
| Mileage Cost per Participant per Billable Hour | \$2.29 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.97 |

Oversight

| Description | Value |
|----------------------------------|----------|
| RN Hourly Cost | \$129.62 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$9.64 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.26 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.74 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.23 |
| Rate per Billable Hour | \$35.23 |

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 | \$20.52 |
| Employee Benefit Rate (as a percent of wages) | 20.43% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$25.89 |

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 | \$20.71 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 1.60 |
| Allocated Miles per Participant per Week | 140.6 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$4,113.43 |
| Mileage Cost per Participant per Billable Hour | \$3.43 |

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 | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervisor Cost (wages + benefits) | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.93 |

Oversight

| Description | Value |
|----------------------------------|----------|
| RN Hourly Cost | \$129.62 |
| Hours of Oversight per Week | 2.00 |
| Oversight Cost per Billable Hour | \$9.57 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$38.08 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.60 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$5.55 |
| Rate per Billable Hour | \$46.23 |

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 | \$16.5 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | 80% |
| Adjusted Weighted Avg. of No. of Participants per Staff | 2.64 |
| Staff Cost After Productivity Adj. per Billable Hour | \$9.55 |

Mileage

| Description | Value |
|---|------------|
| Amount per Mile | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 135 |
| Number of Participants per Vehicle | 2.64 |
| Allocated Miles per Participant per Week | 51.1 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$1,495.85 |
| Mileage Cost per Participant per Billable Hour | \$1.13 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.65 |

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 | \$12.33 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.31 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.86 |
| Rate per Billable Hour | \$15.50 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | \$14.20 |

Mileage

| Description | Value |
|---|------------|
| Amount per Mile | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 135 |
| Number of Participants per Vehicle | 1.76 |
| Allocated Miles per Participant per Week | 76.7 |
| Annual Mileage Cost/ Participant (at 250 days of operation) | \$2,243.48 |
| Mileage Cost per Participant per Billable Hour | \$1.70 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$2.45 |

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 | \$18.35 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.94 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$2.77 |
| Rate per Billable Hour | \$23.06 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.18 |

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 | \$25.84 |

Mileage

| Description | Value |
|-----------------------------------|---------|
| Number of Miles Traveled per Week | 135 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$78.98 |
| Mileage Cost per Billable Hour | \$2.78 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 4.83% |
| Hourly Supervisor Cost (wages + benefits) | \$31.53 |
| Weekly Supervision Cost | \$1,261.20 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$4.43 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$33.05 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.51 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$4.99 |
| Rate per Billable Hour | \$41.55 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

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 | \$24.32 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.32 |
| 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 | \$24.32 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$8.11 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

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 | \$24.10 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.10 |
| 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 | \$24.10 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$12.05 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

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 | \$24.10 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$24.10 |
| 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 | \$24.10 |

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 | \$24.75 |
| 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) | \$28.06 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.06 |
| 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 | \$28.06 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$9.35 |

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 | \$24.75 |
| 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) | \$28.06 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.06 |
| 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 | \$28.06 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$14.03 |

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 | \$24.75 |
| 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) | \$28.06 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.06 |
| 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 | \$28.06 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.92 |

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 | \$24.06 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.24 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$28.30 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.81 |
| Rate per Billable Hour | \$30.11 |

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 | \$29.21 |
| Employee Benefit Rate (as a percent of wages) | 16.63% |
| Workers' Compensation Rate (as a percent of wages) | 8.17% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$36.45 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time without Individuals | 3.59 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.40 |
| Productivity Factor | 1.31 |
| Staff Cost After Productivity Adj. per Billable Hour | \$47.75 |

Mileage

| Description | Value |
|--|----------|
| Number of Miles Traveled per Trip | 27.0 |
| Number of Miles per trip without Individuals | 13.5 |
| Amount per Mile (less vehicle acquisition) | \$0.325 |
| 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 | \$0.613 |
| Mileage Cost per Trip | \$24.83 |
| Number of Staff Hours per Trip | 1.31 |
| Amount per Staff Hour | \$47.75 |
| Staff Cost per Trip | \$62.55 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$35.74 |
| Supervisor Benefit Rate (as a percent of wages) | 16.43% |
| Workers' Compensation Rate (as a percent of wages) | 8.17% |
| Weekly Supervision Cost | \$1,781.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Trip | \$8.84 |

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 | \$96.22 |
| Program Operations Costs | \$10.00 |
| Program Operations Cost per Trip | \$10.00 |
| Administration Percent | 12.0% |
| Administration Cost per Trip | \$14.48 |
| Cost per Trip | \$120.70 |
| Number of Individuals Served | 8 |
| Rate per Participant per Trip | \$15.09 |

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 | \$29.21 |
| Employee Benefit Rate (as a percent of wages) | 16.63% |
| Workers' Compensation Rate (as a percent of wages) | 8.17% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$36.45 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time without Individuals | 3.59 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.40 |
| Productivity Factor | 1.31 |
| Staff Cost After Productivity Adj. per Billable Hour | \$47.75 |

Mileage

| Description | Value |
|--|----------|
| Number of Miles Traveled per Trip | 27.0 |
| Number of Miles per trip without Individuals | 13.5 |
| Amount per Mile (less vehicle acquisition) | \$0.325 |
| 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 | \$0.721 |
| Mileage Cost per Trip | \$29.20 |
| Number of Staff Hours per Trip | 1.58 |
| Amount per Staff Hour | \$47.75 |
| Staff Cost per Trip | \$75.45 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$35.74 |
| Supervisor Benefit Rate (as a percent of wages) | 16.43% |
| Workers' Compensation Rate (as a percent of wages) | 8.17% |
| Weekly Supervision Cost | \$1,781.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Trip | \$10.66 |

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 | \$115.31 |
| Program Operations Costs | \$10.00 |
| Program Operations Cost per Trip | \$10.00 |
| Administration Percent | 12.0% |
| Administration Cost per Trip | \$17.09 |
| Cost per Trip | \$142.40 |
| Number of Individuals Served | 8 |
| Rate per Participant per Trip | \$17.80 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

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 | \$24.53 |

Mileage

| Description | Value |
|-----------------------------------|---------|
| Number of Miles Traveled per Trip | 13.5 |
| Amount per Mile | \$0.585 |
| Mileage Cost per Trip | \$7.90 |
| Number of Staff Hours per Trip | 0.52 |
| Amount per Staff Hour | \$24.53 |
| Staff Cost per Trip | \$12.76 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervision Cost | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Trip | \$2.20 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$22.86 |
| Program Operations Cost | \$0.00 |
| Program Operations Cost per Trip | \$0.00 |
| Administration Percent | 12.0% |
| Administration Cost per Trip | \$3.12 |
| Cost per Trip | \$25.98 |
| Number of Individuals Served | 2 |
| Rate per Participant per Trip | \$12.99 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.33 |

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 | \$24.53 |

Mileage

| Description | Value |
|--|----------|
| Number of Miles Traveled per Trip | 13.5 |
| Amount per Mile (less vehicle acquisition) | \$0.325 |
| 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 | \$0.721 |
| Mileage Cost per Trip | \$9.73 |
| Number of Staff Hours per Trip | 0.52 |
| Amount per Staff Hour | \$24.53 |
| Staff Cost per Trip | \$12.76 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Weekly Supervision Cost | \$1,270.28 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Trip | \$2.20 |

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 | \$24.69 |
| Program Operations Cost | \$0.00 |
| Program Operations Cost per Trip | \$0.00 |
| Administration Percent | 12.0% |
| Administration Cost per Trip | \$3.37 |
| Cost per Trip | \$28.06 |
| Number of Individuals Served | 2 |
| Rate per Participant per Trip | \$14.03 |

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 | \$16.14 |
| Employee Benefit Rate (as a percent of wages) | 23.90% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$20.92 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time without Individuals | 1.39 |
| Supervision and Other Employer Time | 0.90 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 28.60 |
| Productivity Factor | 1.21 |
| Staff Cost After Productivity Adj. per Billable Hour | \$25.31 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Supervisor Cost (wages + benefits) | \$31.76 |
| Weekly Supervision Cost | \$1,270.40 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$4.44 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$29.75 |
| Daily Program Operations Costs | \$0.00 |
| Program Operations Cost per Billable Hour | \$0.00 |
| Administration Percent | 6.0% |
| Administration Cost per Billable Hour | \$1.90 |
| Rate per Billable Hour | \$31.65 |

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 | \$105.05 |
| Program Operations Cost per Trip | \$10.00 |
| Administrative Percent | 12.00% |
| Administration Cost per Trip | \$15.69 |
| Transportation Broker Cost per Trip | \$25.69 |
| Rate per Participant per Trip | \$3.21 |

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 | \$124.85 |
| Program Operations Cost per Trip | \$10.00 |
| Administrative Percent | 12.00% |
| Administration Cost per Trip | \$18.39 |
| Transportation Broker Cost per Trip | \$28.39 |
| Rate per Participant per Trip | \$3.55 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$5.15 |

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 |

Mileage

| Description | Value |
|--|----------|
| Amount per Mile | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 7.04 |
| Allocated Miles per Participant per Week | 32.0 |
| Annual Mileage Cost/ Participant | \$934.83 |
| Mileage Cost per Participant per Billable Hour | \$0.71 |

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 | \$5.92 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.54 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.88 |
| Rate per Billable Hour | \$7.34 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$5.88 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 6.16 |
| Allocated Miles per Participant per Week | 36.5 |
| Annual Mileage Cost/ Participant | \$1,068.50 |
| 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 | 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 | \$6.76 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.61 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.01 |
| Rate per Billable Hour | \$8.38 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$6.81 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 5.28 |
| Allocated Miles per Participant per Week | 42.6 |
| Annual Mileage Cost/ Participant | \$1,246.34 |
| Mileage Cost per Participant per Billable Hour | \$0.94 |

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 | \$7.83 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.72 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.17 |
| Rate per Billable Hour | \$9.72 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$8.10 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 4.40 |
| Allocated Miles per Participant per Week | 51.1 |
| Annual Mileage Cost/ Participant | \$1,495.85 |
| Mileage Cost per Participant per Billable Hour | \$1.13 |

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 | \$9.33 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.86 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.39 |
| Rate per Billable Hour | \$11.58 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$10.04 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 3.52 |
| Allocated Miles per Participant per Week | 63.9 |
| Annual Mileage Cost/ Participant | \$1,869.66 |
| Mileage Cost per Participant per Billable Hour | \$1.42 |

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 | \$11.59 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.08 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.73 |
| Rate per Billable Hour | \$14.40 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$13.28 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 2.64 |
| Allocated Miles per Participant per Week | 85.2 |
| Annual Mileage Cost/ Participant | \$2,492.98 |
| Mileage Cost per Participant per Billable Hour | \$1.89 |

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 | \$15.34 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.43 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$2.29 |
| Rate per Billable Hour | \$19.06 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

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 | \$19.92 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 1.76 |
| Allocated Miles per Participant per Week | 127.8 |
| Annual Mileage Cost/ Participant | \$3,739.32 |
| Mileage Cost per Participant per Billable Hour | \$2.83 |

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 | \$23.00 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$2.15 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$3.43 |
| Rate per Billable Hour | \$28.58 |

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 | \$30.11 |
| Employee Benefit Rate (as a percent of wages) | 16.36% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$36.76 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 1.39 |
| Networking/ General Development Activities | 3.88 |
| Supervision and Other Employer Time | 0.68 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 24.94 |
| Productivity Factor | 1.39 |
| Staff Cost After Productivity Adj. per Billable Hour | \$51.10 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 90 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 78 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$45.63 |
| Mileage Cost per Billable Hour | \$1.83 |

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 | 1,296.88 |
| Accreditation cost per Individual per Billable Hour | \$0.51 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$53.44 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.01 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.83 |
| Rate per Billable Hour | \$65.28 |

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 | \$23.89 |
| Employee Benefit Rate (as a percent of wages) | 18.63% |
| Workers' Compensation Rate (as a percent of wages) | 5.74% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$29.71 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 2.09 |
| Collateral Contacts (not billable) | 0.78 |
| Recordkeeping and Reporting | 0.78 |
| Supervision and Other Employer Time | 0.69 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 26.55 |
| Productivity Factor | 1.30 |
| Staff Cost After Productivity Adj. per Billable Hour | \$38.62 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 135 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 117 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$68.45 |
| Mileage Cost per Billable Hour | \$2.58 |

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 | 1,380.60 |
| Accreditation cost per Individual per Billable Hour | \$0.48 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$41.68 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.77 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$6.20 |
| Rate per Billable Hour | \$51.65 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$0.88 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.16 |

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 | \$1.99 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.12 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.29 |
| Rate per Billable Hour | \$2.40 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$0.96 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.18 |

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 | \$2.09 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.13 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.30 |
| Rate per Billable Hour | \$2.52 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$1.13 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| 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 | \$2.29 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.16 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.33 |
| Rate per Billable Hour | \$2.78 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$1.37 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.26 |

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 | \$2.58 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.20 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.38 |
| Rate per Billable Hour | \$3.16 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$1.76 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.33 |

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 | \$3.04 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.25 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.45 |
| Rate per Billable Hour | \$3.74 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$2.47 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.47 |

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 | \$3.89 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.36 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.58 |
| Rate per Billable Hour | \$4.83 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$3.27 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.63 |

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 | \$4.85 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.48 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.73 |
| Rate per Billable Hour | \$6.06 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$3.68 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.71 |

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 | \$5.34 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.54 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.80 |
| Rate per Billable Hour | \$6.68 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$4.21 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.81 |

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 | \$5.97 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.61 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$0.90 |
| Rate per Billable Hour | \$7.48 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$4.91 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$0.94 |

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 | \$6.80 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.72 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.03 |
| Rate per Billable Hour | \$8.55 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$5.89 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.13 |

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 | \$7.97 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$0.86 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.20 |
| Rate per Billable Hour | \$10.03 |

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 | \$16.50 |
| Employee Benefit Rate (as a percent of wages) | 23.55% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$21.24 |

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 | \$7.36 |

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 | \$0.585 |
| Number of Miles Traveled per Vehicle per Week | 225 |
| Number of Participants per Vehicle | 8.00 |
| Allocated Miles per Participant per Week | 28.1 |
| Annual Mileage Cost/ Participant | \$822.80 |
| Mileage Cost per Participant per Billable Hour | \$0.62 |

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

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$25.24 |
| Supervisor Benefit Rate (as a percent of wages) | 20.08% |
| Workers' Compensation Rate (as a percent of wages) | 5.20% |
| Hourly Supervisor Cost (wages + benefits) | \$31.62 |
| Weekly Supervision Cost | \$1,264.80 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Participant per Billable Hour | \$1.42 |

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 | \$9.73 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$1.08 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$1.47 |
| Rate per Billable Hour | \$12.28 |

Vendor Rate Study

Development of Rate Models for Westside 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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 23.78 |
| Productivity Factor | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | \$112.63 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.43 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$117.06 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.21 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.54 |
| Rate per Billable Hour | \$137.81 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.64 |
| Productivity Factor | 1.77 |
| Staff Cost After Productivity Adj. per Billable Hour | \$118.66 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.65 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$123.31 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.42 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.42 |
| Cost per Billable Hour | \$145.15 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$72.58 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.18 |
| Productivity Factor | 1.80 |
| Staff Cost After Productivity Adj. per Billable Hour | \$120.67 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.75 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$125.42 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.51 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.72 |
| Cost per Billable Hour | \$147.65 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$49.22 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 1.98 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 22.81 |
| Productivity Factor | 1.52 |
| Staff Cost After Productivity Adj. per Billable Hour | \$72.18 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.00 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$11.76 |

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 | \$87.94 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.19 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.29 |
| Rate per Billable Hour | \$102.42 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 2.96 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 21.83 |
| Productivity Factor | 1.58 |
| Staff Cost After Productivity Adj. per Billable Hour | \$75.03 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.18 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$12.28 |

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 | \$91.49 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.29 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.79 |
| Cost per Billable Hour | \$106.57 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$53.29 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 3.75 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 21.04 |
| Productivity Factor | 1.64 |
| Staff Cost After Productivity Adj. per Billable Hour | \$77.88 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.34 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$12.75 |

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 | \$94.97 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.38 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$13.28 |
| Cost per Billable Hour | \$110.63 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$36.88 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

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 | \$97.21 |

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 | \$101.05 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.62 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.27 |
| Rate per Billable Hour | \$118.94 |

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 | \$101.05 |
| Direct Care Staff Hourly Wage | \$20.00 |
| Employee Benefit Rate (as a percent of wages) | \$3.62 |
| Workers' Compensation Rate (as a percent of wages) | 12.0% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$14.27 |

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 | \$101.23 |

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 | \$105.23 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.77 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.86 |
| Cost per Billable Hour | \$123.86 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$61.93 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

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 | \$102.57 |

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 | \$106.64 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.83 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.06 |
| Cost per Billable Hour | \$125.53 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$41.84 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$62.69 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.26 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$77.01 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.91 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.76 |
| Rate per Billable Hour | \$89.68 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$65.06 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.65 |

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 | \$79.93 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.99 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$11.17 |
| Cost per Billable Hour | \$93.09 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$46.55 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$67.44 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.99 |

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 | \$82.78 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.05 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$11.57 |
| Cost per Billable Hour | \$96.40 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$32.13 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 23.78 |
| Productivity Factor | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | \$112.63 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.43 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$117.06 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.21 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.54 |
| Rate per Billable Hour | \$137.81 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.64 |
| Productivity Factor | 1.77 |
| Staff Cost After Productivity Adj. per Billable Hour | \$118.66 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.65 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$123.31 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.42 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.42 |
| Cost per Billable Hour | \$145.15 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$72.58 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.18 |
| Productivity Factor | 1.80 |
| Staff Cost After Productivity Adj. per Billable Hour | \$120.67 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.75 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$125.42 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.51 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.72 |
| Cost per Billable Hour | \$147.65 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$49.22 |

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 | \$40.61 |
| Employee Benefit Rate (as a percent of wages) | 15.38% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$48.00 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 2.27 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 26.26 |
| Productivity Factor | 1.52 |
| Staff Cost After Productivity Adj. per Billable Hour | \$72.96 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.01 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.21 |

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 | \$87.18 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.90 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.15 |
| Rate per Billable Hour | \$101.23 |

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 | \$40.61 |
| Employee Benefit Rate (as a percent of wages) | 15.38% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$48.00 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 25.14 |
| Productivity Factor | 1.59 |
| Staff Cost After Productivity Adj. per Billable Hour | \$76.32 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.19 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.67 |

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 | \$91.18 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.99 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.71 |
| Cost per Billable Hour | \$105.88 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$52.94 |

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 | \$40.61 |
| Employee Benefit Rate (as a percent of wages) | 15.38% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$48.00 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.31 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 24.22 |
| Productivity Factor | 1.65 |
| Staff Cost After Productivity Adj. per Billable Hour | \$79.20 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.35 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$11.07 |

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 | \$94.62 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.06 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$13.18 |
| Cost per Billable Hour | \$109.86 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$36.62 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 23.78 |
| Productivity Factor | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | \$114.22 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.43 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$118.65 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.21 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.75 |
| Rate per Billable Hour | \$139.61 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.64 |
| Productivity Factor | 1.77 |
| Staff Cost After Productivity Adj. per Billable Hour | \$120.34 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.65 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$124.99 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.42 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.65 |
| Cost per Billable Hour | \$147.06 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$73.53 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.18 |
| Productivity Factor | 1.80 |
| Staff Cost After Productivity Adj. per Billable Hour | \$122.38 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.75 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$127.13 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.51 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.95 |
| Cost per Billable Hour | \$149.59 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$49.86 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 2.27 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 26.26 |
| Productivity Factor | 1.52 |
| Staff Cost After Productivity Adj. per Billable Hour | \$50.71 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.01 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.52 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$59.24 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.90 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.34 |
| Rate per Billable Hour | \$69.48 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 25.14 |
| Productivity Factor | 1.59 |
| Staff Cost After Productivity Adj. per Billable Hour | \$53.04 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.19 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.72 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$61.95 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.99 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.72 |
| Cost per Billable Hour | \$72.66 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$36.33 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.31 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 24.22 |
| Productivity Factor | 1.65 |
| Staff Cost After Productivity Adj. per Billable Hour | \$55.04 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.35 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.90 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$64.29 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.06 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.05 |
| Cost per Billable Hour | \$75.40 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$25.13 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 2.27 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 26.26 |
| Productivity Factor | 1.52 |
| Staff Cost After Productivity Adj. per Billable Hour | \$50.71 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.01 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.52 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$59.24 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.90 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.34 |
| Rate per Billable Hour | \$69.48 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 25.14 |
| Productivity Factor | 1.59 |
| Staff Cost After Productivity Adj. per Billable Hour | \$53.04 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.19 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.72 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$61.95 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.99 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.72 |
| Cost per Billable Hour | \$72.66 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$36.33 |

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 | \$27.36 |
| Employee Benefit Rate (as a percent of wages) | 19.12% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$33.36 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.31 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 24.22 |
| Productivity Factor | 1.65 |
| Staff Cost After Productivity Adj. per Billable Hour | \$55.04 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.35 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 1.00 |
| Supervision Cost per Billable Hour | \$4.90 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$64.29 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.06 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.05 |
| Cost per Billable Hour | \$75.40 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$25.13 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.33 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.79 |
| Recordkeeping and Reporting | 1.95 |
| Supervision and Other Employer Time | 1.81 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Training | 0.96 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 22.27 |
| Productivity Factor | 1.55 |
| Staff Cost After Productivity Adj. per Billable Hour | \$40.81 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.10 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 2.00 |
| Supervision Cost per Billable Hour | \$10.66 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$55.57 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.25 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.88 |
| Rate per Billable Hour | \$65.70 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.33 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.79 |
| Recordkeeping and Reporting | 2.92 |
| Supervision and Other Employer Time | 1.81 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Training | 0.96 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 21.30 |
| Productivity Factor | 1.62 |
| Staff Cost After Productivity Adj. per Billable Hour | \$42.65 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.28 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 2.00 |
| Supervision Cost per Billable Hour | \$11.14 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$58.07 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.35 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.24 |
| Cost per Billable Hour | \$68.66 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$34.33 |

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 | \$21.46 |
| Employee Benefit Rate (as a percent of wages) | 19.87% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$26.33 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.79 |
| Recordkeeping and Reporting | 3.69 |
| Supervision and Other Employer Time | 1.81 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Training | 0.96 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 20.53 |
| Productivity Factor | 1.69 |
| Staff Cost After Productivity Adj. per Billable Hour | \$44.50 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.45 |

Supervision

| Description | Value |
|------------------------------------|----------|
| Supervision Hourly Cost | \$118.65 |
| Hours of Supervision per Week | 2.00 |
| Supervision Cost per Billable Hour | \$11.56 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$60.51 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.44 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.58 |
| Cost per Billable Hour | \$71.53 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$23.84 |

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 | \$32.17 |
| Employee Benefit Rate (as a percent of wages) | 17.40% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$38.67 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 23.78 |
| Productivity Factor | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | \$64.97 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.43 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$69.40 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.21 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.04 |
| Rate per Billable Hour | \$83.65 |

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 | \$32.17 |
| Employee Benefit Rate (as a percent of wages) | 17.40% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$38.67 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.64 |
| Productivity Factor | 1.77 |
| Staff Cost After Productivity Adj. per Billable Hour | \$68.45 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.65 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$73.10 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.42 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.57 |
| Cost per Billable Hour | \$88.09 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$44.05 |

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 | \$32.17 |
| Employee Benefit Rate (as a percent of wages) | 17.40% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$38.67 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.18 |
| Productivity Factor | 1.80 |
| Staff Cost After Productivity Adj. per Billable Hour | \$69.61 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.75 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$74.36 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.51 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.76 |
| Cost per Billable Hour | \$89.63 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$29.88 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 2.27 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 23.54 |
| Productivity Factor | 1.70 |
| Staff Cost After Productivity Adj. per Billable Hour | \$72.28 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.47 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$11.39 |

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 | \$88.14 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.12 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.31 |
| Rate per Billable Hour | \$102.57 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$75.69 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$11.96 |

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 | \$92.35 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.23 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.90 |
| Cost per Billable Hour | \$107.48 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$53.74 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.31 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.50 |
| Productivity Factor | 1.86 |
| Staff Cost After Productivity Adj. per Billable Hour | \$79.09 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.90 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$12.47 |

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 | \$96.46 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.33 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$13.47 |
| Cost per Billable Hour | \$112.26 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$37.42 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.83 |
| Recordkeeping and Reporting | 1.97 |
| Supervision and Other Employer Time | 0.91 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Interdisciplinary team case reviews/planning | 1.18 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 22.22 |
| Productivity Factor | 1.56 |
| Staff Cost After Productivity Adj. per Billable Hour | \$47.83 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.11 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$7.65 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$59.59 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.25 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.43 |
| Rate per Billable Hour | \$70.27 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.83 |
| Recordkeeping and Reporting | 2.95 |
| Supervision and Other Employer Time | 0.91 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Interdisciplinary team case reviews/planning | 1.18 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 21.24 |
| Productivity Factor | 1.63 |
| Staff Cost After Productivity Adj. per Billable Hour | \$49.98 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.30 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$8.01 |

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 | \$62.29 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.35 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.81 |
| Cost per Billable Hour | \$73.45 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$36.73 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.83 |
| Recordkeeping and Reporting | 3.72 |
| Supervision and Other Employer Time | 0.91 |
| Missed Appointments (not redirected to other tasks) | 0.78 |
| Interdisciplinary team case reviews/planning | 1.18 |
| Training | 0.67 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 20.47 |
| Productivity Factor | 1.69 |
| Staff Cost After Productivity Adj. per Billable Hour | \$51.82 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.46 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$8.31 |

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 | \$64.59 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.44 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.14 |
| Cost per Billable Hour | \$76.17 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$25.39 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$119.33 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$124.03 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.52 |
| Rate per Billable Hour | \$146.01 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$126.04 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$130.99 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$18.50 |
| Cost per Billable Hour | \$154.19 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$77.10 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$128.72 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$133.78 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$18.90 |
| Cost per Billable Hour | \$157.48 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$52.49 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 2.96 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 2.38 |
| Interdisciplinary team case reviews/planning | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 19.45 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$84.53 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.69 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$13.79 |

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 | \$103.01 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.57 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.40 |
| Rate per Billable Hour | \$119.98 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 3.95 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 2.38 |
| Interdisciplinary team case reviews/planning | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 18.46 |
| Productivity Factor | 1.87 |
| Staff Cost After Productivity Adj. per Billable Hour | \$88.81 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$4.94 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$14.53 |

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 | \$108.28 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.71 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.14 |
| Cost per Billable Hour | \$126.13 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$63.07 |

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 | \$40.61 |
| 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) | \$47.49 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 34.60 |
| Travel Time Between Individuals | 3.85 |
| Recordkeeping and Reporting | 4.35 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.79 |
| Collateral contacts (not billable) | 2.38 |
| Interdisciplinary team case reviews/planning | 1.19 |
| Training | 0.48 |
| Paid Time Off | 3.04 |
| "Billable" Hours | 18.06 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$91.18 |

Mileage

| Description | Value |
|---|---------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 156 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$91.26 |
| Mileage Cost per Billable Hour | \$5.05 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$14.85 |

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 | \$111.08 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.77 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.53 |
| Cost per Billable Hour | \$129.38 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$43.13 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$130.39 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$135.09 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$19.03 |
| Rate per Billable Hour | \$158.58 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$137.71 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$142.66 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$20.09 |
| Cost per Billable Hour | \$167.45 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$83.73 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$140.64 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$145.70 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$20.52 |
| Cost per Billable Hour | \$171.02 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$57.01 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$58.46 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$63.16 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.22 |
| Rate per Billable Hour | \$76.84 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$61.74 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$66.69 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.74 |
| Cost per Billable Hour | \$81.13 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$40.57 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$63.05 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$68.11 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.94 |
| Cost per Billable Hour | \$82.85 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$27.62 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$132.68 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$137.38 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$19.34 |
| Rate per Billable Hour | \$161.18 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$140.14 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$145.09 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$20.43 |
| Cost per Billable Hour | \$170.22 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$85.11 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$143.12 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$148.18 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$20.86 |
| Cost per Billable Hour | \$173.84 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$57.95 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$93.88 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$98.58 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.05 |
| Rate per Billable Hour | \$117.09 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$99.15 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$104.10 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.84 |
| Cost per Billable Hour | \$123.64 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$61.82 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$101.26 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$106.32 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.15 |
| Cost per Billable Hour | \$126.27 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$42.09 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$82.97 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$87.67 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.56 |
| Rate per Billable Hour | \$104.69 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$87.63 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$92.58 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$13.27 |
| Cost per Billable Hour | \$110.55 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$55.28 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

Productivity Adjustments

| Description | Value |
|--|---------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$89.49 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$94.55 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$13.55 |
| Cost per Billable Hour | \$112.90 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$37.63 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 3.39 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 22.42 |
| Productivity Factor | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | \$121.02 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.70 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$125.72 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.46 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.75 |
| Rate per Billable Hour | \$147.93 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.53 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 21.28 |
| Productivity Factor | 1.88 |
| Staff Cost After Productivity Adj. per Billable Hour | \$127.82 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$4.95 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$132.77 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.70 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$18.75 |
| Cost per Billable Hour | \$156.22 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$78.11 |

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

Productivity Adjustments

| Description | Value |
|--|----------|
| Total Hours | 40.00 |
| Travel Time Between Individuals | 4.42 |
| Recordkeeping and Reporting | 4.99 |
| Supervision and Other Employer Time | 0.46 |
| Missed Appointments (not redirected to other tasks) | 0.90 |
| Collateral contacts (not billable) | 2.72 |
| Interdisciplinary team case reviews/planning | 1.36 |
| Training | 0.48 |
| Paid Time Off | 3.85 |
| "Billable" Hours | 20.82 |
| Productivity Factor | 1.92 |
| Staff Cost After Productivity Adj. per Billable Hour | \$130.54 |

Mileage

| Description | Value |
|---|----------|
| Number of Miles Traveled per 40-Hour Week | 180 |
| Number of Miles Adjusted for Mix of FT and PT Staff | 180 |
| Amount per Mile | \$0.585 |
| Weekly Mileage Cost | \$105.30 |
| Mileage Cost per Billable Hour | \$5.06 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$135.60 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$19.15 |
| Cost per Billable Hour | \$159.55 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$53.18 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

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 | \$59.53 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$9.40 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$70.09 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.75 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$9.80 |
| Rate per Billable Hour | \$81.64 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

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 | \$62.08 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$9.78 |

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 | \$73.68 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.82 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.30 |
| Cost per Billable Hour | \$85.80 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$42.90 |

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 | \$35.65 |
| Employee Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$42.52 |

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 | \$64.21 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$10.12 |

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 | \$76.83 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.89 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.73 |
| Cost per Billable Hour | \$89.45 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$29.82 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

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 | \$41.70 |

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 | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$6.66 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$49.66 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$1.96 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.04 |
| Rate per Billable Hour | \$58.66 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

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 | \$43.23 |

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 | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$6.92 |

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 | \$52.18 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.39 |
| Cost per Billable Hour | \$61.61 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$30.81 |

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 | \$25.38 |
| Employee Benefit Rate (as a percent of wages) | 17.98% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 |

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 | \$44.46 |

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 | \$35.65 |
| Supervisor Benefit Rate (as a percent of wages) | 16.45% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$1,700.79 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$7.14 |

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 | \$54.39 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.10 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.70 |
| Cost per Billable Hour | \$64.19 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$21.40 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

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 | \$101.90 |

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 | \$1,367.60 |
| Facility Cost per Billable Hour | \$1.26 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$103.16 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.59 |
| Rate per Billable Hour | \$121.55 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

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 | \$106.59 |

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 | \$108.57 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.35 |
| Cost per Billable Hour | \$127.89 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$63.95 |

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 | \$57.85 |
| Employee Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 |

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 | \$108.60 |

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 | \$111.28 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.73 |
| Cost per Billable Hour | \$131.05 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$43.68 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$71.71 |

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 | \$1,187.68 |
| Facility Cost per Billable Hour | \$1.45 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$11.74 |

Administration and Program Operations

| Description | Value |
|---|---------|
| Cost per Hour, Before Program Operations and Administration | \$84.90 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.19 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$11.88 |
| Rate per Billable Hour | \$98.97 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$75.03 |

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 | \$1,137.24 |
| Facility Cost per Billable Hour | \$2.28 |

Supervision

| Description | Value |
|--|------------|
| Supervisor Hourly Wage | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$12.26 |

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 | \$89.57 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.29 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.53 |
| Cost per Billable Hour | \$104.39 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$52.20 |

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 | \$40.61 |
| 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) | \$47.49 |

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 | \$76.46 |

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 | \$57.85 |
| Supervisor Benefit Rate (as a percent of wages) | 13.07% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Weekly Supervision Cost | \$2,681.69 |
| Number of Direct Care Staff Supervised | 10 |
| Supervision Cost per Billable Hour | \$12.48 |

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 | \$92.03 |
| Daily Program Operations Costs | \$10.00 |
| Program Operations Cost per Billable Hour | \$2.33 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.87 |
| Cost per Billable Hour | \$107.23 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$35.74 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

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 | \$111.34 |

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 | \$112.60 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.87 |
| Rate per Billable Hour | \$132.27 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

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 | \$116.47 |

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 | \$118.45 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.69 |
| Cost per Billable Hour | \$139.11 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$69.56 |

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 | \$63.47 |
| Employee Benefit Rate (as a percent of wages) | 12.59% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$73.25 |

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 | \$118.67 |

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 | \$121.35 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.10 |
| Cost per Billable Hour | \$142.49 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$47.50 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

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 | \$49.92 |

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 | \$51.18 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.50 |
| Rate per Billable Hour | \$62.48 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

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 | \$52.22 |

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 | \$54.20 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$7.93 |
| Cost per Billable Hour | \$66.10 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$33.05 |

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 | \$26.89 |
| Employee Benefit Rate (as a percent of wages) | 19.32% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$32.84 |

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 | \$53.20 |

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 | \$55.88 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$8.17 |
| Cost per Billable Hour | \$68.09 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$22.70 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

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 | \$113.30 |

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 | \$114.56 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.14 |
| Rate per Billable Hour | \$134.50 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

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 | \$118.52 |

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 | \$120.50 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$16.97 |
| Cost per Billable Hour | \$141.44 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$70.72 |

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 | \$64.68 |
| Employee Benefit Rate (as a percent of wages) | 12.43% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$74.54 |

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 | \$120.75 |

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 | \$123.43 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$17.38 |
| Cost per Billable Hour | \$144.85 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$48.28 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

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 | \$80.16 |

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 | \$81.42 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$11.62 |
| Rate per Billable Hour | \$96.84 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

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 | \$83.86 |

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 | \$85.84 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.25 |
| Cost per Billable Hour | \$102.06 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$51.03 |

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 | \$44.90 |
| Employee Benefit Rate (as a percent of wages) | 14.64% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$52.74 |

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 | \$85.44 |

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 | \$88.12 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$12.57 |
| Cost per Billable Hour | \$104.73 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$34.91 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

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 | \$70.85 |

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 | \$72.11 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.35 |
| Rate per Billable Hour | \$86.26 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

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 | \$74.11 |

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 | \$76.09 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$10.92 |
| Cost per Billable Hour | \$90.98 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$45.49 |

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 | \$39.35 |
| Employee Benefit Rate (as a percent of wages) | 15.62% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$46.61 |

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 | \$75.51 |

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 | \$78.19 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$11.21 |
| Cost per Billable Hour | \$93.44 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$31.15 |

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

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

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 | \$103.34 |

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 | \$104.60 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.80 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$14.78 |
| Rate per Billable Hour | \$123.18 |

DDS Vendor Rate Study – Rate Models
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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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

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 | \$108.10 |

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 | \$110.08 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$3.97 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.55 |
| Cost per Billable Hour | \$129.60 |
| Number of Individuals Served | 2 |
| Rate per Billable Hour | \$64.80 |

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

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 | \$58.70 |
| Employee Benefit Rate (as a percent of wages) | 13.00% |
| Workers' Compensation Rate (as a percent of wages) | 2.82% |
| Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.99 |

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 | \$110.14 |

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 | \$1,286.48 |
| Facility Cost per Billable Hour | \$2.68 |

Administration and Program Operations

| Description | Value |
|---|----------|
| Cost per Hour, Before Program Operations and Administration | \$112.82 |
| Daily Program Operations Costs | \$20.00 |
| Program Operations Cost per Billable Hour | \$4.04 |
| Administration Percent | 12.0% |
| Administration Cost per Billable Hour | \$15.94 |
| Cost per Billable Hour | \$132.80 |
| Number of Individuals Served | 3 |
| Rate per Billable Hour | \$44.27 |

DDS Vendor Rate Study

**Appendices to Rate Models
for Westside Regional Center**

Prepared for California Department of Developmental Services

Prepared by Burns & Associates
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Rate Model Appendices Table of Contents

| | |
|--|----|
| Appendix A: Summary of All Regional Categories | 1 |
| Appendix B: Wage Assumptions – Data for Occupations with Duties Related to HCBS..... | 1 |
| Appendix B: Wage Assumptions – Bureau of Labor Statistics Wage Adjustment Assumptions – Minimum Wage ‘Spillover’ and Wage Inflation | 4 |
| Adjustment for Minimum Wage ‘Spillover’ | 4 |
| Adjustment of Wage Inflation | 4 |
| Appendix B: Wage Assumptions – BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments | 5 |
| Appendix B: Wage Assumptions – Development of Job Requirements by Service (Using BLS Job Codes) | 8 |
| Appendix B: Rate Model Wage Assumptions | 26 |
| Base Wage Tables..... | 26 |
| Wage Category A (base wage x 95 percent)..... | 30 |
| Wage Category B (base wage x 100 percent)..... | 34 |
| Wage Category C (base wage x 115 percent)..... | 38 |
| Appendix C: Benefits Assumptions – Benefit Assumptions for Full-Time Employees to Establish Benefit Rates (Excluding Workers’ Compensation) | 1 |
| Appendix C: Benefits Assumptions – Benefit Rates by Wage Level Based on Benefits Assumptions (Excluding Workers’ Compensation) | 4 |
| Appendix C: Benefits Assumptions – Workers’ Compensation Rates by Service (premium amounts per \$100 in wages paid) | 6 |
| Appendix D: Productivity Adjustments | 1 |
| Base Model Assumptions for ‘Typical’ Week; Full-Time Employees..... | 1 |
| Annual Hours for Training and Paid Time Off (Full-Time Employees) | 15 |
| Base Model Assumptions Adjusted for Training and Paid Time off (Full-Time Employees) | 22 |
| Appendix D: Productivity Adjustments | 36 |
| Base Model Assumptions for ‘Typical’ Week; Part-Time Employees..... | 36 |
| Annual Hours for Training and Paid Time Off (Part-Time Employees) | 50 |
| Appendix D: Productivity Assumptions | 57 |
| Base Model Assumptions Adjusted for Training and Paid Time off (Part-Time Employees) | 57 |
| Appendix D: Productivity Assumptions | 71 |
| Base Model Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees) | 71 |
| Category A Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees) | 85 |

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

| | |
|--|-----|
| Category B Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees) | 99 |
| Category C Assumptions Adjusted for Training and Paid Time Off (Blend of Full and Part-Time Employees) | 113 |

DDS Vendor Rate Study – Rate Models
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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 | \$19.17 | \$25.76 | \$34.64 | \$46.03 | \$59.80 |
| 19-3031 | Clinic./ counsel./ school psychologist | Doctoral/ prof | None | Intern/ resident | \$27.76 | \$40.18 | \$51.67 | \$65.50 | \$82.97 |
| 21-1012 | Edu./ guidance/ school/ voc. counselor | Master's | None | None | \$20.46 | \$26.01 | \$37.44 | \$50.96 | \$62.20 |
| 21-1013 | Marriage and family therapist | Master's | None | Intern/ resident | \$15.74 | \$18.12 | \$23.67 | \$31.59 | \$44.29 |
| 21-1015 | Rehabilitation counselor | Master's | None | None | \$13.31 | \$14.11 | \$15.56 | \$21.35 | \$29.96 |
| 21-1018 | Substance/ behav./ mental hlth. counselor | Bachelor's | None | None | \$15.76 | \$18.24 | \$24.08 | \$31.78 | \$46.59 |
| 21-1021 | Child/ family/ school social worker | Bachelor's | None | None | \$16.67 | \$19.79 | \$25.21 | \$34.11 | \$45.86 |
| 21-1022 | Healthcare social worker | Master's | None | Intern/ resident | \$21.35 | \$27.66 | \$37.34 | \$49.82 | \$62.92 |
| 21-1023 | Mental hlth/ substance abuse social worker | Master's | None | Intern/ resident | \$17.15 | \$22.47 | \$32.96 | \$47.55 | \$57.08 |
| 21-1091 | Health educator | Bachelor's | None | None | \$17.82 | \$22.73 | \$30.84 | \$44.28 | \$52.85 |
| 21-1093 | Social and human service assistant | High school | None | Short-term OTJ | \$13.90 | \$15.76 | \$19.69 | \$25.72 | \$32.87 |
| 21-1094 | Community health worker | High school | None | Short-term OTJ | \$15.74 | \$18.46 | \$23.18 | \$30.22 | \$39.00 |
| 25-2051 | Special ed. teachers, preschool 2/ | Bachelor's | None | None | \$19.36 | \$26.32 | \$31.38 | \$48.83 | \$62.33 |
| 25-3097 | Teachers and instructors, all other 2/ | Bachelor's | None | None | \$17.48 | \$19.56 | \$25.16 | \$48.28 | \$66.39 |
| 25-9045 | Teaching Assistants, Except Postsecondary | Bachelor's | None | None | \$17.31 | \$19.01 | \$22.34 | \$26.49 | \$31.03 |
| 29-1031 | Dietitian/ nutritionist | Bachelor's | None | Intern/ resident | \$24.86 | \$33.18 | \$39.52 | \$46.43 | \$51.95 |
| 29-1122 | Occupational therapist | Master's | None | None | \$30.35 | \$41.55 | \$49.62 | \$58.71 | \$65.11 |
| 29-1123 | Physical therapist | Doctoral/ prof | None | None | \$32.72 | \$41.29 | \$50.92 | \$60.70 | \$68.50 |
| 29-1125 | Recreational therapist | Bachelor's | Under 5 yrs | None | \$19.27 | \$29.19 | \$39.26 | \$46.65 | \$51.25 |
| 29-1127 | Speech-language pathologist | Master's | None | Intern/ resident | \$29.73 | \$37.94 | \$46.08 | \$54.00 | \$62.55 |

DDS Vendor Rate Study – Rate Models
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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 |
|-----------------------|---|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 29-1141 | Registered nurse | Bachelor's | None | None | \$36.62 | \$45.18 | \$56.93 | \$71.07 | \$83.35 |
| 29-1181 | Audiologists | Doctoral/ prof | None | None | \$36.05 | \$45.89 | \$55.87 | \$63.34 | \$71.27 |
| 29-1223 | Psychiatrist | Doctoral/ prof | None | Intern/ resident | \$55.19 | \$83.95 | 1/ | 1/ | 1/ |
| 29-2053 | Psychiatric technician | Postsec. award | Under 5 yrs | Short-term OTJ | \$16.51 | \$21.12 | \$29.04 | \$34.56 | \$39.17 |
| 29-2061 | Licensed practical/ vocational nurse | Postsec. award | None | None | \$21.70 | \$25.53 | \$30.01 | \$36.28 | \$41.21 |
| 31-1120 | Home Health and Personal Care Aides | High school | None | Short-term OTJ | \$13.01 | \$13.02 | \$14.05 | \$15.26 | \$18.80 |
| 31-1131 | Nursing Assistants | Postsec. award | None | None | \$13.90 | \$15.52 | \$18.06 | \$21.45 | \$25.31 |
| 31-1132 | Orderlies | High school | None | Short-term OTJ | \$14.00 | \$15.99 | \$19.44 | \$25.65 | \$30.93 |
| 31-1133 | Psychiatric Aides | High school | None | Short-term OTJ | \$13.57 | \$14.52 | \$15.99 | \$18.89 | \$27.57 |
| 31-2011 | Occupational therapy assistant | Associate's | None | None | \$26.54 | \$30.72 | \$35.75 | \$40.20 | \$46.15 |
| 31-2012 | Occupational therapy aides | High school | None | Short-term OTJ | \$13.02 | \$13.72 | \$15.07 | \$18.75 | \$27.13 |
| 31-2021 | Physical therapist assistant | Associate's | None | None | \$20.55 | \$29.08 | \$35.04 | \$39.82 | \$45.32 |
| 31-2022 | Physical therapist aide | High school | None | Short-term OTJ | \$13.02 | \$13.30 | \$14.73 | \$17.05 | \$19.79 |
| 31-9092 | Medical assistant | Postsec. award | None | None | \$13.80 | \$15.81 | \$19.00 | \$25.13 | \$30.55 |
| 37-2011 | Janitor/ cleaner | None | None | Short-term OTJ | \$13.02 | \$14.01 | \$16.26 | \$20.51 | \$25.91 |
| 37-2012 | Maids and housekeeping cleaners | None | None | Short-term OTJ | \$13.02 | \$13.75 | \$15.36 | \$18.98 | \$24.70 |
| 39-1098 | First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services | High school | Under 5 yrs | None | \$14.72 | \$17.36 | \$22.22 | \$30.27 | \$38.36 |

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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 | \$13.02 | \$13.82 | \$15.29 | \$18.86 | \$23.72 |
| 39-9041 | Residential advisor | High school | None | Short-term OTJ | \$13.64 | \$15.07 | \$17.51 | \$21.03 | \$27.39 |
| 53-3052 | Bus Drivers, Transit and Intercity | High school | None | Mod-term OTJ | \$16.53 | \$20.05 | \$25.71 | \$31.46 | \$38.04 |

**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 |
|-----------------|------------------------------------|--|--|-----------------|
| \$13.00 | | | | \$15.00 |
| \$13.01-\$14.00 | \$1.00 | 90% | \$0.80 | \$15.01-\$15.80 |
| \$14.01-\$15.00 | \$1.00 | 80% | \$0.70 | \$15.81-\$16.50 |
| \$15.01-\$16.00 | \$1.00 | 70% | \$0.60 | \$16.51-\$17.10 |
| \$16.01-\$17.00 | \$1.00 | 60% | \$0.50 | \$17.11-\$17.60 |
| \$17.01-\$17.99 | \$1.00 | 50% | \$0.40 | \$17.60-\$18.00 |

Adjustment of Wage Inflation

| Item | Value |
|--|--------|
| Weighted Annual Average ¹ | 4.90% |
| BLS Dataset Month | May-20 |
| Midpoint of Initial Year of Implementation | Jan-23 |
| Number of Months Between BLS Dataset and Implementation Midpoint | 32 |
| Total Inflation Factor | 13.61% |

¹ Compound annual growth rate for net earnings in California for 2010 – 2020; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

DDS Vendor Rate Study – Rate Models
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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 | \$21.78 | \$29.26 | \$39.35 | \$52.29 | \$67.94 |
| 19-3031 | Clinic./ counsel./ school psychologist | Doctoral/ prof | None | Intern/ resident | \$31.54 | \$45.65 | \$58.70 | \$74.41 | \$94.26 |
| 21-1012 | Edu./ guidance/ school/ voc. counselor | Master's | None | None | \$23.24 | \$29.55 | \$42.53 | \$57.89 | \$70.66 |
| 21-1013 | Marriage and family therapist | Master's | None | Intern/ resident | \$17.88 | \$20.59 | \$26.89 | \$35.89 | \$50.32 |
| 21-1015 | Rehabilitation counselor | Master's | None | None | \$15.12 | \$16.03 | \$17.68 | \$24.25 | \$34.04 |
| 21-1018 | Substance/ behav./ mental hlth. counselor | Bachelor's | None | None | \$17.90 | \$20.72 | \$27.36 | \$36.10 | \$52.93 |
| 21-1021 | Child/ family/ school social worker | Bachelor's | None | None | \$18.94 | \$22.48 | \$28.64 | \$38.75 | \$52.10 |
| 21-1022 | Healthcare social worker | Master's | None | Intern/ resident | \$24.25 | \$31.42 | \$42.42 | \$56.60 | \$71.48 |
| 21-1023 | Mental hlth/ substance abuse social worker | Master's | None | Intern/ resident | \$19.48 | \$25.53 | \$37.44 | \$54.02 | \$64.85 |
| 21-1091 | Health educator | Bachelor's | None | None | \$20.24 | \$25.82 | \$35.04 | \$50.30 | \$60.04 |
| 21-1093 | Social and human service assistant | High school | None | Short-term OTJ | \$15.79 | \$17.90 | \$22.37 | \$29.22 | \$37.34 |
| 21-1094 | Community health worker | High school | None | Short-term OTJ | \$17.88 | \$20.97 | \$26.33 | \$34.33 | \$44.31 |
| 25-2051 | Special ed. teachers, preschool 2/ | Bachelor's | None | None | \$21.99 | \$29.90 | \$35.65 | \$55.47 | \$70.81 |
| 25-3097 | Teachers and instructors, all other 2/ | Bachelor's | None | None | \$19.86 | \$22.22 | \$28.58 | \$54.85 | \$75.42 |
| 25-9045 | Teaching Assistants, Except Postsecondary | Bachelor's | None | None | \$19.67 | \$21.60 | \$25.38 | \$30.09 | \$35.25 |
| 29-1031 | Dietitian/ nutritionist | Bachelor's | None | Intern/ resident | \$28.24 | \$37.69 | \$44.90 | \$52.75 | \$59.02 |
| 29-1122 | Occupational therapist | Master's | None | None | \$34.48 | \$47.20 | \$56.37 | \$66.70 | \$73.97 |
| 29-1123 | Physical therapist | Doctoral/ prof | None | None | \$37.17 | \$46.91 | \$57.85 | \$68.96 | \$77.82 |
| 29-1125 | Recreational therapist | Bachelor's | Under 5 yrs | None | \$21.89 | \$33.16 | \$44.60 | \$53.00 | \$58.22 |
| 29-1127 | Speech-language pathologist | Master's | None | Intern/ resident | \$33.78 | \$43.10 | \$52.35 | \$61.35 | \$71.06 |

DDS Vendor Rate Study – Rate Models
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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 |
|-----------------------|---|----------------------------|-----------------------------|--------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 29-1141 | Registered nurse | Bachelor's | None | None | \$41.60 | \$51.33 | \$64.68 | \$80.74 | \$94.69 |
| 29-1181 | Audiologists | Doctoral/ prof | None | None | \$40.95 | \$52.13 | \$63.47 | \$71.96 | \$80.97 |
| 29-1223 | Psychiatrist | Doctoral/ prof | None | Intern/ resident | \$62.70 | \$95.37 | 1/ | 1/ | 1/ |
| 29-2053 | Psychiatric technician | Postsec. award | Under 5 yrs | Short-term OTJ | \$18.76 | \$23.99 | \$32.99 | \$39.26 | \$44.50 |
| 29-2061 | Licensed practical/ vocational nurse | Postsec. award | None | None | \$24.65 | \$29.00 | \$34.09 | \$41.22 | \$46.82 |
| 31-1120 | Home Health and Personal Care Aides | High school | None | Short-term OTJ | \$15.00 | \$15.00 | \$15.96 | \$17.34 | \$21.36 |
| 31-1131 | Nursing Assistants | Postsec. award | None | None | \$15.79 | \$17.63 | \$20.52 | \$24.37 | \$28.75 |
| 31-1132 | Orderlies | High school | None | Short-term OTJ | \$15.90 | \$18.17 | \$22.09 | \$29.14 | \$35.14 |
| 31-1133 | Psychiatric Aides | High school | None | Short-term OTJ | \$15.42 | \$16.50 | \$18.17 | \$21.46 | \$31.32 |
| 31-2011 | Occupational therapy assistant | Associate's | None | None | \$30.15 | \$34.90 | \$40.61 | \$45.67 | \$52.43 |
| 31-2012 | Occupational therapy aides | High school | None | Short-term OTJ | \$15.00 | \$15.59 | \$17.12 | \$21.30 | \$30.82 |
| 31-2021 | Physical therapist assistant | Associate's | None | None | \$23.35 | \$33.04 | \$39.81 | \$45.24 | \$51.49 |
| 31-2022 | Physical therapist aide | High school | None | Short-term OTJ | \$15.00 | \$15.11 | \$16.73 | \$19.37 | \$22.48 |
| 31-9092 | Medical assistant | Postsec. award | None | None | \$15.68 | \$17.96 | \$21.59 | \$28.55 | \$34.71 |
| 37-2011 | Janitor/ cleaner | None | None | Short-term OTJ | \$15.00 | \$15.92 | \$18.47 | \$23.30 | \$29.44 |
| 37-2012 | Maids and housekeeping cleaners | None | None | Short-term OTJ | \$15.00 | \$15.62 | \$17.45 | \$21.56 | \$28.06 |
| 39-1098 | First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services | High school | Under 5 yrs | None | \$16.72 | \$19.72 | \$25.24 | \$34.39 | \$43.58 |

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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 | \$15.00 | \$15.70 | \$17.37 | \$21.43 | \$26.95 |
| 39-9041 | Residential advisor | High school | None | Short-term OTJ | \$15.50 | \$17.12 | \$19.89 | \$23.89 | \$31.12 |
| 53-3052 | Bus Drivers, Transit and Intercity | High school | None | Mod-term OTJ | \$18.78 | \$22.78 | \$29.21 | \$35.74 | \$43.22 |

DDS Vendor Rate Study – Rate Models
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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 Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | Personal Assistance | Parent Coordinated Personal Assistance | Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living | Parenting Support Services | Respite, Agency |
|---------------------------|--------------------------------------|---------------------|--|--------------------|-------------------------------|-------------------------------------|------------------|----------------------------|-----------------|
| 29-1181 | Audiologists | | | | | | | | |
| 29-1223 | Psychiatrist | | | | | | | | |
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | 90% | 90% | 50% | 50% | 70% | 70% | | 90% |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | 5% | 5% | 25% | 25% | 15% | 15% | | 5% |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | 5% | 5% | 25% | 25% | 15% | 15% | | 5% |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| BLS Occupational Code | BLS Occupation | Participant-Directed Respite | Respite, Employer of Record | 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 |
|-----------------------|--|---------------------------------|--------------------------------|----------------|--------------|--|---|---|---|
| 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | 100% | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | Participant-Directed Respite | Respite, Employer of Record | 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 |
|---------------------------|--------------------------------------|---------------------------------|--------------------------------|----------------|--------------|--|---|---|---|
| 29-1223 | Psychiatrist | | | | | | | | |
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | 90% | 90% | | | 90% | 70% | 70% | 70% |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | 5% | 5% | | | 5% | 15% | 15% | 15% |
| 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% | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | 5% | 5% | | | 5% | 15% | 15% | 15% |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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, | Community Care Facility - Staff Operated Home Administrator, | Adult Residential Facility for Persons with Special Health Care | Adult Residential Facility for Persons with Special Health Care | Adult Residential Facility for Persons with Special Health Care | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational 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, | Community Care Facility - Staff Operated Home Administrator, | Adult Residential Facility for Persons with Special Health Care | Adult Residential Facility for Persons with Special Health Care | Adult Residential Facility for Persons with Special Health Care | Enhanced Behavioral Supports Home Administrator | Enhanced Behavioral Supports Home Lead DSP | Enhanced Behavioral Supports Home DSP |
|---------------------------|--------------------------------------|--|--|---|---|---|---|--|--|
| 29-1223 | Psychiatrist | | | | | | | | |
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | 100% | | | | |
| 31-1120 | Home Health and Personal Care Aides | | | | | | | | |
| 31-1131 | Nursing Assistants | | | 100% | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | | | | | | | 100% | 100% |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | 100% | 100% | | | | | | |
| 39-9032 | Recreation worker | | | | | | | | |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | |

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 |
|---------------------------|--------------------------------------|--|-----------------------------------|------------------------------|---|---|----------------------------------|--|-------------------------------------|
| 29-1223 | Psychiatrist | | | | | | | | |
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | | | | 70% | 70% | | | 70% |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | | 100% | 100% | 15% | 15% | | | 15% |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | | | | 15% | 15% | | | 15% |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| BLS Occupational Code | BLS Occupation | 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 |
|-----------------------|--|---|---|--|--|---|-----------------------------------|--|----------------------------------|
| 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | 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 |
|---------------------------|--------------------------------------|---|---|--|--|---|-----------------------------------|--|----------------------------------|
| 29-1223 | Psychiatrist | | | | | | | | |
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | 90% | 50% | 50% | 50% | | | | |
| 31-1131 | Nursing Assistants | | | | | | | 100% | 100% |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | 5% | 25% | 25% | 25% | 100% | 100% | | |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | 5% | 25% | 25% | 25% | | | | |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| BLS Occupational Code | BLS Occupation | 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 |
|-----------------------|--|---------------------|---|-------------------------------------|----------------------------|---|--------------------------|--------------------------------|---|
| 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | |
| 29-1223 | Psychiatrist | | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | 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 |
|---------------------------|--------------------------------------|---------------------|---|-------------------------------------|----------------------------|---|--------------------------|--------------------------------|---|
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | 70% | 70% | 90% | | 70% | 90% | | |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | 15% | 15% | 5% | | 15% | 5% | | |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | 15% | 15% | 5% | | 15% | 5% | | |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | 100% | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| BLS Occupational Code | BLS Occupation | Supported Employment- Individual, Job Coaching | Work Activity Program | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Trainer; Licensed Professional | Adaptive Skills Trainer; Specialist | Behavior Analyst | Associate Behavior 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 2/ | | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | 100% | | 100% | | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | |
| 29-1223 | Psychiatrist | | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | Supported Employment- Individual, Job Coaching | Work Activity Program | Specialized Therapeutic Services, Professional | Specialized Therapeutic Services, Assistant | Adaptive Skills Trainer; Licensed Professional | Adaptive Skills Trainer; Specialist | Behavior Analyst | Associate Behavior Analyst |
|---------------------------|--------------------------------------|--|-----------------------|---|--|---|--|------------------|-------------------------------|
| 29-2053 | Psychiatric technician | | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | | 70% | | | | | | |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | | 15% | | | | | | |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | | 15% | | | | | | |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| 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 2/ | | | | 100% | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | 100% | | | |
| 29-1031 | Dietitian/ nutritionist | | | | | | | | |
| 29-1122 | Occupational therapist | | | | | | | | |
| 29-1123 | Physical therapist | | | | | | 100% | | |
| 29-1125 | Recreational therapist | | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | | |
| 29-1141 | Registered nurse | | | | | | | | |
| 29-1181 | Audiologists | | | | | | | | 100% |
| 29-1223 | Psychiatrist | | | | | | | | |

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

| 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 | | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | | | | | | | | |
| 31-1131 | Nursing Assistants | | | | | | | | |
| 31-1132 | Orderlies | | | | | | | | |
| 31-1133 | Psychiatric Aides | | 100% | | | | | | |
| 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 | | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | | | |
| 39-9032 | Recreation worker | | | | | | | | |
| 39-9041 | Residential advisor | | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

| BLS Occupational Code | BLS Occupation | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development 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 2/ | | | | | | | |
| 25-3097 | Teachers and instructors, all other 2/ | | | | | | | |
| 25-9045 | Teaching Assistants, Except Postsecondary | | | | | | | |
| 29-1031 | Dietitian/ nutritionist | | | 100% | | | | |
| 29-1122 | Occupational therapist | | | | | | | |
| 29-1123 | Physical therapist | | | | | | | |
| 29-1125 | Recreational therapist | | | | | | | |
| 29-1127 | Speech-language pathologist | | | | | | | |
| 29-1141 | Registered nurse | | 100% | | | | | 100% |
| 29-1181 | Audiologists | | | | | | | |
| 29-1223 | Psychiatrist | | | | | | | |

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

| BLS Occupational Code | BLS Occupation | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development Program, Psychologist | DSP Supervisor | Registered Nurse |
|---------------------------|--------------------------------------|--|--------------------------------------|--|--|---|----------------|------------------|
| 29-2053 | Psychiatric technician | | | | | | | |
| 29-2061 | Licensed practical/ vocational nurse | | | | | | | |
| 31-1120 | Home Health and Personal Care Aides | | | | | | | |
| 31-1131 | Nursing Assistants | | | | | | | |
| 31-1132 | Orderlies | | | | | | | |
| 31-1133 | Psychiatric Aides | | | | | | | |
| 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 | | | | | | | |
| 39-1098 | First-Line Supervisors | | | | | | 100% | |
| 39-9032 | Recreation worker | | | | | | | |
| 39-9041 | Residential advisor | | | | | | | |
| 53-3052 | Bus Drivers, Transit and Intercity | | | | | | | |
| Total Distribution | | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

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

Appendix B: Rate Model Wage Assumptions²

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 | \$15.02 | \$15.02 | \$15.11 | \$15.11 | \$15.06 | \$15.06 | \$19.06 | \$15.02 | \$15.02 | \$15.02 |
| 25th Percentile | \$15.11 | \$15.11 | \$15.55 | \$15.55 | \$15.33 | \$15.33 | \$23.21 | \$15.11 | \$15.11 | \$15.11 |
| 50th Percentile (Median) | \$16.14 | \$16.14 | \$16.87 | \$16.87 | \$16.50 | \$16.50 | \$30.97 | \$16.14 | \$16.14 | \$16.14 |
| 75th Percentile | \$17.75 | \$17.75 | \$19.39 | \$19.39 | \$18.57 | \$18.57 | \$43.10 | \$17.75 | \$17.75 | \$17.75 |
| 90th Percentile | \$22.14 | \$22.14 | \$25.25 | \$25.25 | \$23.69 | \$23.69 | \$55.18 | \$22.14 | \$22.14 | \$22.14 |

| 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 | \$19.86 | \$15.00 | \$15.02 | \$15.06 | \$15.06 | \$15.06 | \$16.72 | \$16.72 | \$15.79 | \$24.65 |
| 25th Percentile | \$22.22 | \$15.62 | \$15.11 | \$15.33 | \$15.33 | \$15.33 | \$19.72 | \$19.72 | \$17.63 | \$29.00 |
| 50th Percentile (Median) | \$28.58 | \$17.45 | \$16.14 | \$16.50 | \$16.50 | \$16.50 | \$25.24 | \$25.24 | \$20.52 | \$34.09 |
| 75th Percentile | \$54.85 | \$21.56 | \$17.75 | \$18.57 | \$18.57 | \$18.57 | \$34.39 | \$34.39 | \$24.37 | \$41.22 |
| 90th Percentile | \$75.42 | \$28.06 | \$22.14 | \$23.69 | \$23.69 | \$23.69 | \$43.58 | \$43.58 | \$28.75 | \$46.82 |

² Rate model assumptions have generally been set at the median wage.

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 | \$41.60 | \$21.78 | \$15.42 | \$15.42 | \$21.78 | \$15.42 | \$15.42 | \$15.06 | \$15.06 | \$17.88 |
| 25th Percentile | \$51.33 | \$29.26 | \$16.50 | \$16.50 | \$29.26 | \$16.50 | \$16.50 | \$15.33 | \$15.33 | \$20.97 |
| 50th Percentile (Median) | \$64.68 | \$39.35 | \$18.17 | \$18.17 | \$39.35 | \$18.17 | \$18.17 | \$16.50 | \$16.50 | \$26.33 |
| 75th Percentile | \$80.74 | \$52.29 | \$21.46 | \$21.46 | \$52.29 | \$21.46 | \$21.46 | \$18.57 | \$18.57 | \$34.33 |
| 90th Percentile | \$94.69 | \$67.94 | \$31.32 | \$31.32 | \$67.94 | \$31.32 | \$31.32 | \$23.69 | \$23.69 | \$44.31 |

| 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 | \$15.79 | \$15.06 | \$15.02 | \$15.11 | \$15.11 | \$15.11 | \$15.42 | \$15.42 | \$15.79 | \$15.79 |
| 25th Percentile | \$17.90 | \$15.33 | \$15.11 | \$15.55 | \$15.55 | \$15.55 | \$16.50 | \$16.50 | \$17.63 | \$17.63 |
| 50th Percentile (Median) | \$22.37 | \$16.50 | \$16.14 | \$16.87 | \$16.87 | \$16.87 | \$18.17 | \$18.17 | \$20.52 | \$20.52 |
| 75th Percentile | \$29.22 | \$18.57 | \$17.75 | \$19.39 | \$19.39 | \$19.39 | \$21.46 | \$21.46 | \$24.37 | \$24.37 |
| 90th Percentile | \$37.34 | \$23.69 | \$22.14 | \$25.25 | \$25.25 | \$25.25 | \$31.32 | \$31.32 | \$28.75 | \$28.75 |

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 | \$15.06 | \$15.06 | \$15.02 | \$18.78 | \$15.06 | \$15.02 | \$17.15 | \$19.18 | \$17.15 | \$15.06 |
| 25th Percentile | \$15.33 | \$15.33 | \$15.11 | \$22.78 | \$15.33 | \$15.11 | \$19.41 | \$22.79 | \$19.41 | \$15.33 |
| 50th Percentile (Median) | \$16.50 | \$16.50 | \$16.14 | \$29.21 | \$16.50 | \$16.14 | \$23.89 | \$30.11 | \$23.89 | \$16.50 |
| 75th Percentile | \$18.57 | \$18.57 | \$17.75 | \$35.74 | \$18.57 | \$17.75 | \$32.66 | \$41.07 | \$32.66 | \$18.57 |
| 90th Percentile | \$23.69 | \$23.69 | \$22.14 | \$43.22 | \$23.69 | \$22.14 | \$43.20 | \$52.35 | \$43.20 | \$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 | \$37.17 | \$30.15 | \$37.17 | \$30.15 | \$31.54 | \$17.90 | \$17.90 | \$15.42 | \$18.68 | \$21.99 |
| 25th Percentile | \$46.91 | \$34.90 | \$46.91 | \$34.90 | \$45.65 | \$20.72 | \$20.72 | \$16.50 | \$23.06 | \$29.90 |
| 50th Percentile (Median) | \$57.85 | \$40.61 | \$57.85 | \$40.61 | \$58.70 | \$27.36 | \$27.36 | \$18.17 | \$32.17 | \$35.65 |
| 75th Percentile | \$68.96 | \$45.67 | \$68.96 | \$45.67 | \$74.41 | \$36.10 | \$36.10 | \$21.46 | \$44.96 | \$55.47 |
| 90th Percentile | \$77.82 | \$52.43 | \$77.82 | \$52.43 | \$94.26 | \$52.93 | \$52.93 | \$31.32 | \$57.59 | \$70.81 |

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

| Wage Percentile | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development Program, Psychologist | DSP Supervisor |
|--------------------------|--|---------------------------------------|---|---|--|-----------------------------------|---------------------------------------|---|--|----------------|
| 10th Percentile | \$19.67 | \$37.17 | \$30.15 | \$40.95 | \$17.88 | \$41.60 | \$28.24 | \$21.78 | \$31.54 | \$16.72 |
| 25th Percentile | \$21.60 | \$46.91 | \$34.90 | \$52.13 | \$20.59 | \$51.33 | \$37.69 | \$29.26 | \$45.65 | \$19.72 |
| 50th Percentile (Median) | \$25.38 | \$57.85 | \$40.61 | \$63.47 | \$26.89 | \$64.68 | \$44.90 | \$39.35 | \$58.70 | \$25.24 |
| 75th Percentile | \$30.09 | \$68.96 | \$45.67 | \$71.96 | \$35.89 | \$80.74 | \$52.75 | \$52.29 | \$74.41 | \$34.39 |
| 90th Percentile | \$35.25 | \$77.82 | \$52.43 | \$80.97 | \$50.32 | \$94.69 | \$59.02 | \$67.94 | \$94.26 | \$43.58 |

| Wage Percentile | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile | \$41.60 |
| 25th Percentile | \$51.33 |
| 50th Percentile (Median) | \$64.68 |
| 75th Percentile | \$80.74 |
| 90th Percentile | \$94.69 |

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

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 | \$14.27 | \$14.27 | \$14.35 | \$14.35 | \$14.31 | \$14.31 | \$18.11 | \$14.27 | \$14.27 | \$14.27 |
| 25th Percentile | \$14.35 | \$14.35 | \$14.77 | \$14.77 | \$14.56 | \$14.56 | \$22.05 | \$14.35 | \$14.35 | \$14.35 |
| 50th Percentile (Median) | \$15.33 | \$15.33 | \$16.03 | \$16.03 | \$15.68 | \$15.68 | \$29.42 | \$15.33 | \$15.33 | \$15.33 |
| 75th Percentile | \$16.86 | \$16.86 | \$18.42 | \$18.42 | \$17.64 | \$17.64 | \$40.95 | \$16.86 | \$16.86 | \$16.86 |
| 90th Percentile | \$21.03 | \$21.03 | \$23.99 | \$23.99 | \$22.51 | \$22.51 | \$52.42 | \$21.03 | \$21.03 | \$21.03 |

| 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 | \$18.87 | \$14.25 | \$14.27 | \$14.31 | \$14.31 | \$14.31 | \$15.88 | \$15.88 | \$15.00 | \$23.42 |
| 25th Percentile | \$21.11 | \$14.84 | \$14.35 | \$14.56 | \$14.56 | \$14.56 | \$18.73 | \$18.73 | \$16.75 | \$27.55 |
| 50th Percentile (Median) | \$27.15 | \$16.58 | \$15.33 | \$15.68 | \$15.68 | \$15.68 | \$23.98 | \$23.98 | \$19.49 | \$32.39 |
| 75th Percentile | \$52.11 | \$20.48 | \$16.86 | \$17.64 | \$17.64 | \$17.64 | \$32.67 | \$32.67 | \$23.15 | \$39.16 |
| 90th Percentile | \$71.65 | \$26.66 | \$21.03 | \$22.51 | \$22.51 | \$22.51 | \$41.40 | \$41.40 | \$27.31 | \$44.48 |

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 | \$39.52 | \$20.69 | \$14.65 | \$14.65 | \$20.69 | \$14.65 | \$14.65 | \$14.31 | \$14.31 | \$16.99 |
| 25th Percentile | \$48.76 | \$27.80 | \$15.68 | \$15.68 | \$27.80 | \$15.68 | \$15.68 | \$14.56 | \$14.56 | \$19.92 |
| 50th Percentile (Median) | \$61.45 | \$37.38 | \$17.26 | \$17.26 | \$37.38 | \$17.26 | \$17.26 | \$15.68 | \$15.68 | \$25.01 |
| 75th Percentile | \$76.70 | \$49.68 | \$20.39 | \$20.39 | \$49.68 | \$20.39 | \$20.39 | \$17.64 | \$17.64 | \$32.61 |
| 90th Percentile | \$89.96 | \$64.54 | \$29.75 | \$29.75 | \$64.54 | \$29.75 | \$29.75 | \$22.51 | \$22.51 | \$42.09 |

| 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 | \$15.00 | \$14.31 | \$14.27 | \$14.35 | \$14.35 | \$14.35 | \$14.65 | \$14.65 | \$15.00 | \$15.00 |
| 25th Percentile | \$17.01 | \$14.56 | \$14.35 | \$14.77 | \$14.77 | \$14.77 | \$15.68 | \$15.68 | \$16.75 | \$16.75 |
| 50th Percentile (Median) | \$21.25 | \$15.68 | \$15.33 | \$16.03 | \$16.03 | \$16.03 | \$17.26 | \$17.26 | \$19.49 | \$19.49 |
| 75th Percentile | \$27.76 | \$17.64 | \$16.86 | \$18.42 | \$18.42 | \$18.42 | \$20.39 | \$20.39 | \$23.15 | \$23.15 |
| 90th Percentile | \$35.47 | \$22.51 | \$21.03 | \$23.99 | \$23.99 | \$23.99 | \$29.75 | \$29.75 | \$27.31 | \$27.31 |

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 | \$14.31 | \$14.31 | \$14.27 | \$17.84 | \$14.31 | \$14.27 | \$16.29 | \$18.22 | \$16.29 | \$14.31 |
| 25th Percentile | \$14.56 | \$14.56 | \$14.35 | \$21.64 | \$14.56 | \$14.35 | \$18.44 | \$21.65 | \$18.44 | \$14.56 |
| 50th Percentile (Median) | \$15.68 | \$15.68 | \$15.33 | \$27.75 | \$15.68 | \$15.33 | \$22.70 | \$28.60 | \$22.70 | \$15.68 |
| 75th Percentile | \$17.64 | \$17.64 | \$16.86 | \$33.95 | \$17.64 | \$16.86 | \$31.03 | \$39.02 | \$31.03 | \$17.64 |
| 90th Percentile | \$22.51 | \$22.51 | \$21.03 | \$41.06 | \$22.51 | \$21.03 | \$41.04 | \$49.73 | \$41.04 | \$22.51 |

| 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 | \$35.31 | \$28.64 | \$35.31 | \$28.64 | \$29.96 | \$17.01 | \$17.01 | \$14.65 | \$17.75 | \$20.89 |
| 25th Percentile | \$44.56 | \$33.16 | \$44.56 | \$33.16 | \$43.37 | \$19.68 | \$19.68 | \$15.68 | \$21.91 | \$28.41 |
| 50th Percentile (Median) | \$54.96 | \$38.58 | \$54.96 | \$38.58 | \$55.77 | \$25.99 | \$25.99 | \$17.26 | \$30.56 | \$33.87 |
| 75th Percentile | \$65.51 | \$43.39 | \$65.51 | \$43.39 | \$70.69 | \$34.30 | \$34.30 | \$20.39 | \$42.71 | \$52.70 |
| 90th Percentile | \$73.93 | \$49.81 | \$73.93 | \$49.81 | \$89.55 | \$50.28 | \$50.28 | \$29.75 | \$54.71 | \$67.27 |

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

| Wage Percentile | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile | \$18.69 | \$35.31 | \$28.64 | \$38.90 | \$16.99 | \$39.52 | \$26.83 | \$20.69 | \$29.96 | \$15.88 |
| 25th Percentile | \$20.52 | \$44.56 | \$33.16 | \$49.52 | \$19.56 | \$48.76 | \$35.81 | \$27.80 | \$43.37 | \$18.73 |
| 50th Percentile (Median) | \$24.11 | \$54.96 | \$38.58 | \$60.30 | \$25.55 | \$61.45 | \$42.66 | \$37.38 | \$55.77 | \$23.98 |
| 75th Percentile | \$28.59 | \$65.51 | \$43.39 | \$68.36 | \$34.10 | \$76.70 | \$50.11 | \$49.68 | \$70.69 | \$32.67 |
| 90th Percentile | \$33.49 | \$73.93 | \$49.81 | \$76.92 | \$47.80 | \$89.96 | \$56.07 | \$64.54 | \$89.55 | \$41.40 |

| Wage Percentile | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile | \$39.52 |
| 25th Percentile | \$48.76 |
| 50th Percentile (Median) | \$61.45 |
| 75th Percentile | \$76.70 |
| 90th Percentile | \$89.96 |

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 | \$15.02 | \$15.02 | \$15.11 | \$15.11 | \$15.06 | \$15.06 | \$19.06 | \$15.02 | \$15.02 | \$15.02 |
| 25th Percentile | \$15.11 | \$15.11 | \$15.55 | \$15.55 | \$15.33 | \$15.33 | \$23.21 | \$15.11 | \$15.11 | \$15.11 |
| 50th Percentile (Median) | \$16.14 | \$16.14 | \$16.87 | \$16.87 | \$16.50 | \$16.50 | \$30.97 | \$16.14 | \$16.14 | \$16.14 |
| 75th Percentile | \$17.75 | \$17.75 | \$19.39 | \$19.39 | \$18.57 | \$18.57 | \$43.10 | \$17.75 | \$17.75 | \$17.75 |
| 90th Percentile | \$22.14 | \$22.14 | \$25.25 | \$25.25 | \$23.69 | \$23.69 | \$55.18 | \$22.14 | \$22.14 | \$22.14 |

| 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 | \$19.86 | \$15.00 | \$15.02 | \$15.06 | \$15.06 | \$15.06 | \$16.72 | \$16.72 | \$15.79 | \$24.65 |
| 25th Percentile | \$22.22 | \$15.62 | \$15.11 | \$15.33 | \$15.33 | \$15.33 | \$19.72 | \$19.72 | \$17.63 | \$29.00 |
| 50th Percentile (Median) | \$28.58 | \$17.45 | \$16.14 | \$16.50 | \$16.50 | \$16.50 | \$25.24 | \$25.24 | \$20.52 | \$34.09 |
| 75th Percentile | \$54.85 | \$21.56 | \$17.75 | \$18.57 | \$18.57 | \$18.57 | \$34.39 | \$34.39 | \$24.37 | \$41.22 |
| 90th Percentile | \$75.42 | \$28.06 | \$22.14 | \$23.69 | \$23.69 | \$23.69 | \$43.58 | \$43.58 | \$28.75 | \$46.82 |

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 | \$41.60 | \$21.78 | \$15.42 | \$15.42 | \$21.78 | \$15.42 | \$15.42 | \$15.06 | \$15.06 | \$17.88 |
| 25th Percentile | \$51.33 | \$29.26 | \$16.50 | \$16.50 | \$29.26 | \$16.50 | \$16.50 | \$15.33 | \$15.33 | \$20.97 |
| 50th Percentile (Median) | \$64.68 | \$39.35 | \$18.17 | \$18.17 | \$39.35 | \$18.17 | \$18.17 | \$16.50 | \$16.50 | \$26.33 |
| 75th Percentile | \$80.74 | \$52.29 | \$21.46 | \$21.46 | \$52.29 | \$21.46 | \$21.46 | \$18.57 | \$18.57 | \$34.33 |
| 90th Percentile | \$94.69 | \$67.94 | \$31.32 | \$31.32 | \$67.94 | \$31.32 | \$31.32 | \$23.69 | \$23.69 | \$44.31 |

| 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 | \$15.79 | \$15.06 | \$15.02 | \$15.11 | \$15.11 | \$15.11 | \$15.42 | \$15.42 | \$15.79 | \$15.79 |
| 25th Percentile | \$17.90 | \$15.33 | \$15.11 | \$15.55 | \$15.55 | \$15.55 | \$16.50 | \$16.50 | \$17.63 | \$17.63 |
| 50th Percentile (Median) | \$22.37 | \$16.50 | \$16.14 | \$16.87 | \$16.87 | \$16.87 | \$18.17 | \$18.17 | \$20.52 | \$20.52 |
| 75th Percentile | \$29.22 | \$18.57 | \$17.75 | \$19.39 | \$19.39 | \$19.39 | \$21.46 | \$21.46 | \$24.37 | \$24.37 |
| 90th Percentile | \$37.34 | \$23.69 | \$22.14 | \$25.25 | \$25.25 | \$25.25 | \$31.32 | \$31.32 | \$28.75 | \$28.75 |

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 | \$15.06 | \$15.06 | \$15.02 | \$18.78 | \$15.06 | \$15.02 | \$17.15 | \$19.18 | \$17.15 | \$15.06 |
| 25th Percentile | \$15.33 | \$15.33 | \$15.11 | \$22.78 | \$15.33 | \$15.11 | \$19.41 | \$22.79 | \$19.41 | \$15.33 |
| 50th Percentile (Median) | \$16.50 | \$16.50 | \$16.14 | \$29.21 | \$16.50 | \$16.14 | \$23.89 | \$30.11 | \$23.89 | \$16.50 |
| 75th Percentile | \$18.57 | \$18.57 | \$17.75 | \$35.74 | \$18.57 | \$17.75 | \$32.66 | \$41.07 | \$32.66 | \$18.57 |
| 90th Percentile | \$23.69 | \$23.69 | \$22.14 | \$43.22 | \$23.69 | \$22.14 | \$43.20 | \$52.35 | \$43.20 | \$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 | \$37.17 | \$30.15 | \$37.17 | \$30.15 | \$31.54 | \$17.90 | \$17.90 | \$15.42 | \$18.68 | \$21.99 |
| 25th Percentile | \$46.91 | \$34.90 | \$46.91 | \$34.90 | \$45.65 | \$20.72 | \$20.72 | \$16.50 | \$23.06 | \$29.90 |
| 50th Percentile (Median) | \$57.85 | \$40.61 | \$57.85 | \$40.61 | \$58.70 | \$27.36 | \$27.36 | \$18.17 | \$32.17 | \$35.65 |
| 75th Percentile | \$68.96 | \$45.67 | \$68.96 | \$45.67 | \$74.41 | \$36.10 | \$36.10 | \$21.46 | \$44.96 | \$55.47 |
| 90th Percentile | \$77.82 | \$52.43 | \$77.82 | \$52.43 | \$94.26 | \$52.93 | \$52.93 | \$31.32 | \$57.59 | \$70.81 |

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

| Wage Percentile | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile | \$19.67 | \$37.17 | \$30.15 | \$40.95 | \$17.88 | \$41.60 | \$28.24 | \$21.78 | \$31.54 | \$16.72 |
| 25th Percentile | \$21.60 | \$46.91 | \$34.90 | \$52.13 | \$20.59 | \$51.33 | \$37.69 | \$29.26 | \$45.65 | \$19.72 |
| 50th Percentile (Median) | \$25.38 | \$57.85 | \$40.61 | \$63.47 | \$26.89 | \$64.68 | \$44.90 | \$39.35 | \$58.70 | \$25.24 |
| 75th Percentile | \$30.09 | \$68.96 | \$45.67 | \$71.96 | \$35.89 | \$80.74 | \$52.75 | \$52.29 | \$74.41 | \$34.39 |
| 90th Percentile | \$35.25 | \$77.82 | \$52.43 | \$80.97 | \$50.32 | \$94.69 | \$59.02 | \$67.94 | \$94.26 | \$43.58 |

| Wage Percentile | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile | \$41.60 |
| 25th Percentile | \$51.33 |
| 50th Percentile (Median) | \$64.68 |
| 75th Percentile | \$80.74 |
| 90th Percentile | \$94.69 |

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

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 | \$17.27 | \$17.27 | \$17.38 | \$17.38 | \$17.32 | \$17.32 | \$21.92 | \$17.27 | \$17.27 | \$17.27 |
| 25th Percentile | \$17.38 | \$17.38 | \$17.88 | \$17.88 | \$17.63 | \$17.63 | \$26.69 | \$17.38 | \$17.38 | \$17.38 |
| 50th Percentile (Median) | \$18.56 | \$18.56 | \$19.40 | \$19.40 | \$18.98 | \$18.98 | \$35.62 | \$18.56 | \$18.56 | \$18.56 |
| 75th Percentile | \$20.41 | \$20.41 | \$22.30 | \$22.30 | \$21.36 | \$21.36 | \$49.57 | \$20.41 | \$20.41 | \$20.41 |
| 90th Percentile | \$25.46 | \$25.46 | \$29.04 | \$29.04 | \$27.24 | \$27.24 | \$63.46 | \$25.46 | \$25.46 | \$25.46 |

| 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 | \$22.84 | \$17.25 | \$17.27 | \$17.32 | \$17.32 | \$17.32 | \$19.23 | \$19.23 | \$18.16 | \$28.35 |
| 25th Percentile | \$25.55 | \$17.96 | \$17.38 | \$17.63 | \$17.63 | \$17.63 | \$22.68 | \$22.68 | \$20.27 | \$33.35 |
| 50th Percentile (Median) | \$32.87 | \$20.07 | \$18.56 | \$18.98 | \$18.98 | \$18.98 | \$29.03 | \$29.03 | \$23.60 | \$39.20 |
| 75th Percentile | \$63.08 | \$24.79 | \$20.41 | \$21.36 | \$21.36 | \$21.36 | \$39.55 | \$39.55 | \$28.03 | \$47.40 |
| 90th Percentile | \$86.73 | \$32.27 | \$25.46 | \$27.24 | \$27.24 | \$27.24 | \$50.12 | \$50.12 | \$33.06 | \$53.84 |

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 | \$47.84 | \$25.05 | \$17.73 | \$17.73 | \$25.05 | \$17.73 | \$17.73 | \$17.32 | \$17.32 | \$20.56 |
| 25th Percentile | \$59.03 | \$33.65 | \$18.98 | \$18.98 | \$33.65 | \$18.98 | \$18.98 | \$17.63 | \$17.63 | \$24.12 |
| 50th Percentile (Median) | \$74.38 | \$45.25 | \$20.90 | \$20.90 | \$45.25 | \$20.90 | \$20.90 | \$18.98 | \$18.98 | \$30.28 |
| 75th Percentile | \$92.85 | \$60.13 | \$24.68 | \$24.68 | \$60.13 | \$24.68 | \$24.68 | \$21.36 | \$21.36 | \$39.48 |
| 90th Percentile | \$108.89 | \$78.13 | \$36.02 | \$36.02 | \$78.13 | \$36.02 | \$36.02 | \$27.24 | \$27.24 | \$50.96 |

| 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 | \$18.16 | \$17.32 | \$17.27 | \$17.38 | \$17.38 | \$17.38 | \$17.73 | \$17.73 | \$18.16 | \$18.16 |
| 25th Percentile | \$20.59 | \$17.63 | \$17.38 | \$17.88 | \$17.88 | \$17.88 | \$18.98 | \$18.98 | \$20.27 | \$20.27 |
| 50th Percentile (Median) | \$25.73 | \$18.98 | \$18.56 | \$19.40 | \$19.40 | \$19.40 | \$20.90 | \$20.90 | \$23.60 | \$23.60 |
| 75th Percentile | \$33.60 | \$21.36 | \$20.41 | \$22.30 | \$22.30 | \$22.30 | \$24.68 | \$24.68 | \$28.03 | \$28.03 |
| 90th Percentile | \$42.94 | \$27.24 | \$25.46 | \$29.04 | \$29.04 | \$29.04 | \$36.02 | \$36.02 | \$33.06 | \$33.06 |

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 | \$17.32 | \$17.32 | \$17.27 | \$21.60 | \$17.32 | \$17.27 | \$19.72 | \$22.06 | \$19.72 | \$17.32 |
| 25th Percentile | \$17.63 | \$17.63 | \$17.38 | \$26.20 | \$17.63 | \$17.38 | \$22.32 | \$26.21 | \$22.32 | \$17.63 |
| 50th Percentile (Median) | \$18.98 | \$18.98 | \$18.56 | \$33.59 | \$18.98 | \$18.56 | \$27.47 | \$34.63 | \$27.47 | \$18.98 |
| 75th Percentile | \$21.36 | \$21.36 | \$20.41 | \$41.10 | \$21.36 | \$20.41 | \$37.56 | \$47.23 | \$37.56 | \$21.36 |
| 90th Percentile | \$27.24 | \$27.24 | \$25.46 | \$49.70 | \$27.24 | \$25.46 | \$49.68 | \$60.20 | \$49.68 | \$27.24 |

| 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 | \$42.75 | \$34.67 | \$42.75 | \$34.67 | \$36.27 | \$20.59 | \$20.59 | \$17.73 | \$21.48 | \$25.29 |
| 25th Percentile | \$53.95 | \$40.14 | \$53.95 | \$40.14 | \$52.50 | \$23.83 | \$23.83 | \$18.98 | \$26.52 | \$34.39 |
| 50th Percentile (Median) | \$66.53 | \$46.70 | \$66.53 | \$46.70 | \$67.51 | \$31.46 | \$31.46 | \$20.90 | \$37.00 | \$41.00 |
| 75th Percentile | \$79.30 | \$52.52 | \$79.30 | \$52.52 | \$85.57 | \$41.52 | \$41.52 | \$24.68 | \$51.70 | \$63.79 |
| 90th Percentile | \$89.49 | \$60.29 | \$89.49 | \$60.29 | \$108.40 | \$60.87 | \$60.87 | \$36.02 | \$66.23 | \$81.43 |

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

| Wage Percentile | Infant Development Program - Early Intervention Assistants | Infant Development Program, PT/OT/SLP | Infant Development Program, PT/OT/SLP Assistant | Infant Development Program, Audiologist | Infant Development Program, Family Therapist | Infant Development Program, Nurse | Infant Development Program, Dietician | Infant Development Program, Social Worker | Infant Development Program, Psychologist | DSP Supervisor |
|--------------------------|--|--|---|--|--|--------------------------------------|--|---|---|----------------|
| 10th Percentile | \$22.62 | \$42.75 | \$34.67 | \$47.09 | \$20.56 | \$47.84 | \$32.48 | \$25.05 | \$36.27 | \$19.23 |
| 25th Percentile | \$24.84 | \$53.95 | \$40.14 | \$59.95 | \$23.68 | \$59.03 | \$43.34 | \$33.65 | \$52.50 | \$22.68 |
| 50th Percentile (Median) | \$29.19 | \$66.53 | \$46.70 | \$72.99 | \$30.92 | \$74.38 | \$51.64 | \$45.25 | \$67.51 | \$29.03 |
| 75th Percentile | \$34.60 | \$79.30 | \$52.52 | \$82.75 | \$41.27 | \$92.85 | \$60.66 | \$60.13 | \$85.57 | \$39.55 |
| 90th Percentile | \$40.54 | \$89.49 | \$60.29 | \$93.12 | \$57.87 | \$108.89 | \$67.87 | \$78.13 | \$108.40 | \$50.12 |

| Wage Percentile | Registered Nurse |
|--------------------------|------------------|
| 10th Percentile | \$47.84 |
| 25th Percentile | \$59.03 |
| 50th Percentile (Median) | \$74.38 |
| 75th Percentile | \$92.85 |
| 90th Percentile | \$108.89 |

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 ³ | 100% | 100% | 100% | 6.20% | 6.20% |
| Medicare ⁴ | 100% | 100% | 100% | 1.45% | 1.45% |
| Federal UI ⁵ | 100% | 100% | 100% | 0.60% | 0.60% |
| State UI ^{5,6} | 100% | 100% | 100% | 3.40% | 3.40% |
| Employ. & Train. ⁵ | 100% | 100% | 100% | 0.10% | 0.10% |

³ Applies to the first \$132,900 in earnings

⁴ There is an additional 0.90% tax on earnings over \$200,000

⁵ Applies to first \$7,000 in wages

⁶ The rate models use the new employer tax rate in 2018

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| Benefit Type | % of Employees with Access - BLS Data ⁷ | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - BLS Data ¹ | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - BLS Data ¹ | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - BLS Data ¹ | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - BLS Data ¹ | 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 ⁸ | 76% | 100% | 100% | 100% | 76% | 100% | 10.0 | 7.5 | 7.6 | 7.5 |
| Sick Leave ⁸ | 86% | 100% | 100% | 100% | 86% | 100% | 7.0 | 7.5 | 6.0 | 7.5 |

| Benefit Type | % of Employees with Access - BLS Data ¹ | % of Employees with Access - Rate Models | % of Employees with Access Who Participate ('Take-Up Rate') - BLS Data ¹ | % of Employees with Access Who Participate ('Take-Up Rate') - Rate Models | Overall Employee Participation (Access x Take-Up Rate) - BLS Data ¹ | Overall Employee Participation (Access x Take-Up Rate) - Rate Models | Benefit Level for Participating Employees - BLS Data ¹ | Benefit Level for Participating Employees - Rate Models | Effective Benefit Level (Accounts for Participation) - BLS Data ¹ | Effective Benefit Level (Accounts for Participation) - Rate Models |
|-------------------------------|--|--|---|---|--|--|---|---|--|--|
| Health Insurance ⁹ | 70% | 100% | 77% | 80% | 54% | 80.00% | \$453.69 | \$525.00 | \$244.50 | \$420.00 |

⁷ BLS' 2018 National Compensation Survey (https://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm); data reported is for private employers in the Pacific region unless otherwise noted.

⁸ 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'.

⁹ In addition to BLS data, other sources were considered. According to U.S. DHHS' 2020 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 ¹⁰ | 100% | 100% | 100% | \$100 | \$100.00 |

¹⁰ 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 ^{11,12} | Effective Benefit Rate - Model Assumptions without Paid Time Off ^{11,12} |
|-------------|-------------------------|--|---|
| \$13 | \$27,040 | 41.40% | 31.79% |
| \$14 | \$29,120 | 39.68% | 30.06% |
| \$15 | \$31,200 | 38.19% | 28.57% |
| \$16 | \$33,280 | 36.88% | 27.26% |
| \$17 | \$35,360 | 35.72% | 26.11% |
| \$18 | \$37,440 | 34.70% | 25.08% |
| \$19 | \$39,520 | 33.78% | 24.17% |
| \$20 | \$41,600 | 32.96% | 23.34% |
| \$21 | \$43,680 | 32.21% | 22.59% |
| \$22 | \$45,760 | 31.53% | 21.91% |
| \$23 | \$47,840 | 30.91% | 21.29% |
| \$24 | \$49,920 | 30.34% | 20.72% |
| \$25 | \$52,000 | 29.82% | 20.20% |
| \$26 | \$54,080 | 29.33% | 19.72% |
| \$27 | \$56,160 | 28.89% | 19.27% |
| \$28 | \$58,240 | 28.47% | 18.86% |
| \$29 | \$60,320 | 28.09% | 18.47% |
| \$30 | \$62,400 | 27.73% | 18.11% |
| \$31 | \$64,480 | 27.39% | 17.77% |
| \$32 | \$66,560 | 27.07% | 17.46% |
| \$33 | \$68,640 | 26.77% | 17.16% |
| \$34 | \$70,720 | 26.49% | 16.88% |
| \$35 | \$72,800 | 26.23% | 16.62% |
| \$36 | \$74,880 | 25.98% | 16.37% |
| \$37 | \$76,960 | 25.75% | 16.13% |
| \$38 | \$79,040 | 25.52% | 15.91% |
| \$39 | \$81,120 | 25.31% | 15.70% |
| \$40 | \$83,200 | 25.11% | 15.49% |
| \$41 | \$85,280 | 24.92% | 15.30% |
| \$42 | \$87,360 | 24.74% | 15.12% |
| \$43 | \$89,440 | 24.56% | 14.95% |
| \$44 | \$91,520 | 24.40% | 14.78% |
| \$45 | \$93,600 | 24.24% | 14.62% |
| \$46 | \$95,680 | 24.09% | 14.47% |
| \$47 | \$97,760 | 23.94% | 14.33% |

¹¹ This table illustrates benefit rates in one-dollar wage increments, but benefit rates in rate models are calculated to the penny.

¹² 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 ^{11,12} | Effective Benefit Rate - Model Assumptions without Paid Time Off ^{11,12} |
|-------------|-------------------------|--|---|
| \$48 | \$99,840 | 23.80% | 14.19% |
| \$49 | \$101,920 | 23.67% | 14.05% |
| \$50 | \$104,000 | 23.54% | 13.93% |
| \$51 | \$106,080 | 23.42% | 13.80% |
| \$52 | \$108,160 | 23.30% | 13.68% |
| \$53 | \$110,240 | 23.19% | 13.57% |
| \$54 | \$112,320 | 23.08% | 13.46% |
| \$55 | \$114,400 | 22.97% | 13.36% |
| \$56 | \$116,480 | 22.87% | 13.25% |
| \$57 | \$118,560 | 22.77% | 13.16% |
| \$58 | \$120,640 | 22.68% | 13.06% |
| \$59 | \$122,720 | 22.58% | 12.97% |
| \$60 | \$124,800 | 22.50% | 12.88% |

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Appendix C: Benefits Assumptions – Workers’ Compensation Rates by Service (premium amounts per \$100 in wages paid)¹³

| Service Group | Service Codes/ Varieties within Service Group | Workers' Compensation Class Code | Est. WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages) | Assumed Workers' Compensation Rate (per \$100 in Wages) |
|--|--|---|---|--|
| 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%) 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 |

¹³ Assumed insurer expenses/ profit is 12 percent.

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| Service Group | Service Codes/ Varieties within Service Group | Workers' Compensation Class Code | Est. WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages) | Assumed Workers' Compensation Rate (per \$100 in Wages) |
|--------------------------|--|---|---|--|
| 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%) 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 42.50 | 42.50 | 42.50 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 42.50 | 42.50 | 40.00 | 40.00 | 40.00 | 42.50 | 40.00 |

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| 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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 1.00 | - |
| Collateral Contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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| 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 | 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 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 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 reviews/planning | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 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 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 | - | - | - |
| Total | 40.00 | 40.00 | 40.00 |

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 |
|---------------|--------------------------|--------------------------|--------------------------|---|---|---|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|--|--|
| 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 | 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 | 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 | 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 |
|---------------|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| 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 | 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 |
|---------------|--------------------------------------|---|--|--|--|--|--|--|--|--|--|--|--|---|
| 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 | 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, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 | 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 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 |
|---------------|---|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|
| 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 | 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 |
|---------------|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| 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 | 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 |
|---------------|---|---|---|--|--|--|---|---|---|--|--|--|-----------------------|-----------------------|
| 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 | 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 |
|---------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| 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 | 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 |
|---------------|--|--|--|--|--|---|---|---|---|---|---|---|---|---|
| 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 | 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 |
|---------------|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| 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 | 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 |
|---------------|--|--|--|--|--|--|--|---|---|---|---|---|---|---|
| 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 | 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 |
|---------------|---|---|--|--|--|---|---|---|---|---|---|---|---|---|
| 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 | 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 |
|---------------|--|--|--|
| Training | 25.00 | 25.00 | 25.00 |
| Paid time off | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 42.50 | 42.50 | 42.50 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 42.50 | 42.50 | 40.00 | 40.00 | 40.00 | 42.50 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.89 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 25.18 | 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 |

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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.55 | - |
| Collateral Contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 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 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 reviews/planning | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 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 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 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 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 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 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 | - | - | - |
| Total | 22.00 | 22.00 | 22.00 |

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
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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 |
|---------------|----------------------------------|----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|--|--|---|---------------------------------------|---------------------------|----------------------------|----------------------------------|
| 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 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 |
|---------------|---|---|----------------------------------|-------------------------|--------------------------------------|--------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---|
| 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 |

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 |
|---------------|---|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|---|---|---|--|--|--|
| 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 |

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 |
|---------------|-----------------------|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|-------------------------------------|-------------------------------------|--|
| 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 |

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 |
|---------------|--|--|--|---|---|---|---|---|---|---|---|---|--|--|
| 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 |

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 |
|---------------|---|---|--|--|--|---|---|---|---|---|---|---|---|---|
| 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 |

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 (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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.50 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 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 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 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 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 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 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 | 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 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 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 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

| 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 | 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 |
| Total | 22.00 | 22.00 | 22.00 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 36.35 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 36.35 | 34.60 |

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

| 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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.77 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 |

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 | 25.18 | 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 36.35 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 36.35 | 34.60 |

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

| 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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.77 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
| Total | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 |

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 | 25.18 | 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 |

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

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 30.55 | 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 |
| Total | 34.60 | 36.35 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 27.23 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 36.35 | 34.60 |

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

| 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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.77 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 26.23 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 |

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 | 25.18 | 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 |

DDS Vendor Rate Study – Rate Models
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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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 36.35 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 | 34.60 | 34.60 | 34.60 | 36.35 | 34.60 |

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

| 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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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

| Factor | Community-Based Day Programs, Community Only, 1:3 | Community-Based Day Programs, Community Only, 1:2 | Behavior Management, Center/Facility, 1:3 | Behavior Management, Center/Facility, 1:2 | Medical Management, Center/Facility, 1:3 | Medical Management, Center/Facility, 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 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 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 other tasks) | - | - | - | - | - | - | - | - | - | - | - | - | 0.77 | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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 | 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 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 |

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 | 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 | 40.00 | 40.00 | 34.60 | 34.60 | 34.60 | 40.00 |

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 | 25.18 | 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 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 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 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

| 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 | 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 |
| Total | 40.00 | 40.00 | 40.00 |