DDS Vendor Rate Study

Rate Models for San Diego Regional Center

Prepared for California Department of Developmental Services

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Rate Summary

Personal Supports & Training Services - San Diego Regional Center

Service	Rate
Personal Assistance, 1:1	$34.89
Personal Assistance, 1:2	$17.72
Personal Assistance, 1:3	$11.91
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	$53.80
Independent Living, 1:2	$27.51
Independent Living, 1:3	$18.62
Independent Living Specialist, 1:1	$41.98
Independent Living Specialist, 1:2	$21.49
Independent Living Specialist, 1:3	$14.44
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	$38.34
Supported Living, 1:2	$19.47
Supported Living, 1:3	$13.00
Parenting Support Services, 1:1	$59.00
Parenting Support Services, 1:2	$30.00
Parenting Support Services, 1:3	$20.31
Respite, Agency, 1:1	$33.49
Respite, Agency, 1:2	$17.01
Respite, Agency, 1:3	$11.35
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	$26.07
Respite, Employer of Record, 1:2	$13.16
Respite, Employer of Record, 1:3	$8.85
Tutor Services, 1:1	$56.03
Tutor Services, 1:2	$28.68
Tutor Services, 1:3	$19.41
Housekeeping, 1:1	$31.62

Service	**Rate**
Housekeeping, 1:2	$15.81
Housekeeping, 1:3	$10.54
Supplemental Prog. Supp. - Other Svcs	$29.90

Residential Services – San Diego Regional Center

Service	**Rate**
Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 2	$6,235.78
Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 3	$7,802.18
Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 4	$9,125.17
Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 5	$11,373.94
Adult Community Care Facility - Staff Operated; 3 or 4 Beds, Level 6	$12,710.27
Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 2	$6,567.73
Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 3	$8,146.56
Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 4	$9,555.51
Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 5	$11,921.99
Child Community Care Facility - Staff Operated; 3 or 4 Beds, Level 6	$13,351.68
Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 2	$4,956.93
Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 3	$7,042.46
Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 4	$8,476.20
Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 5	$10,737.32
Adult Community Care Facility - Staff Operated; 5 or 6 Beds, Level 6	$12,193.92
Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 2	$5,202.74
Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 3	$7,362.06
Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 4	$8,881.93
Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 5	$11,271.76
Child Community Care Facility - Staff Operated; 5 or 6 Beds, Level 6	$12,821.94
Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 2	$5,705.26
Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 3	$6,260.13
Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 4	$7,583.12
Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 5	$9,150.52
Adult Community Care Facility - Owner Operated; 3 or 4 Beds, Level 6	$10,486.86
Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 2	$6,037.55
Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 3	$6,616.69
Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 4	$8,013.86
Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 5	$9,711.75
Child Community Care Facility - Owner Operated; 3 or 4 Beds, Level 6	$11,128.31
Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 2	$4,574.07
Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 3	$5,928.45
Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 4	$7,362.19
Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 5	$9,128.43
Adult Community Care Facility - Owner Operated; 5 or 6 Beds, Level 6	$10,585.04
Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 2	$4,820.14
Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 3	$6,236.18
Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 4	$7,755.79
Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 5	$9,649.61
Child Community Care Facility - Owner Operated; 5 or 6 Beds, Level 6	$11,199.88
ARFPSHN	Custom Rate
EBSH - Facility Cost	Custom Rate
EBSH - Resident Cost	Custom Rate

Service	**Rate**
CCH - Facility Cost	Custom Rate
CCH - Resident Cost	Custom Rate
Supported Living, Community	Custom Rate
Family Home Agency, Level 1	$3,629.72
Family Home Agency, Level 2	$4,577.49
Family Home Agency, Level 3	$5,432.67
Family Home Agency, Level 4	$6,511.24
Family Home Agency, Level 5	$7,644.42
Family Home Agency, Level 6	$9,766.00
Supplemental Residential Prog. Supp.	$29.63

Day & Employment Services – San Diego 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	$14.33
Community-Based Day Programs, Community, 1:3	$18.72
Community-Based Day Programs, Community, 1:2	$27.36
Community-Based Day, Community Only, 1:4	$13.22
Community-Based Day, Community Only, 1:3	$17.60
Community-Based Day, Community Only, 1:2	$26.25
Behavior Management, Center/Facility, 1:3	$30.44
Behavior Management, Center/Facility, 1:2	$39.49
Medical Management, Center/Facility, 1:3	$32.94
Medical Management, Center/Facility, 1:2	$42.65
Behavior Management, Community, 1:3	$32.95
Behavior Management, Community, 1:2	$43.25
Medical Management, Community, 1:3	$35.98
Medical Management, Community, 1:2	$47.20
In-Home Day Program, 1:3	$15.73
In-Home Day Program, 1:2	$23.39
In-Home Day Program, 1:1	$42.08
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	$16.94
Transportation, Company, Non-Ambulatory	$19.81
Transportation, Additional Component	$14.89
Transportation, Additional Component, Non-Ambulatory	$16.12
Transportation Assistant	$31.91
Transportation Coordination	$3.21
Transportation Coordination, Non-Ambulatory	$3.55
Supported Employment-Group, 1:8	$7.48
Supported Employment-Group, 1:7	$8.53
Supported Employment-Group, 1:6	$9.90
Supported Employment-Group, 1:5	$11.80
Supported Employment-Group, 1:4	$14.67

Service	**Rate**
Supported Employment-Group, 1:3	$19.42
Supported Employment-Group, 1:2	$29.13
Supp Emp, Job Development	$66.10
Supp Emp, Job Coaching	$52.93
Work Activity Program, 1:35+	$2.52
Work Activity Program, 1:30-34	$2.65
Work Activity Program, 1:25-29	$2.91
Work Activity Program, 1:20-24	$3.28
Work Activity Program, 1:15-19	$3.86
Work Activity Program, 1:10-14	$4.95
Work Activity Program, 1:9	$6.18
Work Activity Program, 1:8	$6.81
Work Activity Program, 1:7	$7.60
Work Activity Program, 1:6	$8.67
Work Activity Program, 1:5	$10.16
Work Activity Program, 1:4	$12.41

Behavior & Professional Services – San Diego Regional Center

Service	**Rate**
Specialized Therapeutic Services, Professional, 1:1	$141.94
Specialized Therapeutic Services, Professional, 1:2	$74.67
Specialized Therapeutic Services, Professional, 1:3	$50.88
Specialized Therapeutic Services, Assistant, 1:1	$105.31
Specialized Therapeutic Services, Assistant, 1:2	$55.03
Specialized Therapeutic Services, Assistant, 1:3	$38.05
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	$141.94
Adaptive Skills Training, Licensed Professional, 1:2	$74.67
Adaptive Skills Training, Licensed Professional, 1:3	$50.88
Adaptive Skills Training, Specialist, 1:1	$104.64
Adaptive Skills Training, Specialist, 1:2	$54.67
Adaptive Skills Training, Specialist, 1:3	$37.80
Behavior Analyst, 1:1	$143.80
Behavior Analyst, 1:2	$75.65
Behavior Analyst, 1:3	$51.54
Associate Behavior Analyst, 1:1	$72.22
Associate Behavior Analyst, 1:2	$37.74
Associate Behavior Analyst, 1:3	$26.09
Behavior Management Assistant, 1:1	$72.22
Behavior Management Assistant, 1:2	$37.74
Behavior Management Assistant, 1:3	$26.09
Behavior Technician - Paraprofessional, 1:1	$68.52
Behavior Technician - Paraprofessional, 1:2	$35.79
Behavior Technician - Paraprofessional, 1:3	$24.83
Behavior Management Consultant, 1:1	$86.49
Behavior Management Consultant, 1:2	$45.50
Behavior Management Consultant, 1:3	$31.00
Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:1	$105.89
Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:2	$55.67
Infant Development Program - Early Intervention Specialist, Home- and Community-Based, 1:3	$38.72
Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:1	$72.48
Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:2	$38.04
Infant Development Program - Early Intervention Assistant, Home- and Community-Based, 1:3	$26.27
Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:1	$150.98
Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:2	$79.61
Infant Development Program, PT/OT/SLP, Home- and Community-Based, 1:3	$54.18
Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:1	$123.60
Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:2	$65.19
Infant Development Program, PT/OT/SLP Assistant, Home- and Community-Based, 1:3	$44.38

Infant Development Program, Audiologist, Home- and Community-Based, 1:1	$163.90
Infant Development Program, Audiologist, Home- and Community-Based, 1:2	$86.42
Infant Development Program, Audiologist, Home- and Community-Based, 1:3	$58.81
Infant Development Program, Family Therapist, Home- and Community-Based, 1:1	$79.86
Infant Development Program, Family Therapist, Home- and Community-Based, 1:2	$42.10
Infant Development Program, Family Therapist, Home- and Community-Based, 1:3	$28.66
Infant Development Program, Nurse, Home- and Community-Based, 1:1	$166.58
Infant Development Program, Nurse, Home- and Community-Based, 1:2	$87.83
Infant Development Program, Nurse, Home- and Community-Based, 1:3	$59.78
Infant Development Program, Dietician, Home- and Community-Based, 1:1	$121.24
Infant Development Program, Dietician, Home- and Community-Based, 1:2	$63.93
Infant Development Program, Dietician, Home- and Community-Based, 1:3	$43.51
Infant Development Program, Social Worker, Home- and Community-Based, 1:1	$108.50
Infant Development Program, Social Worker, Home- and Community-Based, 1:2	$57.21
Infant Development Program, Social Worker, Home- and Community-Based, 1:3	$38.94
Infant Development Program, Psychologist, Home- and Community-Based, 1:1	$152.95
Infant Development Program, Psychologist, Home- and Community-Based, 1:2	$80.65
Infant Development Program, Psychologist, Home- and Community-Based, 1:3	$54.89
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

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

Vendor Rate Study

Development of Rate Models for San Diego Regional Center

Personal Supports and Training Services

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	0.61
Recordkeeping and Reporting	0.58
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.80
Productivity Factor	1.20
Staff Cost After Productivity Adj. per Billable Hour	$24.94

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.10

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

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$28.96
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.74
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.19
Rate per Billable Hour	$34.89

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	0.61
Recordkeeping and Reporting	0.97
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.41
Productivity Factor	1.22
Staff Cost After Productivity Adj. per Billable Hour	$25.35

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.11

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	$2.96

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.42
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.76
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.25
Cost per Billable Hour	$35.43
Number of Individuals Served	2
Rate per Billable Hour	$17.72

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	0.61
Recordkeeping and Reporting	1.16
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.22
Productivity Factor	1.23
Staff Cost After Productivity Adj. per Billable Hour	$25.56

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.12

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	$2.98

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.66
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.77
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.29
Cost per Billable Hour	$35.72
Number of Individuals Served	3
Rate per Billable Hour	$11.91

Parent Coordinated Personal Assistance, 1:1

Direct Care Staff Wages and Benefits

Description	Value
Percent of Direct Care Staff Working Full-Time	70%
Direct Care Staff Hourly Wage	$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

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

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

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

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

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

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	0.97
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.58
Productivity Factor	1.30
Staff Cost After Productivity Adj. per Billable Hour	$37.70

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.02

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	$4.74

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$45.46
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.88
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.46
Rate per Billable Hour	$53.80

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	1.53
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.02
Productivity Factor	1.33
Staff Cost After Productivity Adj. per Billable Hour	$38.57

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.08

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	$4.85

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$46.50
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.60
Cost per Billable Hour	$55.02
Number of Individuals Served	2
Rate per Billable Hour	$27.51

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	1.93
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	25.62
Productivity Factor	1.35
Staff Cost After Productivity Adj. per Billable Hour	$39.15

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.13

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 Billable Hour	$4.92

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$47.20
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.95
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.70
Cost per Billable Hour	$55.85
Number of Individuals Served	3
Rate per Billable Hour	$18.62

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	0.97
Training	0.67
Paid Time Off	3.04
"Billable" Hours	27.48
Productivity Factor	1.26
Staff Cost After Productivity Adj. per Billable Hour	$36.54

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.92

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$39.46
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	6.0%
Administration Cost per Billable Hour	$2.52
Rate per Billable Hour	$41.98

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	1.53
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.92
Productivity Factor	1.29
Staff Cost After Productivity Adj. per Billable Hour	$37.41

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.98

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$40.39
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	6.0%
Administration Cost per Billable Hour	$2.58
Cost per Billable Hour	$42.97
Number of Individuals Served	2
Rate per Billable Hour	$21.49

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	$23.45
Employee Benefit Rate (as a percent of wages)	18.83%
Workers' Compensation Rate (as a percent of wages)	4.83%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	$29.00

Productivity Adjustments

Description	Value
Total Hours	34.60
Travel Time Between Individuals	2.44
Recordkeeping and Reporting	1.93
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.52
Productivity Factor	1.30
Staff Cost After Productivity Adj. per Billable Hour	$37.70

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.02

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$40.72
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	6.0%
Administration Cost per Billable Hour	$2.60
Cost per Billable Hour	$43.32
Number of Individuals Served	3
Rate per Billable Hour	$14.44

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

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

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

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

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

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

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	0.61
Recordkeeping and Reporting	0.58
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	30.55
Productivity Factor	1.19
Staff Cost After Productivity Adj. per Billable Hour	$25.60

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	90
Amount per Mile	$0.585
Weekly Mileage Cost	$52.65
Mileage Cost per Billable Hour	$1.72

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	$4.41

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	30.55
Number of Meals (one meal per 8-Hour shift)	3.82
Cost of Meals	$11.35
Staff Meal Cost per Billable Hour	$0.37

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$32.10
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.64
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.60
Rate per Billable Hour	$38.34

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	0.61
Recordkeeping and Reporting	0.97
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	30.16
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$26.03

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	90
Amount per Mile	$0.585
Weekly Mileage Cost	$52.65
Mileage Cost per Billable Hour	$1.75

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	$4.46

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	30.16
Number of Meals (one meal per 8-Hour shift)	3.77
Cost of Meals	$11.20
Staff Meal Cost per Billable Hour	$0.37

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$32.61
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.66
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.67
Cost per Billable Hour	$38.94
Number of Individuals Served	2
Rate per Billable Hour	$19.47

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	0.61
Recordkeeping and Reporting	1.17
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	29.96
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$26.03

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	90
Amount per Mile	$0.585
Weekly Mileage Cost	$52.65
Mileage Cost per Billable Hour	$1.76

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)	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	$4.49

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	29.96
Number of Meals (one meal per 8-Hour shift)	3.75
Cost of Meals	$11.14
Staff Meal Cost per Billable Hour	$0.37

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$32.65
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.67
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.68
Cost per Billable Hour	$39.00
Number of Individuals Served	3
Rate per Billable Hour	$13.00

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	1.22
Recordkeeping and Reporting	0.77
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.00
Productivity Factor	1.24
Staff Cost After Productivity Adj. per Billable Hour	$46.45

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.90

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$48.35
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$7.08
Rate per Billable Hour	$59.00

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	1.22
Recordkeeping and Reporting	1.35
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	27.42
Productivity Factor	1.26
Staff Cost After Productivity Adj. per Billable Hour	$47.20

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.94

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$49.14
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.65
Administration Percent	12.0%
Administration Cost per Billable Hour	$7.20
Cost per Billable Hour	$59.99
Number of Individuals Served	2
Rate per Billable Hour	$30.00

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	1.22
Recordkeeping and Reporting	1.74
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	27.03
Productivity Factor	1.28
Staff Cost After Productivity Adj. per Billable Hour	$47.95

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.97

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$49.92
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.70
Administration Percent	12.0%
Administration Cost per Billable Hour	$7.31
Cost per Billable Hour	$60.93
Number of Individuals Served	3
Rate per Billable Hour	$20.31

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	0.61
Recordkeeping and Reporting	0.39
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.99
Productivity Factor	1.19
Staff Cost After Productivity Adj. per Billable Hour	$24.73

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.84

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	$2.90

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.47
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.02
Rate per Billable Hour	$33.49

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	0.61
Recordkeeping and Reporting	0.68
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.70
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$25.14

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.86

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	$2.93

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.93
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.08
Cost per Billable Hour	$34.01
Number of Individuals Served	2
Rate per Billable Hour	$17.01

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	0.61
Recordkeeping and Reporting	0.86
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.52
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$25.14

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$1.87

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

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.96
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.09
Cost per Billable Hour	$34.05
Number of Individuals Served	3
Rate per Billable Hour	$11.35

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

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

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

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

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

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

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	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.03

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$24.51
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	$26.07

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	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.04

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$24.73
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	$26.31
Number of Individuals Served	2
Rate per Billable Hour	$13.16

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	63
Number of Miles Adjusted for Mix of FT and PT Staff	54
Amount per Mile	$0.585
Weekly Mileage Cost	$31.59
Mileage Cost per Billable Hour	$1.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$24.95
Daily Program Operations Costs	$0.00
Program Operations Cost per Billable Hour	$0.00
Administration Percent	6.0%
Administration Cost per Billable Hour	$1.59
Cost per Billable Hour	$26.54
Number of Individuals Served	3
Rate per Billable Hour	$8.85

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	2.44
Recordkeeping and Reporting	0.77
Supervision and Other Employer Time	0.45
Training	0.67
Paid Time Off	3.04
"Billable" Hours	27.23
Productivity Factor	1.27
Staff Cost After Productivity Adj. per Billable Hour	$42.70

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.94

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$45.64
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.67
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.72
Rate per Billable Hour	$56.03

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	2.44
Recordkeeping and Reporting	1.34
Supervision and Other Employer Time	0.45
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.66
Productivity Factor	1.30
Staff Cost After Productivity Adj. per Billable Hour	$43.71

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.01

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$46.72
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.75
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.88
Cost per Billable Hour	$57.35
Number of Individuals Served	2
Rate per Billable Hour	$28.68

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	2.44
Recordkeeping and Reporting	1.73
Supervision and Other Employer Time	0.45
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.27
Productivity Factor	1.32
Staff Cost After Productivity Adj. per Billable Hour	$44.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$47.43
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.99
Cost per Billable Hour	$58.23
Number of Individuals Served	3
Rate per Billable Hour	$19.41

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	2.49
Supervision and Other Employer Time	0.46
Paid Time Off	3.04
"Billable" Hours	28.61
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$26.92

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.80

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.72
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	$31.62

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	2.49
Supervision and Other Employer Time	0.46
Paid Time Off	3.04
"Billable" Hours	28.61
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$26.92

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.80

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.72
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
Cost per Billable Hour	$31.62
Number of Individuals Served	2
Rate per Billable Hour	$15.81

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	2.49
Supervision and Other Employer Time	0.46
Paid Time Off	3.04
"Billable" Hours	28.61
Productivity Factor	1.21
Staff Cost After Productivity Adj. per Billable Hour	$26.92

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$2.80

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.72
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
Cost per Billable Hour	$31.62
Number of Individuals Served	3
Rate per Billable Hour	$10.54

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 San Diego Regional Center

Residential Services

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

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$946.77
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$138.65
Total Cost per Participant per Week	$1,155.42
Rate per Month per Participant	$5,024.01
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,235.78

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

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	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,263.78
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$181.88
Total Cost per Participant per Week	$1,515.66
Rate per Month per Participant	$6,590.41
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,802.18

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

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	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,531.53
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$218.39
Total Cost per Participant per Week	$1,819.92
Rate per Month per Participant	$7,913.40
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,125.17

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

Direct Care Staff Wages and Benefits – Lead Staff Overtime

Description	Value
Direct Care Staff Hourly Overtime Wage (time-and-a-half)	$26.36
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)	$29.34
Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.	$22.26

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,986.64
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$238.04
Total Cost per Participant per Week	$2,337.09
Rate per Month per Participant	$10,162.17
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$11,373.94

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$2,257.09
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$317.33
Total Cost per Participant per Week	$2,644.42
Rate per Month per Participant	$11,498.50
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$12,710.27

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

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	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$321.35
Program Operations Cost per Week per Participant	$70.00
Administration Cost (fixed at 4-Bed, Level 6 amount)	$317.33
Total Cost per Participant per Week	$708.68
Rate per Month per Participant	$3,081.49

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

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$1,013.95
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$147.81
Total Cost per Participant per Week	$1,231.76
Rate per Month per Participant	$5,355.96
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,567.73

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

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	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,333.48
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$191.38
Total Cost per Participant per Week	$1,594.86
Rate per Month per Participant	$6,934.79
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$8,146.56

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

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	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,618.62
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$230.27
Total Cost per Participant per Week	$1,918.89
Rate per Month per Participant	$8,343.74
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,555.51

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$2,097.55
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$295.58
Total Cost per Participant per Week	$2,463.13
Rate per Month per Participant	$10,710.22
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$11,921.99

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$2,386.90
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$335.03
Total Cost per Participant per Week	$2,791.93
Rate per Month per Participant	$12,139.91
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$13,351.68

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

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$687.95
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$103.36
Total Cost per Participant per Week	$861.31
Rate per Month per Participant	$3,745.16
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$4,956.93

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

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	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,110.03
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$160.91
Total Cost per Participant per Week	$1,340.94
Rate per Month per Participant	$5,830.69
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,042.46

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

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	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,400.19
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$200.48
Total Cost per Participant per Week	$1,670.67
Rate per Month per Participant	$7,264.43
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$8,476.20

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,857.80
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$262.88
Total Cost per Participant per Week	$2,190.68
Rate per Month per Participant	$9,525.55
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$10,737.32

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$2,152.59
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$303.08
Total Cost per Participant per Week	$2,525.67
Rate per Month per Participant	$10,982.15
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$12,193.92

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

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	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$233.71
Program Operations Cost per Week per Participant	$70.00
Administration Cost (fixed at 4-Bed, Level 6 amount)	$303.08
Total Cost per Participant per Week	$606.79
Rate per Month per Participant	$2,638.45

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

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$737.70
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$110.14
Total Cost per Participant per Week	$917.84
Rate per Month per Participant	$3,990.97
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$5,202.74

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

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	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,174.71
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$169.73
Total Cost per Participant per Week	$1,414.44
Rate per Month per Participant	$6,150.29
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,362.06

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

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	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,482.30
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$211.68
Total Cost per Participant per Week	$1,763.98
Rate per Month per Participant	$7,670.16
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$8,881.93

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,965.96
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$277.63
Total Cost per Participant per Week	$2,313.59
Rate per Month per Participant	$10,059.99
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$11,271.76

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

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	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$2,279.69
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$320.41
Total Cost per Participant per Week	$2,670.10
Rate per Month per Participant	$11,610.17
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$12,821.94

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$839.40
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$124.01
Total Cost per Participant per Week	$1,033.41
Rate per Month per Participant	$4,493.49
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$5,705.26

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$951.70
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$139.32
Total Cost per Participant per Week	$1,161.02
Rate per Month per Participant	$5,048.36
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,260.13

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,219.45
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$175.83
Total Cost per Participant per Week	$1,465.28
Rate per Month per Participant	$6,371.35
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,583.12

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,536.66
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$219.09
Total Cost per Participant per Week	$1,825.75
Rate per Month per Participant	$7,938.75
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,150.52

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,807.11
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$255.97
Total Cost per Participant per Week	$2,133.08
Rate per Month per Participant	$9,275.09
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$10,486.86

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$908.63
Program Operations Cost per Week per Participant	$70.00
Administration Cost (fixed at 4-Bed, Level 6 amount)	$255.97
Total Cost per Participant per Week	$1,234.60
Rate per Month per Participant	$5,368.31

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$30.71

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	$906.65
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$133.18
Total Cost per Participant per Week	$1,109.83
Rate per Month per Participant	$4,825.78
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,037.55

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,023.86
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$149.16
Total Cost per Participant per Week	$1,243.02
Rate per Month per Participant	$5,404.92
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,616.69

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,306.62
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$187.72
Total Cost per Participant per Week	$1,564.34
Rate per Month per Participant	$6,802.09
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$8,013.86

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,650.24
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$234.58
Total Cost per Participant per Week	$1,954.82
Rate per Month per Participant	$8,499.98
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,711.75

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$30.71

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	$1,936.93
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$273.67
Total Cost per Participant per Week	$2,280.60
Rate per Month per Participant	$9,916.54
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$11,128.31

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$610.47
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$92.79
Total Cost per Participant per Week	$773.26
Rate per Month per Participant	$3,362.30
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$4,574.07

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$884.57
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$130.17
Total Cost per Participant per Week	$1,084.74
Rate per Month per Participant	$4,716.68
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$5,928.45

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,174.73
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$169.74
Total Cost per Participant per Week	$1,414.47
Rate per Month per Participant	$6,150.42
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,362.19

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,532.19
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$218.48
Total Cost per Participant per Week	$1,820.67
Rate per Month per Participant	$7,916.66
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,128.43

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,826.98
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$258.68
Total Cost per Participant per Week	$2,155.66
Rate per Month per Participant	$9,373.27
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$10,585.04

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$660.82
Program Operations Cost per Week per Participant	$70.00
Administration Cost (fixed at 4-Bed, Level 6 amount)	$258.68
Total Cost per Participant per Week	$989.50
Rate per Month per Participant	$4,302.56

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	210
Weekly Mileage Cost per Participant	$22.34

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	$660.27
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$99.58
Total Cost per Participant per Week	$829.85
Rate per Month per Participant	$3,608.37
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$4,820.14

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	16
Annual Consultant Cost per Participant	$1,955.68
Weekly Consultant Cost per Participant	$37.61

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$4.53

Administration and Program Operations and Total Rate per Month per Participant

Description	Value
Cost per Week Before Program Operations and Administration	$946.85
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$138.66
Total Cost per Participant per Week	$1,155.51
Rate per Month per Participant	$5,024.41
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$6,236.18

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	24
Annual Consultant Cost per Participant	$2,933.52
Weekly Consultant Cost per Participant	$56.41

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,254.39
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$180.60
Total Cost per Participant per Week	$1,504.99
Rate per Month per Participant	$6,544.02
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$7,755.79

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,637.67
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$232.86
Total Cost per Participant per Week	$1,940.53
Rate per Month per Participant	$8,437.84
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$9,649.61

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

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Annual Consultant Cost per Participant	$3,911.36
Weekly Consultant Cost per Participant	$75.22

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles per Home per Week	210
Weekly Mileage Cost per Participant	$22.34

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	$1,951.41
Program Operations Cost per Week per Participant	$70.00
Administration Percent	12.0%
Administration Cost per Week per Participant	$275.65
Total Cost per Participant per Week	$2,297.06
Rate per Month per Participant	$9,988.11
Monthly Allowance for SSI/SSP	$1,211.77
Total Rate per Month per Participant	$11,199.88

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

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	$122.23
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	210
Weekly Mileage Cost per Participant	$0.00

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

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)	$317.33
Total Cost per Participant per Week	$387.33
Total Rate per Month per Participant	

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	

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

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	$122.23
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	

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	$0.00

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

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	$122.23
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)	
Weekly 8-Hour Shifts	0
Weekly Staff Meal Costs	0.0
Weekly Staff Meal Cost per Participant	$0.00

Total Rate per Month per Participant

Description	Value
Total Rate per Month per Participant	

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

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	210
Weekly Mileage Cost per Participant	$0.00

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)	$200.48
Total Cost per Participant per Week	$270.48
Total Rate per Month per Participant	

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	11,340
Annual Home Coordinator Miles per Home	756
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$442.26

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	4.2
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$235.87

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$235.87

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	8
Annual Cost of Agency-Provided In-Home Staffing per Home	$2,781.12

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
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	$5,226.80
Total Annual Cost per Participant	$43,556.63
Total Rate per Month per Participant	$3,629.72

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	11,340
Annual Home Coordinator Miles per Home	945
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$552.83

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	228
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$133.09

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$353.81

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	12
Annual Cost of Agency-Provided In-Home Staffing per Home	$4,171.68

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	16
Monthly Consultant Cost per Participant	$1,955.68

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	$6,591.59
Total Annual Cost per Participant	$54,929.92
Total Rate per Month per Participant	$4,577.49

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	11,340
Annual Home Coordinator Miles per Home	1,134
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$663.39

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	228
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$133.09

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$471.74

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	16
Annual Cost of Agency-Provided In-Home Staffing per Home	$5,562.24

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	24
Monthly Consultant Cost per Participant	$2,933.52

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	$7,823.04
Total Annual Cost per Participant	$65,192.02
Total Rate per Month per Participant	$5,432.67

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	11,340
Annual Home Coordinator Miles per Home	1,418
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$829.24

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	228
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$133.09

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$589.68

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	20
Annual Cost of Agency-Provided In-Home Staffing per Home	$6,952.80

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	32
Monthly Consultant Cost per Participant	$3,911.36

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	$9,376.18
Total Annual Cost per Participant	$78,134.86
Total Rate per Month per Participant	$6,511.24

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	11,340
Annual Home Coordinator Miles per Home	1,890
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$1,105.65

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	228
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$133.09

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$707.62

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	24
Annual Cost of Agency-Provided In-Home Staffing per Home	$8,343.36

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	36
Monthly Consultant Cost per Participant	$4,400.28

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	$11,007.96
Total Annual Cost per Participant	$91,732.99
Total Rate per Month per Participant	$7,644.42

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	11,340
Annual Home Coordinator Miles per Home	1,890
Amount per Mile	$0.585
Home Coordinator Mileage Cost per Home	$1,105.65

Home Recruiter Mileage

Description	Value
Annual Home Recruiter Miles	5,460
Annual Home Recruiter Miles per Home	228
Amount per Mile	$0.585
Home Recruiter Mileage Cost per Home	$133.09

Agency-Provided Staffing Mileage

Description	Value
Annual Agency Staff Miles	5,460
Annual Agency Staff Miles per Billable Hour	4.2
Amount per Mile	$0.585
Agency Staff Mileage Cost per Home	$707.62

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	4.05
Recordkeeping and Reporting	0.96
Supervision and Other Employer Time	0.89
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.99
Productivity Factor	1.38
Staff Cost After Productivity Adj. per Billable Hour	$28.97
Number of Agency-Provided In-Home Staff Hours per Month	24
Annual Cost of Agency-Provided In-Home Staffing per Home	$8,343.36

Consultant Costs

Description	Value
Consultant Hourly Cost	$122.23
Number of Consultant Hours per Participant per Year	40
Monthly Consultant Cost per Participant	$4,889.20

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	$14,063.04
Total Annual Cost per Participant	$117,191.99
Total Rate per Month per Participant	$9,766.00

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 San Diego Regional Center

Day and Employment Services

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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	263
Number of Participants per Vehicle	3.52
Allocated Miles per Participant per Week	74.7
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,185.56
Mileage Cost per Participant per Billable Hour	$1.66

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	$11.53
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.08
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.72
Rate per Billable Hour	$14.33

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	263
Number of Participants per Vehicle	2.64
Allocated Miles per Participant per Week	99.6
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,913.89
Mileage Cost per Participant per Billable Hour	$2.21

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	$15.04
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$2.25
Rate per Billable Hour	$18.72

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	263
Number of Participants per Vehicle	1.76
Allocated Miles per Participant per Week	149.4
Annual Mileage Cost/ Participant (at 250 days of operation)	$4,370.83
Mileage Cost per Participant per Billable Hour	$3.31

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	$21.93
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.15
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.28
Rate per Billable Hour	$27.36

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	263
Number of Participants per Vehicle	3.52
Allocated Miles per Participant per Week	74.7
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,185.56
Mileage Cost per Participant per Billable Hour	$1.66

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	$10.55
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.08
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.59
Rate per Billable Hour	$13.22

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	263
Number of Participants per Vehicle	2.64
Allocated Miles per Participant per Week	99.6
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,913.89
Mileage Cost per Participant per Billable Hour	$2.21

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	$14.06
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$2.11
Rate per Billable Hour	$17.60

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	263
Number of Participants per Vehicle	1.76
Allocated Miles per Participant per Week	149.4
Annual Mileage Cost/ Participant (at 250 days of operation)	$4,370.83
Mileage Cost per Participant per Billable Hour	$3.31

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 Participant per Billable Hour	$2.56

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$20.95
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.15
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.15
Rate per Billable Hour	$26.25

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

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	$122.23
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.09

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$25.36
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.65
Rate per Billable Hour	$30.44

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

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	$122.23
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.02

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$32.60
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.15
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.74
Rate per Billable Hour	$39.49

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

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	$133.46
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.92

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$27.25
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.74
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.95
Rate per Billable Hour	$32.94

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

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	$133.46
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.85

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$34.93
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.60
Administration Percent	12.0%
Administration Cost per Billable Hour	$5.12
Rate per Billable Hour	$42.65

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	263
Number of Participants per Vehicle	2.64
Allocated Miles per Participant per Week	99.6
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,913.89
Mileage Cost per Participant per Billable Hour	$2.21

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	$122.23
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.09

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$27.57
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.95
Rate per Billable Hour	$32.95

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	263
Number of Participants per Vehicle	1.76
Allocated Miles per Participant per Week	149.4
Annual Mileage Cost/ Participant (at 250 days of operation)	$4,370.83
Mileage Cost per Participant per Billable Hour	$3.31

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	$122.23
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.02

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$35.91
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.15
Administration Percent	12.0%
Administration Cost per Billable Hour	$5.19
Rate per Billable Hour	$43.25

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	263
Number of Participants per Vehicle	2.40
Allocated Miles per Participant per Week	109.6
Annual Mileage Cost/ Participant (at 250 days of operation)	$3,205.22
Mileage Cost per Participant per Billable Hour	$2.67

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	$133.46
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.92

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$29.92
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.74
Administration Percent	12.0%
Administration Cost per Billable Hour	$4.32
Rate per Billable Hour	$35.98

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	263
Number of Participants per Vehicle	1.60
Allocated Miles per Participant per Week	164.4
Annual Mileage Cost/ Participant (at 250 days of operation)	$4,808.12
Mileage Cost per Participant per Billable Hour	$4.01

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	$133.46
Hours of Oversight per Week	2.00
Oversight Cost per Billable Hour	$9.85

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$38.94
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.60
Administration Percent	12.0%
Administration Cost per Billable Hour	$5.66
Rate per Billable Hour	$47.20

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	$16.50
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	0.97
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	29.02
Productivity Factor	1.19

Staffing Ratio

Description	Value
Group Size (Participants per Direct Care Staff)	3.0
Participant Attendance Rate	88%
Adjusted Weighted Avg. of No. of Participants per Staff	2.64
Staff Cost After Productivity Adj. per Billable Hour	$9.55

Mileage

Description	Value
Amount per Mile	$0.585
Number of Miles Traveled per Vehicle per Week	158
Number of Participants per Vehicle	2.64
Allocated Miles per Participant per Week	59.9
Annual Mileage Cost/ Participant (at 250 days of operation)	$1,750.61
Mileage Cost per Participant per Billable Hour	$1.33

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

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$12.53
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.31
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.89
Rate per Billable Hour	$15.73

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	158
Number of Participants per Vehicle	1.76
Allocated Miles per Participant per Week	89.8
Annual Mileage Cost/ Participant (at 250 days of operation)	$2,625.77
Mileage Cost per Participant per Billable Hour	$1.99

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

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$18.64
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.94
Administration Percent	12.0%
Administration Cost per Billable Hour	$2.81
Rate per Billable Hour	$23.39

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	158
Amount per Mile	$0.585
Weekly Mileage Cost	$92.43
Mileage Cost per Billable Hour	$3.25

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	$33.52
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.51
Administration Percent	12.0%
Administration Cost per Billable Hour	$5.05
Rate per Billable Hour	$42.08

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

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

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

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

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

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

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

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	4.19
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	25.80
Productivity Factor	1.34
Staff Cost After Productivity Adj. per Billable Hour	$48.84

Mileage

Description	Value
Number of Miles Traveled per Trip	31.5
Number of Miles per trip without Individuals	15.8
Amount per Mile (less vehicle acquisition)	$0.325
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	$28.99
Number of Staff Hours per Trip	1.44
Amount per Staff Hour	$48.84
Staff Cost per Trip	$70.33

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	$9.94

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$109.26
Program Operations Costs	$10.00
Program Operations Cost per Trip	$10.00
Administration Percent	12.0%
Administration Cost per Trip	$16.26
Cost per Trip	$135.52
Number of Individuals Served	8
Rate per Participant per Trip	$16.94

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	4.19
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	25.80
Productivity Factor	1.34
Staff Cost After Productivity Adj. per Billable Hour	$48.84

Mileage

Description	Value
Number of Miles Traveled per Trip	31.5
Number of Miles per trip without Individuals	15.8
Amount per Mile (less vehicle acquisition)	$0.325
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	$34.10
Number of Staff Hours per Trip	1.71
Amount per Staff Hour	$48.84
Staff Cost per Trip	$83.52

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	$11.81

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$129.43
Program Operations Costs	$10.00
Program Operations Cost per Trip	$10.00
Administration Percent	12.0%
Administration Cost per Trip	$19.01
Cost per Trip	$158.44
Number of Individuals Served	8
Rate per Participant per Trip	$19.81

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	15.8
Amount per Mile	$0.585
Mileage Cost per Trip	$9.24
Number of Staff Hours per Trip	0.59
Amount per Staff Hour	$24.53
Staff Cost per Trip	$14.47

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	$2.50

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$26.21
Program Operations Cost	$0.00
Program Operations Cost per Trip	$0.00
Administration Percent	12.0%
Administration Cost per Trip	$3.57
Cost per Trip	$29.78
Number of Individuals Served	2
Rate per Participant per Trip	$14.89

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	15.8
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	$11.39
Number of Staff Hours per Trip	0.59
Amount per Staff Hour	$24.53
Staff Cost per Trip	$14.47

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	$2.50

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$28.36
Program Operations Cost	$0.00
Program Operations Cost per Trip	$0.00
Administration Percent	12.0%
Administration Cost per Trip	$3.87
Cost per Trip	$32.23
Number of Individuals Served	2
Rate per Participant per Trip	$16.12

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	1.62
Supervision and Other Employer Time	0.90
Training	0.67
Paid Time Off	3.04
"Billable" Hours	28.37
Productivity Factor	1.22
Staff Cost After Productivity Adj. per Billable Hour	$25.52

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	$4.48

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$30.00
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
Rate per Billable Hour	$31.91

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	12.0%
Administration Cost per Trip	$15.69
Transportation Broker Cost per Trip	$25.69
Rate per Participant per Trip	$3.21

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	12.0%
Administration Cost per Trip	$18.39
Transportation Broker Cost per Trip	$28.39
Rate per Participant per Trip	$3.55

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	263
Number of Participants per Vehicle	7.04
Allocated Miles per Participant per Week	37.4
Annual Mileage Cost/ Participant	$1,092.78
Mileage Cost per Participant per Billable Hour	$0.83

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	$6.04
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.54
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.90
Rate per Billable Hour	$7.48

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	263
Number of Participants per Vehicle	6.16
Allocated Miles per Participant per Week	42.7
Annual Mileage Cost/ Participant	$1,248.68
Mileage Cost per Participant per Billable Hour	$0.95

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	$6.90
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.61
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.02
Rate per Billable Hour	$8.53

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	263
Number of Participants per Vehicle	5.28
Allocated Miles per Participant per Week	49.8
Annual Mileage Cost/ Participant	$1,456.94
Mileage Cost per Participant per Billable Hour	$1.10

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	$7.99
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.72
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.19
Rate per Billable Hour	$9.90

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	263
Number of Participants per Vehicle	4.40
Allocated Miles per Participant per Week	59.8
Annual Mileage Cost/ Participant	$1,748.27
Mileage Cost per Participant per Billable Hour	$1.32

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	$9.52
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.86
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.42
Rate per Billable Hour	$11.80

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	263
Number of Participants per Vehicle	3.52
Allocated Miles per Participant per Week	74.7
Annual Mileage Cost/ Participant	$2,185.56
Mileage Cost per Participant per Billable Hour	$1.66

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	$11.83
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.08
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.76
Rate per Billable Hour	$14.67

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	263
Number of Participants per Vehicle	2.64
Allocated Miles per Participant per Week	99.6
Annual Mileage Cost/ Participant	$2,913.89
Mileage Cost per Participant per Billable Hour	$2.21

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	$15.66
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$2.33
Rate per Billable Hour	$19.42

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	263
Number of Participants per Vehicle	1.76
Allocated Miles per Participant per Week	149.4
Annual Mileage Cost/ Participant	$4,370.83
Mileage Cost per Participant per Billable Hour	$3.31

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	$23.48
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$2.15
Administration Percent	12.0%
Administration Cost per Billable Hour	$3.50
Rate per Billable Hour	$29.13

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	1.62
Networking/ General Development Activities	3.85
Supervision and Other Employer Time	0.68
Training	0.67
Paid Time Off	3.04
"Billable" Hours	24.74
Productivity Factor	1.40
Staff Cost After Productivity Adj. per Billable Hour	$51.46

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	105
Number of Miles Adjusted for Mix of FT and PT Staff	91
Amount per Mile	$0.585
Weekly Mileage Cost	$53.24
Mileage Cost per Billable Hour	$2.15

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	1,286.48
Accreditation cost per Individual per Billable Hour	$0.52

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$54.13
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.04
Administration Percent	12.0%
Administration Cost per Billable Hour	$7.93
Rate per Billable Hour	$66.10

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	2.44
Collateral Contacts (not billable)	0.77
Recordkeeping and Reporting	0.77
Supervision and Other Employer Time	0.68
Training	0.67
Paid Time Off	3.04
"Billable" Hours	26.23
Productivity Factor	1.32
Staff Cost After Productivity Adj. per Billable Hour	$39.22

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	158
Number of Miles Adjusted for Mix of FT and PT Staff	137
Amount per Mile	$0.585
Weekly Mileage Cost	$80.15
Mileage Cost per Billable Hour	$3.06

CARF Accreditation

Description	Value
Accreditation, three years	$10,000
Accreditation, annual amount	$3,333.33
Number of Job Coaches per accreditation	5.00
Accreditation, annual cost per Job Coach	$667.00
Annual billable hours per Job Coach, Total	1,363.96
Accreditation cost per Individual per Billable Hour	$0.49

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$42.77
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$3.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$6.35
Rate per Billable Hour	$52.93

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$2.10
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.12
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.30
Rate per Billable Hour	$2.52

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$2.20
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.13
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.32
Rate per Billable Hour	$2.65

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$2.40
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.16
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.35
Rate per Billable Hour	$2.91

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$2.69
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.20
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.39
Rate per Billable Hour	$3.28

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$3.15
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.25
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.46
Rate per Billable Hour	$3.86

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$4.00
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.36
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.59
Rate per Billable Hour	$4.95

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$4.96
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.48
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.74
Rate per Billable Hour	$6.18

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$5.45
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.54
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.82
Rate per Billable Hour	$6.81

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$6.08
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.61
Administration Percent	12.0%
Administration Cost per Billable Hour	$0.91
Rate per Billable Hour	$7.60

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$6.91
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.72
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.04
Rate per Billable Hour	$8.67

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$8.08
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$0.86
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.22
Rate per Billable Hour	$10.16

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	263
Number of Participants per Vehicle	8.00
Allocated Miles per Participant per Week	32.9
Annual Mileage Cost/ Participant	$961.74
Mileage Cost per Participant per Billable Hour	$0.73

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	$9.84
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$1.08
Administration Percent	12.0%
Administration Cost per Billable Hour	$1.49
Rate per Billable Hour	$12.41

Vendor Rate Study

Development of Rate Models for San Diego Regional Center

Behavioral and Professional Support Services

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.21
Productivity Factor	1.72
Staff Cost After Productivity Adj. per Billable Hour	$115.31

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.29

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$120.60
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.31
Administration Percent	12.0%
Administration Cost per Billable Hour	$17.03
Rate per Billable Hour	$141.94

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	22.10
Productivity Factor	1.81
Staff Cost After Productivity Adj. per Billable Hour	$121.34

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.56

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$126.90
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.52
Administration Percent	12.0%
Administration Cost per Billable Hour	$17.92
Cost per Billable Hour	$149.34
Number of Individuals Served	2
Rate per Billable Hour	$74.67

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.65
Productivity Factor	1.85
Staff Cost After Productivity Adj. per Billable Hour	$124.02

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.67

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$129.69
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.62
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.32
Cost per Billable Hour	$152.63
Number of Individuals Served	3
Rate per Billable Hour	$50.88

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	4.49
Recordkeeping and Reporting	1.93
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	22.28
Productivity Factor	1.55
Staff Cost After Productivity Adj. per Billable Hour	$73.61

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$4.78

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	$12.04

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$90.43
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.24
Administration Percent	12.0%
Administration Cost per Billable Hour	$12.64
Rate per Billable Hour	$105.31

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	4.49
Recordkeeping and Reporting	2.89
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	21.32
Productivity Factor	1.62
Staff Cost After Productivity Adj. per Billable Hour	$76.93

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$4.99

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	$12.58

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$94.50
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.35
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.21
Cost per Billable Hour	$110.06
Number of Individuals Served	2
Rate per Billable Hour	$55.03

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	4.49
Recordkeeping and Reporting	3.66
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	20.55
Productivity Factor	1.68
Staff Cost After Productivity Adj. per Billable Hour	$79.78

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.18

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	$13.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$98.01
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.43
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.70
Cost per Billable Hour	$114.14
Number of Individuals Served	3
Rate per Billable Hour	$38.05

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

Specialized Therapeutic Services, Professional, Clinic, 1:2

Direct Care Staff Wages and Benefits

Description	Value
Percent of Direct Care Staff Working Full-Time	100%
Direct Care Staff Hourly Wage	$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
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

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

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

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

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

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

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

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.21
Productivity Factor	1.72
Staff Cost After Productivity Adj. per Billable Hour	$115.31

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.29

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$120.60
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.31
Administration Percent	12.0%
Administration Cost per Billable Hour	$17.03
Rate per Billable Hour	$141.94

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	22.10
Productivity Factor	1.81
Staff Cost After Productivity Adj. per Billable Hour	$121.34

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.56

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$126.90
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.52
Administration Percent	12.0%
Administration Cost per Billable Hour	$17.92
Cost per Billable Hour	$149.34
Number of Individuals Served	2
Rate per Billable Hour	$74.67

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.65
Productivity Factor	1.85
Staff Cost After Productivity Adj. per Billable Hour	$124.02

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.67

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$129.69
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.62
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.32
Cost per Billable Hour	$152.63
Number of Individuals Served	3
Rate per Billable Hour	$50.88

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	5.16
Recordkeeping and Reporting	2.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	25.64
Productivity Factor	1.56
Staff Cost After Productivity Adj. per Billable Hour	$74.88

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$4.79

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	$10.46

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$90.13
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.95
Administration Percent	12.0%
Administration Cost per Billable Hour	$12.56
Rate per Billable Hour	$104.64

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	24.54
Productivity Factor	1.63
Staff Cost After Productivity Adj. per Billable Hour	$78.24

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.01

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	$10.93

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$94.18
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.04
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.12
Cost per Billable Hour	$109.34
Number of Individuals Served	2
Rate per Billable Hour	$54.67

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	5.16
Recordkeeping and Reporting	4.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.64
Productivity Factor	1.69
Staff Cost After Productivity Adj. per Billable Hour	$81.12

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.20

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	$11.34

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$97.66
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.12
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.61
Cost per Billable Hour	$113.39
Number of Individuals Served	3
Rate per Billable Hour	$37.80

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.21
Productivity Factor	1.72
Staff Cost After Productivity Adj. per Billable Hour	$116.94

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	**$5.29**

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$122.23
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.31
Administration Percent	12.0%
Administration Cost per Billable Hour	$17.26
Rate per Billable Hour	$143.80

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	22.10
Productivity Factor	1.81
Staff Cost After Productivity Adj. per Billable Hour	$123.06

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.56

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$128.62
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.52
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.16
Cost per Billable Hour	$151.30
Number of Individuals Served	2
Rate per Billable Hour	$75.65

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.65
Productivity Factor	1.85
Staff Cost After Productivity Adj. per Billable Hour	$125.78

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.67

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$131.45
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.62
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.56
Cost per Billable Hour	$154.63
Number of Individuals Served	3
Rate per Billable Hour	$51.54

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	5.16
Recordkeeping and Reporting	2.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	25.64
Productivity Factor	1.56
Staff Cost After Productivity Adj. per Billable Hour	$52.04

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$4.79

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$4.77

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$61.60
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.95
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.67
Rate per Billable Hour	$72.22

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	24.54
Productivity Factor	1.63
Staff Cost After Productivity Adj. per Billable Hour	$54.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.01

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$4.98

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$64.37
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.04
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.06
Cost per Billable Hour	$75.47
Number of Individuals Served	2
Rate per Billable Hour	$37.74

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	5.16
Recordkeeping and Reporting	4.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.64
Productivity Factor	1.69
Staff Cost After Productivity Adj. per Billable Hour	$56.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.20

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$5.17

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$66.75
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.12
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.39
Cost per Billable Hour	$78.26
Number of Individuals Served	3
Rate per Billable Hour	$26.09

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	5.16
Recordkeeping and Reporting	2.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	25.64
Productivity Factor	1.56
Staff Cost After Productivity Adj. per Billable Hour	$52.04

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$4.79

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$4.77

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$61.60
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$1.95
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.67
Rate per Billable Hour	$72.22

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	24.54
Productivity Factor	1.63
Staff Cost After Productivity Adj. per Billable Hour	$54.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.01

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$4.98

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$64.37
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.04
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.06
Cost per Billable Hour	$75.47
Number of Individuals Served	2
Rate per Billable Hour	$37.74

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	5.16
Recordkeeping and Reporting	4.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.64
Productivity Factor	1.69
Staff Cost After Productivity Adj. per Billable Hour	$56.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.20

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	1.00
Supervision Cost per Billable Hour	$5.17

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$66.75
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.12
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.39
Cost per Billable Hour	$78.26
Number of Individuals Served	3
Rate per Billable Hour	$26.09

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	4.42
Recordkeeping and Reporting	1.90
Supervision and Other Employer Time	1.77
Missed Appointments (not redirected to other tasks)	0.76
Training	0.96
Paid Time Off	3.04
"Billable" Hours	21.75
Productivity Factor	1.59
Staff Cost After Productivity Adj. per Billable Hour	$41.86

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$4.90

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	2.00
Supervision Cost per Billable Hour	$11.24

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$58.00
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.30
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.22
Rate per Billable Hour	$68.52

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	4.42
Recordkeeping and Reporting	2.85
Supervision and Other Employer Time	1.77
Missed Appointments (not redirected to other tasks)	0.76
Training	0.96
Paid Time Off	3.04
"Billable" Hours	20.80
Productivity Factor	1.66
Staff Cost After Productivity Adj. per Billable Hour	$43.71

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.12

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	2.00
Supervision Cost per Billable Hour	$11.75

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$60.58
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.40
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.59
Cost per Billable Hour	$71.57
Number of Individuals Served	2
Rate per Billable Hour	$35.79

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	4.42
Recordkeeping and Reporting	3.60
Supervision and Other Employer Time	1.77
Missed Appointments (not redirected to other tasks)	0.76
Training	0.96
Paid Time Off	3.04
"Billable" Hours	20.05
Productivity Factor	1.73
Staff Cost After Productivity Adj. per Billable Hour	$45.55

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.31

Supervision

Description	Value
Supervision Hourly Cost	$122.23
Hours of Supervision per Week	2.00
Supervision Cost per Billable Hour	$12.19

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$63.05
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.49
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.94
Cost per Billable Hour	$74.48
Number of Individuals Served	3
Rate per Billable Hour	$24.83

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	23.21
Productivity Factor	1.72
Staff Cost After Productivity Adj. per Billable Hour	$66.51

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.29

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$71.80
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.31
Administration Percent	12.0%
Administration Cost per Billable Hour	$10.38
Rate per Billable Hour	$86.49

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	22.10
Productivity Factor	1.81
Staff Cost After Productivity Adj. per Billable Hour	$69.99

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	**$5.56**

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$75.55
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.52
Administration Percent	12.0%
Administration Cost per Billable Hour	$10.92
Cost per Billable Hour	$90.99
Number of Individuals Served	2
Rate per Billable Hour	$45.50

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.65
Productivity Factor	1.85
Staff Cost After Productivity Adj. per Billable Hour	$71.54

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.67

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$77.21
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.62
Administration Percent	12.0%
Administration Cost per Billable Hour	$11.16
Cost per Billable Hour	$92.99
Number of Individuals Served	3
Rate per Billable Hour	$31.00

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	5.16
Recordkeeping and Reporting	2.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	22.98
Productivity Factor	1.74
Staff Cost After Productivity Adj. per Billable Hour	$73.98

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.35

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	$11.67

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$91.00
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.18
Administration Percent	12.0%
Administration Cost per Billable Hour	$12.71
Rate per Billable Hour	$105.89

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$77.81

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

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

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$95.68
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.29
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.36
Cost per Billable Hour	$111.33
Number of Individuals Served	2
Rate per Billable Hour	$55.67

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	5.16
Recordkeeping and Reporting	4.21
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.98
Productivity Factor	1.91
Staff Cost After Productivity Adj. per Billable Hour	$81.21

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.86

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	$12.78

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$99.85
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.38
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.94
Cost per Billable Hour	$116.17
Number of Individuals Served	3
Rate per Billable Hour	$38.72

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	4.46
Recordkeeping and Reporting	1.92
Supervision and Other Employer Time	0.89
Missed Appointments (not redirected to other tasks)	0.76
Interdisciplinary team case reviews/planning	1.15
Training	0.67
Paid Time Off	3.04
"Billable" Hours	21.71
Productivity Factor	1.59
Staff Cost After Productivity Adj. per Billable Hour	$48.75

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$4.90

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	$7.83

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$61.48
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.30
Administration Percent	12.0%
Administration Cost per Billable Hour	$8.70
Rate per Billable Hour	$72.48

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	4.46
Recordkeeping and Reporting	2.88
Supervision and Other Employer Time	0.89
Missed Appointments (not redirected to other tasks)	0.76
Interdisciplinary team case reviews/planning	1.15
Training	0.67
Paid Time Off	3.04
"Billable" Hours	20.75
Productivity Factor	1.67
Staff Cost After Productivity Adj. per Billable Hour	$51.20

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.13

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	$8.20

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$64.53
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.41
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.13
Cost per Billable Hour	$76.07
Number of Individuals Served	2
Rate per Billable Hour	$38.04

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	4.46
Recordkeeping and Reporting	3.63
Supervision and Other Employer Time	0.89
Missed Appointments (not redirected to other tasks)	0.76
Interdisciplinary team case reviews/planning	1.15
Training	0.67
Paid Time Off	3.04
"Billable" Hours	20.00
Productivity Factor	1.73
Staff Cost After Productivity Adj. per Billable Hour	$53.04

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.32

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	$8.50

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$66.86
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.50
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.46
Cost per Billable Hour	$78.82
Number of Individuals Served	3
Rate per Billable Hour	$26.27

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$122.68

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$128.29
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.12
Rate per Billable Hour	$150.98

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$129.39

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$135.30
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.11
Cost per Billable Hour	$159.22
Number of Individuals Served	2
Rate per Billable Hour	$79.61

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$132.07

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$138.12
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.51
Cost per Billable Hour	$162.55
Number of Individuals Served	3
Rate per Billable Hour	$54.18

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	4.49
Recordkeeping and Reporting	2.89
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	2.32
Interdisciplinary team case reviews/planning	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	19.00
Productivity Factor	1.82
Staff Cost After Productivity Adj. per Billable Hour	$86.43

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.60

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	$14.11

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$106.14
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.63
Administration Percent	12.0%
Administration Cost per Billable Hour	$14.83
Rate per Billable Hour	$123.60

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	4.49
Recordkeeping and Reporting	3.86
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	2.32
Interdisciplinary team case reviews/planning	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	18.03
Productivity Factor	1.92
Staff Cost After Productivity Adj. per Billable Hour	$91.18

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$5.91

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	$14.87

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$111.96
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.77
Administration Percent	12.0%
Administration Cost per Billable Hour	$15.65
Cost per Billable Hour	$130.38
Number of Individuals Served	2
Rate per Billable Hour	$65.19

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	4.49
Recordkeeping and Reporting	4.25
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.77
Collateral contacts (not billable)	2.32
Interdisciplinary team case reviews/planning	1.16
Training	0.48
Paid Time Off	3.04
"Billable" Hours	17.64
Productivity Factor	1.96
Staff Cost After Productivity Adj. per Billable Hour	$93.08

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	182
Amount per Mile	$0.585
Weekly Mileage Cost	$106.47
Mileage Cost per Billable Hour	$6.04

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	$15.20

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$114.32
Daily Program Operations Costs	$10.00
Program Operations Cost per Billable Hour	$2.83
Administration Percent	12.0%
Administration Cost per Billable Hour	$15.98
Cost per Billable Hour	$133.13
Number of Individuals Served	3
Rate per Billable Hour	$44.38

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$134.05

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$139.66
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.67
Rate per Billable Hour	$163.90

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$141.37

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$147.28
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$20.74
Cost per Billable Hour	$172.83
Number of Individuals Served	2
Rate per Billable Hour	$86.42

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$144.30

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$150.35
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$21.17
Cost per Billable Hour	$176.44
Number of Individuals Served	3
Rate per Billable Hour	$58.81

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$60.10

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$65.71
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$9.58
Rate per Billable Hour	$79.86

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$63.38

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$69.29
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$10.10
Cost per Billable Hour	$84.20
Number of Individuals Served	2
Rate per Billable Hour	$42.10

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$64.69

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$70.74
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$10.32
Cost per Billable Hour	$85.98
Number of Individuals Served	3
Rate per Billable Hour	$28.66

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$136.41

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$142.02
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.99
Rate per Billable Hour	$166.58

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$143.86

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$149.77
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$21.08
Cost per Billable Hour	$175.66
Number of Individuals Served	2
Rate per Billable Hour	$87.83

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$146.84

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$152.89
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$21.52
Cost per Billable Hour	$179.33
Number of Individuals Served	3
Rate per Billable Hour	$59.78

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$96.51

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$102.12
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$14.55
Rate per Billable Hour	$121.24

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$101.79

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$107.70
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$15.34
Cost per Billable Hour	$127.85
Number of Individuals Served	2
Rate per Billable Hour	$63.93

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$103.90

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$109.95
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$15.66
Cost per Billable Hour	$130.53
Number of Individuals Served	3
Rate per Billable Hour	$43.51

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$85.30

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$90.91
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.02
Rate per Billable Hour	$108.50

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$89.96

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$95.87
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$13.73
Cost per Billable Hour	$114.41
Number of Individuals Served	2
Rate per Billable Hour	$57.21

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$91.82

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$97.87
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$14.02
Cost per Billable Hour	$116.81
Number of Individuals Served	3
Rate per Billable Hour	$38.94

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	5.16
Recordkeeping and Reporting	3.31
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	21.88
Productivity Factor	1.83
Staff Cost After Productivity Adj. per Billable Hour	$124.42

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.61

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$130.03
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.57
Administration Percent	12.0%
Administration Cost per Billable Hour	$18.35
Rate per Billable Hour	$152.95

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	5.16
Recordkeeping and Reporting	4.42
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.77
Productivity Factor	1.93
Staff Cost After Productivity Adj. per Billable Hour	$131.22

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$5.91

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$137.13
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.81
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.36
Cost per Billable Hour	$161.30
Number of Individuals Served	2
Rate per Billable Hour	$80.65

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	5.16
Recordkeeping and Reporting	4.87
Supervision and Other Employer Time	0.45
Missed Appointments (not redirected to other tasks)	0.88
Collateral contacts (not billable)	2.66
Interdisciplinary team case reviews/planning	1.33
Training	0.48
Paid Time Off	3.85
"Billable" Hours	20.32
Productivity Factor	1.97
Staff Cost After Productivity Adj. per Billable Hour	$133.94

Mileage

Description	Value
Number of Miles Traveled per 40-Hour Week	210
Number of Miles Adjusted for Mix of FT and PT Staff	210
Amount per Mile	$0.585
Weekly Mileage Cost	$122.85
Mileage Cost per Billable Hour	$6.05

Administration and Program Operations

Description	Value
Cost per Hour, Before Program Operations and Administration	$139.99
Daily Program Operations Costs	$20.00
Program Operations Cost per Billable Hour	$4.92
Administration Percent	12.0%
Administration Cost per Billable Hour	$19.76
Cost per Billable Hour	$164.67
Number of Individuals Served	3
Rate per Billable Hour	$54.89

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 San Diego Regional Center

Prepared for California Department of Developmental Services

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Appendix A: Summary of All Regional Categories

Base Model Multipliers	Wages	Travel	Commercial Real Estate
Category A	95%	90%	80%
Category B	100%	105%	115%
Category C	115%	125%	130%

Regional Center Designations	Regional Category for Wages	Regional Category for Travel	Regional Category for Real Estate
Alta Regional Center	Category A	Category C	Category A
Central Valley Regional Center	Category A	Category C	Category A
Regional Center of the East Bay	Category C	Category B	Category C
Far Northern Regional Center	Category A	Category C	Category A
Golden Gate Regional Center	Category C	Category A	Category C
Inland Regional Center	Category A	Category C	Category A
Kern Regional Center	Category A	Category C	Category A
Eastern Los Angeles Regional Center	Category B	Category A	Category B
Frank D. Lanterman Regional Center	Category B	Category A	Category B
Harbor Regional Center	Category B	Category B	Category B
North Los Angeles Regional Center	Category B	Category B	Category B
San Gabriel/ Pomona Regional Center	Category B	Category B	Category B
South Central Los Angeles Regional Center	Category B	Category A	Category B
Westside Regional Center	Category B	Category A	Category B
North Bay Regional Center	Category B	Category B	Category A
Regional Center of Orange County	Category B	Category B	Category B
Redwood Coast Regional Center	Category A	Category C	Category A
San Andreas Regional Center	Category C	Category B	Category C
San Diego Regional Center	Category B	Category B	Category B
Tri-Counties Regional Center	Category B	Category C	Category B
Valley Mountain Regional Center	Category A	Category C	Category A

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

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

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

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

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

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

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			30%	30%				
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			30%	30%				
21-1094	Community health worker								
25-2051	Special ed. teachers, preschool 2/								
25-3097	Teachers and instructors, all other 2/			40%	40%				
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								

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%			70%	70%		90%
31-1131	Nursing Assistants								
31-1132	Orderlies								
31-1133	Psychiatric Aides	5%	5%			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%			15%	15%		5%
39-9041	Residential advisor								
53-3052	Bus Drivers, Transit and Intercity								
Total Distribution		**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

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								

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%**

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								

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%**

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								

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%**

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								

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%**

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								

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%**

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								

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%**

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								

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%**

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							

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%**

Appendix B: Rate Model Wage Assumptions[2]

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	$17.22	$17.22	$15.06	$15.06	$19.06	$15.02	$15.02	$15.02
25th Percentile	$15.11	$15.11	$19.07	$19.07	$15.33	$15.33	$23.21	$15.11	$15.11	$15.11
50th Percentile (Median)	$16.14	$16.14	$23.45	$23.45	$16.50	$16.50	$30.97	$16.14	$16.14	$16.14
75th Percentile	$17.75	$17.75	$37.98	$37.98	$18.57	$18.57	$43.10	$17.75	$17.75	$17.75
90th Percentile	$22.14	$22.14	$51.58	$51.58	$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.

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

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

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

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	$16.36	$16.36	$14.31	$14.31	$18.11	$14.27	$14.27	$14.27
25th Percentile	$14.35	$14.35	$18.12	$18.12	$14.56	$14.56	$22.05	$14.35	$14.35	$14.35
50th Percentile (Median)	$15.33	$15.33	$22.28	$22.28	$15.68	$15.68	$29.42	$15.33	$15.33	$15.33
75th Percentile	$16.86	$16.86	$36.08	$36.08	$17.64	$17.64	$40.95	$16.86	$16.86	$16.86
90th Percentile	$21.03	$21.03	$49.00	$49.00	$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

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

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

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

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	$17.22	$17.22	$15.06	$15.06	$19.06	$15.02	$15.02	$15.02
25th Percentile	$15.11	$15.11	$19.07	$19.07	$15.33	$15.33	$23.21	$15.11	$15.11	$15.11
50th Percentile (Median)	$16.14	$16.14	$23.45	$23.45	$16.50	$16.50	$30.97	$16.14	$16.14	$16.14
75th Percentile	$17.75	$17.75	$37.98	$37.98	$18.57	$18.57	$43.10	$17.75	$17.75	$17.75
90th Percentile	$22.14	$22.14	$51.58	$51.58	$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

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

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

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

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	$19.80	$19.80	$17.32	$17.32	$21.92	$17.27	$17.27	$17.27
25th Percentile	$17.38	$17.38	$21.93	$21.93	$17.63	$17.63	$26.69	$17.38	$17.38	$17.38
50th Percentile (Median)	$18.56	$18.56	$26.97	$26.97	$18.98	$18.98	$35.62	$18.56	$18.56	$18.56
75th Percentile	$20.41	$20.41	$43.68	$43.68	$21.36	$21.36	$49.57	$20.41	$20.41	$20.41
90th Percentile	$25.46	$25.46	$59.32	$59.32	$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

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

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

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

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/)

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.

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%

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.

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

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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

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

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

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

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

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

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

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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

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

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

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

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

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

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

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

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**

Factor	Infant Development Program,	Infant Development Program,	Infant Development Program,
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**