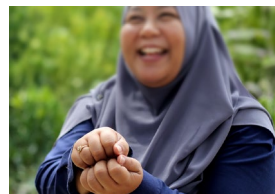


# RATE REFORM: Adaptive Skills Training and Behavioral Services

November 2024



# HOUSEKEEPING



Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Luego haga clic en "Spanish" y seleccione "Mute original audio."



ASL interpreters have been "Spotlighted" and live closed captioning is active

- Raise hand, say first name and **speak slowly**



This meeting is being recorded



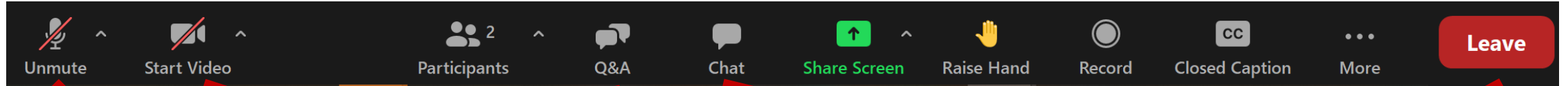
Materials are available at: [Rate Study Implementation : CA Department of Developmental Services](#)

Answers to frequently asked questions are available at: <https://www.dds.ca.gov/rc/vendor-provider/rate-study-implementation/rate-model-implementation-frequently-asked-questions/>



Submit written comment via email to: [ratesquestions@dds.ca.gov](mailto:ratesquestions@dds.ca.gov)

# ZOOM TIPS



Unmute mic only when it's your turn to speak



Turn your webcam on/off

All attendees can type questions/ comments in the Q&A

Chat is enabled for attendees

Leave the webinar at the end of the meeting



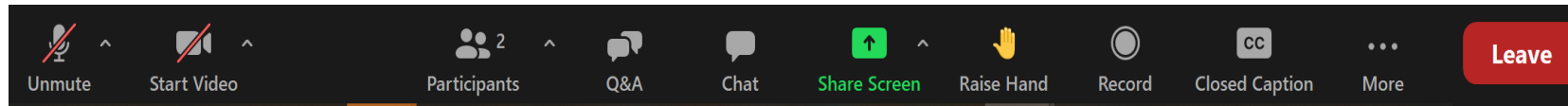
- For attendees, your video and microphone will not be available
- You will only see/hear DDS staff and presenters on screen



- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

# PROVIDING COMMENTS

Please use “Q&A” for your questions and comments; if you prefer, you may send your questions/comments to [ratesquestions@dds.ca.gov](mailto:ratesquestions@dds.ca.gov)



During the Q&A portion of this meeting we will be answering questions shared throughout the training

*Questions not answered live will be used for an FAQ document on rate adjustment implementation*

# PURPOSE OF TODAY'S PRESENTATION

- Provide background and current information about Rate Reform
- Highlight the information provided in the Adaptive Skills Training and Behavioral Services Directive

## BACKGROUND ON THE RATE STUDY

# LEGISLATIVE MANDATE

- Legislation passed in 2016 (ABX2-1) required DDS to conduct a comprehensive vendor rate study
  - Review of service requirements
  - Opportunities to standardize service codes and subcodes
  - Develop more consistent billing standards
  - Consider sustainability, quality, and transparency of rates
- DDS contracted with Burns & Associates (now a division of Health Management Associates) to assist with the vendor rate study
  - HMA-Burns has led similar comprehensive rate studies for I/DD programs in more than a dozen states
- For more information on the background, history and outcomes of the rate reform initiative, please view the Reform Refresher Training online at: [DDS Meeting Information](#)

# OVERVIEW – RATE STUDY HISTORY AND IMPLEMENTATION

- In 2017 and 2018, the Department of Developmental Services and its contractor conducted a comprehensive rate study
  - Initial recommendations were published in February 2019 and finalized in January 2020
  - Study evaluated payment rates as well as service definitions, billing rules, and related issues
  - The Legislature directed DDS to implement rate study recommendations in phases
- Phases 1 and 2 included partial implementation of recommended rate increases
  - These phases did not include implementation of other rate study recommendations (such as standardization of service codes)
- Final phase 3 of rate reform implementation begins January 1, 2025
  - Phase 3 fully implements the recommended rates
  - Phase 3 also includes implementation of updated service requirements



# OVERVIEW—MAJOR ELEMENTS OF PHASE 3 OF RATE REFORM IMPLEMENTATION

- Full implementation of recommended payment rates
  - **Vendors providing the same service in the same region will be paid the same amount**
  - If a vendor is currently paid a rate higher than the proposed rate, they will be held-harmless from a reduction through June 30, 2026 (no rates were reduced in Phases 1 and 2 either)
- Implementation of the Quality Incentive Program (QIP)
  - Recommended **rates are divided between a base rate (90%) and the QIP amount (10%)**
  - Vendors must complete the required steps to be listed in the provider directory to meet QIP measure requirements for January 1, 2025, implementation

# OVERVIEW—MAJOR ELEMENTS OF PHASE 3 OF RATE REFORM IMPLEMENTATION

**Implementation of these elements will occur by March 31, 2025, based on DDS determined timelines**

- Standardization of service code and subcode definitions and requirements
  - For behavioral services, this include staff qualifications
    - **Vendors that do not meet service or staff requirements will be transitioned to a different service code** (but the supports themselves should not change)
- Standardization of billing units
  - The rate study generally recommended that **behavioral services be paid on an hourly basis**
    - Vendors with different billing units (e.g., session) will be transitioned to an equivalent hourly rate

# OVERVIEW – CHANGES TO RATE-SETTING PROCESSES

Rate reform makes significant changes to how vendor rates are established for services in rate reform

- ***Elimination of median rates and rate negotiations***
  - A key goal of rate reform is the standardization of rates; vendors providing the same service in the same area will be paid the same rate
  - Vendors will be paid based on the published fee schedule
- ***Elimination of vendor-by-vendor adjustments for minimum wage and other factors***
  - With a standard fee schedule, rate adjustments will be made at the same time for all vendors; individual vendors will not need to submit requests
  - None of the rate models assume that staff earn the minimum wage (that is, at full implementation, vendors will have sufficient funding to pay above minimum wage)

# PHASE 3 RATE INCREASES – DETERMINATION OF RATES

- Represents final phase of implementation
  - All vendors (except those held-harmless) move to the applicable benchmark rate, standardizing rates across vendors, a key goal of the rate study
- Calculation of rate increases
  - **Based on July 2024 fee schedule** (that include updates for minimum wage, IRS mileage rate, and SSI/SSP for residential services)
  - **Quality Incentive Program** applies, so rates will be set at 90 percent of the benchmark rate with the ability to earn the remaining 10 percent
    - **Hold-harmless is based on full benchmark rate** (for example, if a vendor's current rate is 95 percent of the benchmark, their base rate will remain 95 percent of the benchmark rate with the ability to earn the remaining 5 percent through the QIP)
- Most vendors will transition to the benchmark rates effective January 1, 2025 because they are already aligned with the appropriate service code and billing unit

# PHASE 3 RATE INCREASES – TRANSITIONAL RATES FOR CERTAIN VENDORS

- **Vendors with ‘blended’ rates or with a billing unit that differs from the benchmark rate model will receive a transitional rate** to provide time to adjust service plans and authorizations
  - Blended rates: rates based on more than one benchmark rate model (such as a behavioral service vendor with a rate that covers two levels of staff that will be moved to different rates)
  - Differing billing unit: rates based on a billing unit that differs from the benchmark rate model (such as behavioral services billed per session when the benchmark rate uses an hourly unit)
- **Transitional period will run through March 31, 2025**
  - Regional Centers need to update service plans and authorizations across 2025 to ensure vendors can bill based on the applicable benchmark rates
- Transitional **rate calculations will use the same methodology** as in Phases 1 and 2
  - Weighting of blended rates based on previously reported data for mix of services (for example, the percentage of services billed by each level of staff)
  - Adjusting rates for different billing units based on previously reported data for services measured based on the benchmark billing unit (for example, number of hours per session)

# HOLD HARMLESS – BACKGROUND

- Vendors with rates that exceed the applicable benchmark rate will continue to be **held harmless (no rate reduction) through June 30, 2026**
  - If a vendor's rate exceeds 100 percent of the total benchmark rate, its rate will remain unchanged and they will not earn any additional amount through the QIP
  - If a vendor's rate is between 90 and 100 percent of the total benchmark rate, its rate will remain unchanged and their potential QIP amount will be the difference between this rate and 100 percent of the total benchmark rate
- **After June 30, 2026, rates will be adjusted** to the applicable benchmark rate model

# Alignment and Acknowledgement

- Regional centers and service providers are expected to review Directives and affirm which updated service description most closely matches the services being delivered
- Once identified, the standardized Enclosure B form will be completed by Regional Centers and vendors to acknowledge the service description, requirements that will need to be met, subcode combination(s), and the rate(s) established by the rate model

# ADAPTIVE SKILLS TRAINING AND BEHAVIORAL SERVICES



# ADAPTIVE SKILLS TRAINING AND BEHAVIORAL SERVICES OVERVIEW

- Effective January 1, 2025, current vendors providing behavioral services will follow the guidance provided in the DDS Directive dated November 13, 2024
- As with all services, Regional Centers are responsible for verifying appropriate service code and subcode, any previously reported service levels used for unit conversions, and achievement of Quality Incentive Program measures
- Individuals are not expected to experience differences in how services are delivered, when they are delivered, or who they work with

# ADAPTIVE SKILLS TRAINING PROFESSIONAL & SPECIALIST (605)

- **Definition Overview:** Adaptive Skills Training vendors possess the skills, training and education necessary to enhance an individual's skills. They may also remedy an individual's skills deficits in communication, social function, or other related skill areas including but not limited to, the following:
  - Safety skills
  - Skills needed to access the community
  - Hygiene and dressing skills
  - Skills needed to access technology
  - Skills needed to buy and prepare food
  - Competency training
  - Housekeeping skills
  - Specialty counseling
  - Toileting skills
  - Feeding skills
  - Staff and personnel training
  - Communication
  - Challenging behavior
  - Sleep and sleep hygiene
  - Choice making

# ADAPTIVE SKILLS TRAINING PROFESSIONAL & SPECIALIST (605)

- Providers requirements
  - An individual must have a master's degree to be vendored, and may hire individuals with bachelor's degrees to provide services
  - Providers must have a master's or bachelor's degree in education, psychology, counseling, nursing, social work, applied behavior analysis, behavioral medicine, speech and language, rehabilitation, marriage and family therapy, or a comparable degree in a human services field
  - At least one year of experience in the design and implementation of adaptive skills training plans
- Supports provided under service code 605 by credentialed behavioral specialists will transition to the service code that aligns with the provider's professional licensure or certification, such as:
  - Behavior Analyst (612)
  - Associate Behavior Analyst (613)
  - Behavior Management Assistant (615)
  - Behavior Technician-Paraprofessional (616)
  - Behavior Management Consultant (620)

# ADAPTIVE SKILLS TRAINING PROFESSIONAL & SPECIALIST (605)

- **Billing unit:** Hour
- **Rate variations:**
  - Level of education, Master's or Bachelor's
  - Staffing ratio, ranging from one to one to one to three

# BEHAVIOR ANALYST (612)

- **Definition Overview:** Behavior Analysts assess the function of behavior and design, implement, and evaluate instructional and environmental modifications to produce improvements in an individual's behavior

Qualifications: Recognized by the national Behavior Analyst Certification Board as a Board Certified Behavior Analyst (BCBA)

[ 17 C.C.R. 54342(a)(11) ]

- **Billing unit:** Hour
- **Rate variations:**
  - Staffing ratio, ranging from one-to-one to one-to-three

# ASSOCIATE BEHAVIOR ANALYST (613)

- **Definition Overview:** Associate Behavior Analysts assess the function of behavior and design, implement, and evaluate instructional and environmental modifications to produce improvements in the individual's behavior

Works under the direct supervision of a Behavior Analyst or Behavior Management Consultant

Qualifications: Recognized by the national Behavior Analyst Certification Board as a Board Certified Associate Behavior Analyst (BCaBA)

[ 17 C.C.R. 54342(a)(8) ]

- **Billing unit:** Hour
- **Rate variations:**
  - Staffing ratio, ranging from one-to-one to one-to-three

# BEHAVIOR MANAGEMENT ASSISTANT (615)

- **Definition Overview:** Behavior Management Assistants design, implement, and evaluate behavior modification intervention, and instructional and environmental modifications  
Works under the direct supervision of a Behavior Management Consultant or Behavior Analyst  
Qualifications:
    - (1) A bachelor's degree and either:
      - (a) Twelve semester units in applied behavior analysis and one year of experience in designing or implementing behavior modification intervention services; or
      - (b) Two years of experience in designing and/or implementing behavior modification intervention services
    - OR -
    - (1) Registered as a psychologist, psychological assistant, or associate licensed clinical social worker
- [ 17 C.C.R. 54342(a)(12) ]

# BEHAVIOR MANAGEMENT ASSISTANT (615) (cont.)

- **Billing unit:** Hour
- **Rate variations:**
  - Staffing ratio, ranging from one-to-one to one-to-three



# BEHAVIOR TECHNICIAN PARAPROFESSIONAL (616)

- **Definition Overview:** Behavior Technician (Paraprofessional) implements instructional and environmental modifications to produce improvements in the individual's behavior through skill acquisition and the reduction of behavior

Practices under the direct supervision of a certified Behavior Analyst or Behavior Management Consultant within the same vendored group practice

Qualifications:

- (1) A high school diploma or equivalent, 30 hours of competency-based training designed by a certified behavior analyst, and six months experience working with persons with developmental disabilities; OR
- (2) An associate's degree in a human, social, or educational services discipline, or a degree or certification related to behavior management from an accredited community college or educational institution, and six months experience working with persons with developmental disabilities

[ 17 C.C.R. 54342(b) ]

# BEHAVIOR TECHNICIAN PARAPROFESSIONAL (616) (cont.)

- **Billing unit:** Hour
- **Rate variations:**
  - Staffing ratio, ranging from one-to-one to one-to-three

# BEHAVIOR MANAGEMENT CONSULTANT (620)

- **Definition Overview:** Behavior Management Consultants design and implement behavior modification intervention services

Qualifications:

- (1) Twelve semester units in applied behavior analysis AND
- (2) Meet one of the following:
  - (a) Licensed psychologist; or
  - (b) Licensed clinical social worker; or
  - (c) Licensed marriage and family therapist; or
  - (d) Any other licensed professional whose California licensure permits the design and/or implementation of behavior modification intervention services; or
  - (e) Two years experience designing and implementing behavior modification intervention services

[ 17 C.C.R. 54342(a)(13) ]

# BEHAVIOR MANAGEMENT CONSULTANT (620) (cont.)

- **Billing unit:** Hour
- **Rate variations:**
  - Staffing ratio, ranging from one-to-one to one-to-three

# CLIENT/PARENT SUPPORT BEHAVIOR INTERVENTION TRAINING (048)

- **Service code consolidation:** Client/Parent Support Behavior Intervention Training does not continue as a distinct type of service in rate reform
- This service is likely included in other service descriptions and will transition to the corresponding behavioral code based on the qualifications of the provider
  - If services are being delivered by staff who do not meet the qualifications for a behavioral code, the regional center will assist the vendor in determining the appropriate service code for transition
  - If no service code aligns with the services provided, regional centers should contact the Department for further options.

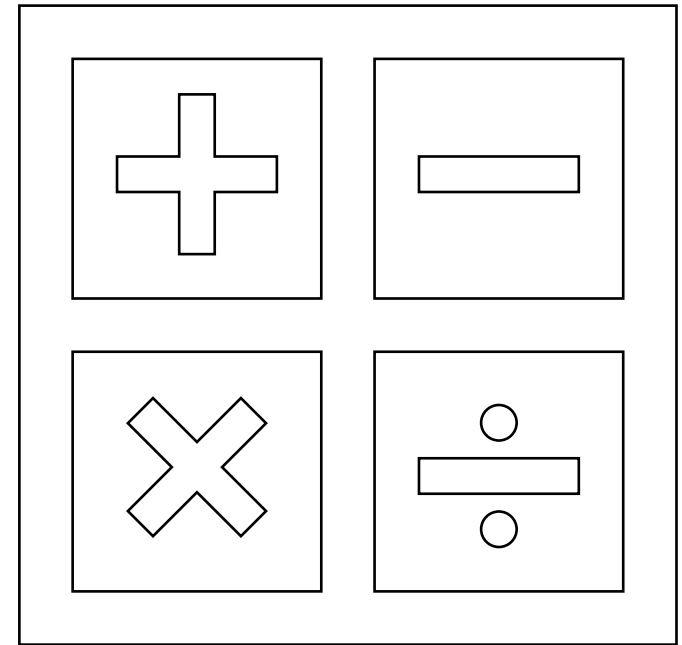
# EDUCATIONAL/ LICENSURE QUALIFICATIONS FOR BEHAVIORAL SERVICES

	612 Behav. Analyst	613 Assoc. Behav. Analyst	615 Behav. Mgt. Asst.	616 Behav. Tech. <sup>1</sup>	620 Behav. Mgt. Cons. <sup>2</sup>	Other requirements
High School Diploma				✓		Must meet additional training or experience requirements to provide 616
Associate's Degree (human, social, or educational services)				✓		Must meet additional training or experience requirements to provide 616
Bachelor's Degree			✓			Must meet additional educational or experience requirements to provide 615
Board Cert. Behavior Analyst	✓					
Board Cert. Assoc. Behav. Analyst		✓				
Psychological Assistant			✓			
Psychologist			✓		✓	Must have additional training to provide 620
Assoc. Lic. Clinical Social Worker			✓			
Licensed Clinical Social Worker					✓	Must have additional training to provide 620
Lic. Marriage & Fam. Therapist					✓	Must have additional training to provide 620

<sup>1</sup>In lieu of an associate's degree, an individual providing 616 services may have a degree or certification related to behavior management from an accredited community college or educational institution

<sup>2</sup>In addition to the listed licenses, an individual providing 620 services may have any other California licensure that permits the design or implementation of behavior modification services; or an individual providing 620 services may have specified experience

## WALK THROUGH OF NEW WORKBOOKS



## Websites and Links

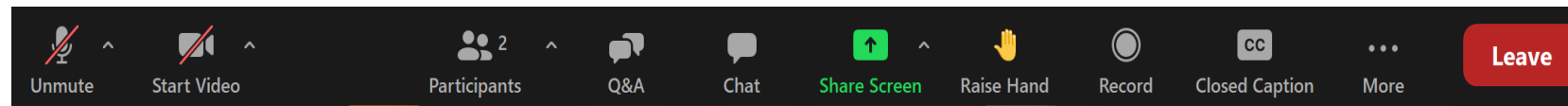
- [Rate Reform Website](#)
- [Rate Reform Directives](#)
  - [Adaptive Skills Training and Behavioral Services](#)
    - [Enclosure A](#)
    - [Enclosure B](#)
- [Training Schedule & Recordings](#)
- [FAQs](#)
- [Provider Directory](#)
- [QIP](#)

Dedicated email: [ratesquestions@dds.ca.gov](mailto:ratesquestions@dds.ca.gov)



# PROVIDING COMMENTS

Please use “Q&A” for your questions and comments; if you prefer, you may send your questions/comments to [ratesquestions@dds.ca.gov](mailto:ratesquestions@dds.ca.gov)



During the Q&A portion of this meeting we will be answering questions shared throughout the training

*Questions not answered live will be used for an FAQ document on rate adjustment implementation*