

Vendor Rate Study
Development of Rate Models
Kern Regional Center

Rate Models

Prepared for Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

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Personal Supports & Training Services

Personal Assistance	1:1	\$36.35
	1:2	\$20.18
	1:3	\$14.80
Participant-Directed Personal Assistance	1:1	\$23.72
	1:2	\$13.28
	1:3	\$9.66
Parent Coordinated Personal Assistance	1:1	\$23.72
	1:2	\$13.28
	1:3	\$9.66
Parent Coordinated Personal Assistance, OT Rate	1:1	\$28.13
	1:2	\$15.47
	1:3	\$11.25
Independent Living Program	1:1	\$54.27
	1:2	\$30.53
	1:3	\$22.54
Participant-Directed Independent Living	1:1	\$24.28
	1:2	\$13.59
	1:3	\$9.88
Independent Living Specialist	1:1	\$42.55
	1:2	\$23.94
	1:3	\$17.68
Parent Coordinated Supported Living	1:1	\$24.00
	1:2	\$13.44
	1:3	\$9.77
Parent Coordinated Supported Living, OT Rate	1:1	\$28.50
	1:2	\$15.68
	1:3	\$11.40
Supported Living Services	1:1	\$39.57
	1:2	\$22.10
	1:3	\$16.21
Parenting Support Services	1:1	\$57.92
	1:2	\$32.39
	1:3	\$23.92
Respite	1:1	\$35.27
	1:2	\$19.57
	1:3	\$14.34
Participant-Directed Respite	1:1	\$23.72
	1:2	\$13.28
	1:3	\$9.66
Participant-Directed Respite, OT Rate	1:1	\$28.13
	1:2	\$15.47
	1:3	\$11.25
Tutor Services	1:1	\$56.09
	1:2	\$31.56
	1:3	\$23.30
Housekeeping	1:1	\$33.50
	1:2	\$18.43
	1:3	\$13.40
Supplemental Prog. Supp. - Other Svcs		\$30.43

Residential Services

Residential Facility Serving Adults - Staff Operated; 4 or Less Beds	Lvl 2	\$6,457.82
	Lvl 3	\$8,080.53
	Lvl 4	\$9,428.87
	Lvl 5	\$11,702.47
	Lvl 6	\$13,066.98

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Residential Facility Serving Adults - Staff Operated; 5 or More Beds	Lvl 2	\$5,175.01
	Lvl 3	\$7,319.86
	Lvl 4	\$8,781.16
	Lvl 5	\$11,074.50
	Lvl 6	\$12,561.85
Residential Facility Serving Children - Staff Operated; 4 or Less Beds	Lvl 2	\$6,796.42
	Lvl 3	\$8,431.87
	Lvl 4	\$9,867.87
	Lvl 5	\$12,262.08
	Lvl 6	\$13,721.91
Residential Facility Serving Children - Staff Operated; 5 or More Beds	Lvl 2	\$5,425.78
	Lvl 3	\$7,645.89
	Lvl 4	\$9,195.03
	Lvl 5	\$11,620.20
	Lvl 6	\$13,203.08
Residential Facility Serving Adults - Owner Operated; 4 or Less Beds	Lvl 2	\$5,795.94
	Lvl 3	\$6,359.51
Residential Facility Serving Adults - Owner Operated; 5 or More Beds	Lvl 2	\$4,696.88
	Lvl 3	\$6,075.96
Residential Facility Serving Children - Owner Operated; 4 or Less Beds	Lvl 2	\$6,134.93
	Lvl 3	\$6,723.20
Residential Facility Serving Children - Owner Operated; 5 or More Beds	Lvl 2	\$4,947.91
	Lvl 3	\$6,389.86
Residential Facility Serving Adults or Children	Lvl 7	
ARFPSHN		
GHCSHN		
Supplemental Residential Prog. Supp.		\$30.15

Day Services

Day Services, Center/Facility, Hourly	1:10	\$5.55
	1:9	\$6.05
	1:8	\$6.66
	1:7	\$7.44
	1:6	\$8.51
	1:5	\$10.00
	1:4	\$12.23
	1:3	\$15.92
	1:2	\$23.33
Day Services, Center/Facility, Daily	1:10	\$33.30
	1:9	\$36.30
	1:8	\$39.96
	1:7	\$44.64
	1:6	\$51.06
	1:5	\$60.00
	1:4	\$73.38
	1:3	\$95.52
	1:2	\$139.98
Day Services, Community	1:4	\$14.82
	1:3	\$19.49
	1:2	\$28.69
Tailored Day Services		\$44.67
Behavioral Day Services, Center/Facility	1:3	\$29.30
	1:2	\$37.95
Medical Day Services, Center/Facility	1:3	\$32.98
	1:2	\$42.99
Behavioral Day Services, Community	1:3	\$32.86
	1:2	\$43.32

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Medical Day Services, Community	1:3	\$37.30
	1:2	\$49.48
In-home/Mobile Day Program, Hourly	1:3	\$16.50
	1:2	\$24.56
	1:1	\$44.03
In-home/Mobile Day Program, Daily	1:3	\$99.00
	1:2	\$147.36
	1:1	\$264.18
Participant-Directed Community-Based Training	1:3	\$9.93
	1:2	\$13.53
	1:1	\$24.60
Participant-Directed Community-Based Training, OT Rate	1:3	\$11.49
	1:2	\$15.80
	1:1	\$28.73
Supplemental Day Program Support		\$30.64

Transportation

Transportation, Company (Small)	\$2.18
Transportation, Company (Small), Non-Ambulatory	\$2.28
Transportation, Company (Medium)	\$3.18
Transportation, Company (Medium), Non-Ambulatory	\$3.31
Transportation, Company (Large)	\$3.65
Transportation, Company (Large), Non-Ambulatory	\$3.77
Transportation, Additional Component	\$18.72
Transportation, Additional Component, Non-Ambulatory	\$19.64
Transportation Assistant	\$32.76
Transportation Broker	\$3.54
Transportation Broker, Non-Ambulatory	\$3.62

Employment Services

Supported Employment-Group	1:8	\$7.74
	1:7	\$8.84
	1:6	\$10.26
	1:5	\$12.24
	1:4	\$15.22
	1:3	\$20.14
	1:2	\$30.23
	1:1	\$32.83
Participant-Directed Supported Employment	1:2	\$18.06
	1:3	\$13.25
Supp Emp, Job Development		\$65.65
Supp Emp, Job Coaching		\$54.23
Work Activity Program	1:35+	\$2.77
	1:30-34	\$2.90
	1:25-29	\$3.16
	1:20-24	\$3.55
	1:15-19	\$4.14
	1:10-14	\$5.24
	1:9	\$6.47
	1:8	\$7.10
	1:7	\$7.89
	1:6	\$8.98
	1:5	\$10.48
	1:4	\$12.74

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Professional Services

	1:1	\$143.06
Adaptive Skills Training, Professional	1:2	\$82.65
	1:3	\$61.40
Adaptive Skills Training, Specialist	1:1	\$105.70
	1:2	\$60.69
	1:3	\$45.94
Behavior Analyst	1:1	\$144.89
	1:2	\$83.70
	1:3	\$62.18
Associate Behavior Analyst	1:1	\$74.20
	1:2	\$42.61
	1:3	\$32.25
Behavior Management Assistant	1:1	\$74.20
	1:2	\$42.61
	1:3	\$32.25
Behavior Technician - Paraprofessional	1:1	\$71.02
	1:2	\$40.93
	1:3	\$30.83
Behavior Management Consultant	1:1	\$88.55
	1:2	\$51.16
	1:3	\$38.00

Specialized Services

Specialized Therapeutic Services, Professional, Home and Community- Based	1:1	\$143.06
	1:2	\$82.65
	1:3	\$61.40
Specialized Therapeutic Services, Assistant, Home and Community-Based	1:1	\$106.32
	1:2	\$61.33
	1:3	\$46.21
Specialized Therapeutic Services, Therapist, Professional, Center/Facility Based	1:1	\$112.35
	1:2	\$64.35
	1:3	\$47.43
Specialized Therapeutic Services, Assistant, Center/Facility Based	1:1	\$84.34
	1:2	\$48.15
	1:3	\$36.27

Early Start

Infant Development Program, Early Intervention Specialist, Home and Community-Based	1:1	\$107.49
	1:2	\$62.07
	1:3	\$47.06
Infant Development Program, Early Intervention Assistant, Home and Community-Based	1:1	\$74.52
	1:2	\$42.76
	1:3	\$32.34
Infant Development Program, Early Intervention Technician, Home and Community-Based	1:1	\$56.33
	1:2	\$31.59
	1:3	\$23.41
Infant Development Program, PT/OT/SLP, Home and Community- Based	1:1	\$151.89
	1:2	\$87.96
	1:3	\$65.27
Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based	1:1	\$124.86
	1:2	\$72.34
	1:3	\$53.90
Infant Development Program, Audiologist, Home and Community- Based	1:1	\$164.56
	1:2	\$95.29
	1:3	\$70.71

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Infant Development Program, Family Therapist, Home and Community-Based	1:1	\$82.10
	1:2	\$47.55
	1:3	\$35.29
Infant Development Program, Registered Nurse, Home and Community-Based	1:1	\$167.28
	1:2	\$96.88
	1:3	\$71.88
Infant Development Program, Licensed Vocational Nurse, Home and Community-Based	1:1	\$112.02
	1:2	\$64.90
	1:3	\$48.36
Infant Development Program, Registered Dietician, Home and Community-Based	1:1	\$122.72
	1:2	\$71.07
	1:3	\$52.74
Infant Development Program, Social Worker, Home and Community-Based	1:1	\$110.17
	1:2	\$63.81
	1:3	\$47.34
Infant Development Program, Psychologist, Home and Community- Based	1:1	\$153.82
	1:2	\$89.07
	1:3	\$66.10
Infant Development Program, Early Intervention Specialist, Center/Facility Based	1:1	\$77.60
	1:2	\$44.75
	1:3	\$33.86
Infant Development Program, Early Intervention Assistant, Center/Facility Based	1:1	\$55.68
	1:2	\$32.07
	1:3	\$24.22
Infant Development Program, Early Intervention Technician, Center/Facility Based	1:1	\$41.66
	1:2	\$23.56
	1:3	\$17.59
Infant Development Program, PT/OT/SLP, Center/Facility Based	1:1	\$115.60
	1:2	\$66.79
	1:3	\$49.70
Infant Development Program, PT/OT/SLP Assistant, Center/Facility Based	1:1	\$93.97
	1:2	\$54.40
	1:3	\$40.55
Infant Development Program, Audiologist, Center/Facility Based	1:1	\$125.80
	1:2	\$72.65
	1:3	\$54.05
Infant Development Program, Family Therapist, Center/Facility Based	1:1	\$59.49
	1:2	\$34.50
	1:3	\$25.78
Infant Development Program, Registered Nurse, Center/Facility Based	1:1	\$127.99
	1:2	\$73.91
	1:3	\$54.98
Infant Development Program, Licensed Vocational Nurse, Center/Facility Based	1:1	\$83.66
	1:2	\$48.46
	1:3	\$36.14
Infant Development Program, Registered Dietician, Center/Facility Based	1:1	\$92.15
	1:2	\$53.30
	1:3	\$39.70
Infant Development Program, Social Worker, Center/Facility Based	1:1	\$82.06
	1:2	\$47.49
	1:3	\$35.40
Infant Development Program, Psychologist, Center/Facility Based	1:1	\$117.16
	1:2	\$67.68
	1:3	\$50.37

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Personal Assistance, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.58	0.58
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.83	28.68
	Productivity Factor	1.20	1.21
	Staff Cost After Productivity Adj. per Billable Hour	\$26.83	\$25.86
Mileage	- Number of Miles Traveled per 40-Hour Week	60	75
	- Number of Miles Adjusted for Mix of FT and PT Staff	52	65
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$36.40	\$45.50
	Mileage Cost per Billable Hour	\$1.26	\$1.59
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.92	\$2.80
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.01	\$30.25
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.73	\$1.74
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.46	\$4.36
Rate per Billable Hour		\$37.20	\$36.35

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Personal Assistance, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.44	28.29
	Productivity Factor	1.22	1.22
	Staff Cost After Productivity Adj. per Billable Hour	\$27.28	\$26.07
Mileage	- Number of Miles Traveled per 40-Hour Week	60	75
	- Number of Miles Adjusted for Mix of FT and PT Staff	52	65
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$36.40	\$45.50
	Mileage Cost per Billable Hour	\$1.28	\$1.61
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.96	\$2.84
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.52	\$30.52
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.76	\$1.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.54	\$4.40
Cost per Billable Hour		\$37.82	\$36.69
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$20.80	\$20.18

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Personal Assistance, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	1.16	1.15
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.11
	Productivity Factor	1.22	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$27.28	\$26.29
Mileage	- Number of Miles Traveled per 40-Hour Week	60	75
	- Number of Miles Adjusted for Mix of FT and PT Staff	52	65
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$36.40	\$45.50
	Mileage Cost per Billable Hour	\$1.29	\$1.62
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.98	\$2.86
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.55	\$30.77
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.77	\$1.78
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.54	\$4.44
	Cost per Billable Hour	\$37.86	\$36.99
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$15.14	\$14.80

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Participant-Directed Personal Assistance, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.39	0.39
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$24.82	\$23.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.82	\$23.72
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$24.82	\$23.72

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Participant-Directed Personal Assistance, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.69	0.69
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$13.90	\$13.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Personal Assistance, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.88	0.88
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.11	\$9.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.39	0.39
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$24.82	\$23.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.82	\$23.72
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$24.82	\$23.72

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.69	0.69
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$13.90	\$13.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.88	0.88
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.11	\$9.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:1 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83% #	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$29.62	\$28.13

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:2 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83% #	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$29.62	\$28.13
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$16.29	\$15.47

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Personal Assistance, 1:3 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83% #	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$29.62	\$28.13
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$11.85	\$11.25

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Program, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	0.97	0.95
	- Supervision and Other Employer Time	0.90	0.88
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.70	26.16
	Productivity Factor	1.30	1.32
	Staff Cost After Productivity Adj. per Billable Hour	\$38.08	\$36.89
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.41	\$4.36
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.72	\$4.60
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.21	\$45.85
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.87	\$1.91
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.56	\$6.51
Rate per Billable Hour		\$54.64	\$54.27

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Program, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.54	1.51
	- Supervision and Other Employer Time	0.90	0.88
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.13	25.60
	Productivity Factor	1.32	1.35
	Staff Cost After Productivity Adj. per Billable Hour	\$38.66	\$37.73
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.48	\$4.46
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.83	\$4.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.97	\$46.89
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.91	\$1.95
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.67	\$6.66
Cost per Billable Hour		\$55.55	\$55.50
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$30.55	\$30.53

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Program, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.94	1.90
	- Supervision and Other Employer Time	0.90	0.88
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	25.73	25.21
	Productivity Factor	1.34	1.37
	Staff Cost After Productivity Adj. per Billable Hour	\$39.25	\$38.29
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.54	\$4.53
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.90	\$4.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$47.69	\$47.60
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.94	\$1.98
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.77	\$6.76
Cost per Billable Hour		\$56.40	\$56.34
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$22.56	\$22.54

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Independent Living, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.39	0.39
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.40	\$24.28
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.40	\$24.28
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$25.40	\$24.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Independent Living, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.69	0.69
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.85	\$24.71
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.85	\$24.71
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.85	\$24.71
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.22	\$13.59

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Independent Living, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.88	0.88
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.85	\$24.71
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.85	\$24.71
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.85	\$24.71
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.34	\$9.88

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Specialist, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	0.97	0.95
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.60	27.04
	Productivity Factor	1.25	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$36.61	\$35.78
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.30	\$4.22
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$39.91	\$40.00
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$2.55	\$2.55
Rate per Billable Hour		\$42.46	\$42.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Specialist, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.54	1.51
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.03	26.48
	Productivity Factor	1.28	1.31
	Staff Cost After Productivity Adj. per Billable Hour	\$37.49	\$36.61
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.37	\$4.31
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$40.86	\$40.92
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$2.61	\$2.61
Cost per Billable Hour		\$43.47	\$43.53
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$23.91	\$23.94

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Independent Living Specialist, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$23.71	\$22.52
	- Employee Benefit Rate (as a percent of wages)	18.71%	19.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.29	\$27.95
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.94	1.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.63	26.09
	Productivity Factor	1.30	1.33
	Staff Cost After Productivity Adj. per Billable Hour	\$38.08	\$37.17
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.42	\$4.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$41.50	\$41.54
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$2.65	\$2.65
Cost per Billable Hour		\$44.15	\$44.19
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$17.66	\$17.68

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Parent Coordinated Supported Living, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.39	0.39
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.11	\$24.00
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.11	\$24.00
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$25.11	\$24.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Supported Living, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.69	0.69
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.56	\$24.43
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.56	\$24.43
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.56	\$24.43
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.06	\$13.44

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Parent Coordinated Supported Living, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.88	0.88
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.56	\$24.43
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.56	\$24.43
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.56	\$24.43
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.22	\$9.77

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Supported Living, 1:1 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.00	\$28.50
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$30.00	\$28.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Supported Living, 1:2 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.00	\$28.50
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$30.00	\$28.50
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$16.50	\$15.68

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parent Coordinated Supported Living, 1:3 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.00	\$28.50
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$30.00	\$28.50
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$12.00	\$11.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.99	\$21.96
	<i>Productivity Adjustments</i>		
	Total Hours	36.35	36.35
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.58	0.58
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.58	30.43
	Productivity Factor	1.19	1.19
	Staff Cost After Productivity Adj. per Billable Hour	\$27.36	\$26.13
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	86	107
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.20	\$74.90
	Mileage Cost per Billable Hour	\$1.97	\$2.46
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.58	\$40.46
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Supervisor Cost	\$32.08	\$30.63
	Weekly Supervision Cost	\$1,346.36	\$1,285.32
Staff Meal Costs	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.40	\$4.22
	Cost of Food per Person per Year	\$3,240.00	\$3,240.00
	- Meal Cost per Week (Annual ÷ 52)	\$62.31	\$62.31
	- Cost per Meal (Week ÷ 21)	\$2.97	\$2.97
Staff Meal Costs	Billable Hours	30.58	30.43
	- Number of Meals (one meal per 8-Hour shift)	3.82	3.80
	- Cost of Meals	\$11.35	\$11.29
	Staff Meal Cost per Billable Hour	\$0.37	\$0.37

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.10	\$33.18
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.64	\$1.64
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.87	\$4.75
	Rate per Billable Hour	\$40.61	\$39.57

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.99	\$21.96
	<i>Productivity Adjustments</i>		
	Total Hours	36.35	36.35
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.19	30.04
	Productivity Factor	1.20	1.21
	Staff Cost After Productivity Adj. per Billable Hour	\$27.59	\$26.57
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	86	107
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.20	\$74.90
	Mileage Cost per Billable Hour	\$1.99	\$2.49
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.58	\$40.46
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Supervisor Cost	\$32.08	\$30.63
	Weekly Supervision Cost	\$1,346.36	\$1,285.32
Staff Meal Costs	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.46	\$4.28
	Cost of Food per Person per Year	\$3,240.00	\$3,240.00
	- Meal Cost per Week (Annual ÷ 52)	\$62.31	\$62.31
	- Cost per Meal (Week ÷ 21)	\$2.97	\$2.97
Staff Meal Costs	Billable Hours	30.19	30.04
	- Number of Meals (one meal per 8-Hour shift)	3.77	3.76
	- Cost of Meals	\$11.20	\$11.17
	Staff Meal Cost per Billable Hour	\$0.37	\$0.37

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.41	\$33.71
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.66	\$1.66
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.92	\$4.82
	Cost per Billable Hour	\$40.99	\$40.19
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
Rate per Billable Hour		\$22.54	\$22.10

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.00	\$28.50
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.99	\$21.96
	<i>Productivity Adjustments</i>		
	Total Hours	36.35	36.35
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	1.17	1.16
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.85
	Productivity Factor	1.21	1.22
	Staff Cost After Productivity Adj. per Billable Hour	\$27.82	\$26.79
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	86	107
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.20	\$74.90
	Mileage Cost per Billable Hour	\$2.01	\$2.51
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	- Supervisor Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Supervisor Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Overtime Cost (wages + benefits)	\$42.58	\$40.46
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Supervisor Cost	\$32.08	\$30.63
	Weekly Supervision Cost	\$1,346.36	\$1,285.32
Staff Meal Costs	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.49	\$4.31
	Cost of Food per Person per Year	\$3,240.00	\$3,240.00
	- Meal Cost per Week (Annual ÷ 52)	\$62.31	\$62.31
	- Cost per Meal (Week ÷ 21)	\$2.97	\$2.97
Staff Meal Costs	Billable Hours	29.99	29.85
	- Number of Meals (one meal per 8-Hour shift)	3.75	3.73
	- Cost of Meals	\$11.14	\$11.08
	Staff Meal Cost per Billable Hour	\$0.37	\$0.37

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Living Services, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.69	\$33.98
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.67	\$1.68
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.96	\$4.86
	Cost per Billable Hour	\$41.32	\$40.52
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
Rate per Billable Hour		\$16.53	\$16.21

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parenting Support Services, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$30.97	\$29.42
	- Employee Benefit Rate (as a percent of wages)	16.12%	16.57%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.46	\$35.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	1.16	1.45
	- Recordkeeping and Reporting	0.77	0.76
	- Supervision and Other Employer Time	0.90	0.89
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.06	27.79
	Productivity Factor	1.23	1.25
	Staff Cost After Productivity Adj. per Billable Hour	\$46.08	\$44.65
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.17	\$2.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$48.25	\$47.37
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.56	\$3.60
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.07	\$6.95
Rate per Billable Hour		\$58.88	\$57.92

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parenting Support Services, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$30.97	\$29.42
	- Employee Benefit Rate (as a percent of wages)	16.12%	16.57%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.46	\$35.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	1.16	1.45
	- Recordkeeping and Reporting	1.35	1.34
	- Supervision and Other Employer Time	0.90	0.89
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.48	27.21
	Productivity Factor	1.26	1.27
	Staff Cost After Productivity Adj. per Billable Hour	\$47.20	\$45.36
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.22	\$2.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$49.42	\$48.14
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.64	\$3.68
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.24	\$7.07
	Cost per Billable Hour	\$60.30	\$58.89
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$33.17	\$32.39

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Parenting Support Services, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$30.97	\$29.42
	- Employee Benefit Rate (as a percent of wages)	16.12%	16.57%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.46	\$35.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	1.16	1.45
	- Recordkeeping and Reporting	1.74	1.72
	- Supervision and Other Employer Time	0.90	0.89
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.09	26.83
	Productivity Factor	1.28	1.29
	Staff Cost After Productivity Adj. per Billable Hour	\$47.95	\$46.08
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.25	\$2.82
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$50.20	\$48.90
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.69	\$3.73
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.35	\$7.18
Cost per Billable Hour		\$61.24	\$59.81
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$24.50	\$23.92

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Respite, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.39	0.39
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.02	28.87
	Productivity Factor	1.19	1.20
Staff Cost After Productivity Adj. per Billable Hour		\$26.61	\$25.64
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.10	\$2.62
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
Supervision Cost per Billable Hour		\$2.90	\$2.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.61	\$31.04
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.31	\$4.23
Rate per Billable Hour		\$35.92	\$35.27

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Respite, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.68	0.68
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.73	28.58
	Productivity Factor	1.20	1.21
	Staff Cost After Productivity Adj. per Billable Hour	\$26.83	\$25.86
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.12	\$2.65
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.93	\$2.81
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.88	\$31.32
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.35	\$4.27
Cost per Billable Hour		\$36.23	\$35.59
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$19.93	\$19.57

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Respite, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	0.58	0.73
	- Recordkeeping and Reporting	0.86	0.86
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.55	28.40
	Productivity Factor	1.21	1.22
	Staff Cost After Productivity Adj. per Billable Hour	\$27.06	\$26.07
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.13	\$2.66
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.95	\$2.83
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$32.14	\$31.56
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.38	\$4.30
Cost per Billable Hour		\$36.52	\$35.86
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$14.61	\$14.34

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.39	0.39
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$24.82	\$23.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$24.82	\$23.72
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$24.82	\$23.72

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.69	0.69
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$13.90	\$13.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.88	0.88
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.27	\$24.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.27	\$24.15
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.27	\$24.15
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.11	\$9.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:1 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$29.62	\$28.13

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:2 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$29.62	\$28.13
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$16.29	\$15.47

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Respite, 1:3 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.33	\$25.01
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.62	\$28.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.62	\$28.13
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$29.62	\$28.13
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$11.85	\$11.25

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Tutor Services, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$28.58	\$27.15
	- Employee Benefit Rate (as a percent of wages)	16.83%	17.31%
	- Workers' Compensation Rate (as a percent of wages)	0.80%	0.80%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.62	\$32.07
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	0.77	0.75
	- Supervision and Other Employer Time	0.45	0.44
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.35	26.80
	Productivity Factor	1.27	1.29
	Staff Cost After Productivity Adj. per Billable Hour	\$42.70	\$41.37
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.33	\$4.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.03	\$45.63
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.66	\$3.73
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.78	\$6.73
Rate per Billable Hour		\$56.47	\$56.09

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Tutor Services, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$28.58	\$27.15
	- Employee Benefit Rate (as a percent of wages)	16.83%	17.31%
	- Workers' Compensation Rate (as a percent of wages)	0.80%	0.80%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.62	\$32.07
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.35	1.32
	- Supervision and Other Employer Time	0.45	0.44
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.77	26.23
	Productivity Factor	1.29	1.32
	Staff Cost After Productivity Adj. per Billable Hour	\$43.37	\$42.33
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.40	\$4.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.77	\$46.68
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.74	\$3.81
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.89	\$6.89
	Cost per Billable Hour	\$57.40	\$57.38
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$31.57	\$31.56

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Tutor Services, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$28.58	\$27.15
	- Employee Benefit Rate (as a percent of wages)	16.83%	17.31%
	- Workers' Compensation Rate (as a percent of wages)	0.80%	0.80%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.62	\$32.07
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Recordkeeping and Reporting	1.74	1.70
	- Supervision and Other Employer Time	0.45	0.44
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.38	25.85
	Productivity Factor	1.31	1.34
Staff Cost After Productivity Adj. per Billable Hour		\$44.04	\$42.97
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.45	\$4.41
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$47.49	\$47.38
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.79	\$3.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.99	\$6.99
Cost per Billable Hour		\$58.27	\$58.24
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$23.31	\$23.30

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Housekeeping, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.42	\$17.50
	- Employee Benefit Rate (as a percent of wages)	21.89%	22.64%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.34	\$22.31
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.37	2.96
	- Supervision and Other Employer Time	0.46	0.45
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.73	28.15
	Productivity Factor	1.20	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.01	\$27.44
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.17	\$4.05
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.18	\$31.49
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.99	\$2.01
Rate per Billable Hour		\$33.17	\$33.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Housekeeping, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.42	\$17.50
	- Employee Benefit Rate (as a percent of wages)	21.89%	22.64%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.34	\$22.31
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.37	2.96
	- Supervision and Other Employer Time	0.46	0.45
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.73	28.15
	Productivity Factor	1.20	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.01	\$27.44
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.17	\$4.05
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.18	\$31.49
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.99	\$2.01
	Cost per Billable Hour	\$33.17	\$33.50
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$18.24	\$18.43

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Housekeeping, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.42	\$17.50
	- Employee Benefit Rate (as a percent of wages)	21.89%	22.64%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.34	\$22.31
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.37	2.96
	- Supervision and Other Employer Time	0.46	0.45
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.73	28.15
	Productivity Factor	1.20	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.01	\$27.44
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.17	\$4.05
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.18	\$31.49
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.99	\$2.01
	Cost per Billable Hour	\$33.17	\$33.50
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$13.27	\$13.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Supplemental Prog. Supp. - Other Svcs

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.36	\$21.37
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$25.71	\$24.58
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.21	\$4.02
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.92	\$28.60
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.91	\$1.83
	Rate per Billable Hour	\$31.83	\$30.43

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	168.0	168.0
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(42.0)	(42.0)
	Allocated Line Staff Hours per Participant per Week	3.5	3.5
	Weekly Line Staff Cost per Participant	\$362.15	\$358.05

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
Mileage	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

<i>Adult Facilities</i>		Base Model	RC Model
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
	- Weekly Staff Meal Costs	\$47.40	\$47.40
	Weekly Staff Meal Cost per Participant	\$11.85	\$11.85
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$970.21	\$949.55
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$141.85	\$139.03
	Total Cost per Participant per Week	\$1,182.06	\$1,158.58
	Rate per Month per Participant	\$5,139.85	\$5,037.75
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$6,559.92	\$6,457.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	180.0	180.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	25.8	25.8
	Weekly Line Staff Cost per Participant	\$675.70	\$645.52

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
Mileage	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	159	159
	- Weekly 8-Hour Shifts	19.9	19.9
	- Weekly Staff Meal Costs	\$59.70	\$59.70
	Weekly Staff Meal Cost per Participant	\$14.93	\$14.93
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,324.45	\$1,277.96
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$190.15	\$183.81
	Total Cost per Participant per Week	\$1,584.60	\$1,531.77
	Rate per Month per Participant	\$6,890.18	\$6,660.46
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$8,310.25	\$8,080.53

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	220.0	220.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	35.8	35.8
	Weekly Line Staff Cost per Participant	\$937.60	\$895.72

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Adult Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	24	24
Mileage	Annual Consultant Cost per Participant	\$2,933.76	\$2,953.20
	Weekly Consultant Cost per Participant	\$56.42	\$56.79
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	199	199
	- Weekly 8-Hour Shifts	24.9	24.9
	- Weekly Staff Meal Costs	\$74.70	\$74.70
	Weekly Staff Meal Cost per Participant	\$18.68	\$18.68
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,608.91	\$1,550.84
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$228.94	\$221.02
	Total Cost per Participant per Week	\$1,907.85	\$1,841.86
	Rate per Month per Participant	\$8,295.74	\$8,008.80
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$9,715.81	\$9,428.87

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	260.0	260.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	45.8	45.8
	Weekly Line Staff Cost per Participant	\$1,306.22	\$1,247.59

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$429.94	\$410.34
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	239	239
	- Weekly 8-Hour Shifts	29.9	29.9
	- Weekly Staff Meal Costs	\$89.70	\$89.70
	Weekly Staff Meal Cost per Participant	\$22.43	\$22.43
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,090.22	\$2,010.97
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$294.58	\$283.77
	Total Cost per Participant per Week	\$2,454.80	\$2,364.74
	Rate per Month per Participant	\$10,674.00	\$10,282.40
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$12,094.07	\$11,702.47

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	300.0	300.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	55.8	55.8
	Weekly Line Staff Cost per Participant	\$1,591.42	\$1,519.99

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$429.94	\$410.34
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

<i>Adult Facilities</i>		Base Model	RC Model
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	279	279
	- Weekly 8-Hour Shifts	34.9	34.9
	- Weekly Staff Meal Costs	\$104.70	\$104.70
	Weekly Staff Meal Cost per Participant	\$26.18	\$26.18
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,379.17	\$2,287.12
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$333.98	\$321.43
	Total Cost per Participant per Week	\$2,783.15	\$2,678.55
	Rate per Month per Participant	\$12,101.73	\$11,646.91
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$13,521.80	\$13,066.98

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	168.0	168.0
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(42.0)	(42.0)
	Allocated Line Staff Hours per Participant per Week	2.5	2.5
	Weekly Line Staff Cost per Participant	\$262.19	\$259.26

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
Mileage	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)

<i>Adult Facilities</i>		Base Model	RC Model
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
	- Weekly Staff Meal Costs	\$47.40	\$47.40
	Weekly Staff Meal Cost per Participant	\$8.62	\$8.62
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$704.93	\$689.93
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$105.67	\$103.63
	Total Cost per Participant per Week	\$880.60	\$863.56
	Rate per Month per Participant	\$3,829.04	\$3,754.94
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$5,249.11	\$5,175.01

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	220.0	220.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	26.0	26.0
	Weekly Line Staff Cost per Participant	\$680.94	\$650.52

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
Mileage	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	199	199
	- Weekly 8-Hour Shifts	24.9	24.9
	- Weekly Staff Meal Costs	\$74.70	\$74.70
	Weekly Staff Meal Cost per Participant	\$13.58	\$13.58
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,166.25	\$1,124.01
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$168.58	\$162.82
	Total Cost per Participant per Week	\$1,404.83	\$1,356.83
	Rate per Month per Participant	\$6,108.50	\$5,899.79
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$7,528.57	\$7,319.86

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	280.0	280.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	36.9	36.9
	Weekly Line Staff Cost per Participant	\$966.41	\$923.24

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Adult Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	24	24
Mileage	Annual Consultant Cost per Participant	\$2,933.76	\$2,953.20
	Weekly Consultant Cost per Participant	\$56.42	\$56.79
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	259	259
	- Weekly 8-Hour Shifts	32.4	32.4
	- Weekly Staff Meal Costs	\$97.20	\$97.20
	Weekly Staff Meal Cost per Participant	\$17.67	\$17.67
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,474.62	\$1,419.75
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$210.63	\$203.15
	Total Cost per Participant per Week	\$1,755.25	\$1,692.90
	Rate per Month per Participant	\$7,632.20	\$7,361.09
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$9,052.27	\$8,781.16

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	340.0	340.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	47.8	47.8
	Weekly Line Staff Cost per Participant	\$1,363.26	\$1,302.07

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$313.24	\$298.96
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
Mileage	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	319	319
	- Weekly 8-Hour Shifts	39.9	39.9
	- Weekly Staff Meal Costs	\$119.70	\$119.70
	Weekly Staff Meal Cost per Participant	\$21.76	\$21.76
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,959.95	\$1,883.88
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$276.81	\$266.44
	Total Cost per Participant per Week	\$2,306.76	\$2,220.32
	Rate per Month per Participant	\$10,030.29	\$9,654.43
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$11,450.36	\$11,074.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	400.0	400.0
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	58.7	58.7
	Weekly Line Staff Cost per Participant	\$1,674.12	\$1,598.99

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$313.24	\$298.96
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	379	379
	- Weekly 8-Hour Shifts	47.4	47.4
	- Weekly Staff Meal Costs	\$142.20	\$142.20
	Weekly Staff Meal Cost per Participant	\$25.85	\$25.85
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,274.90	\$2,184.89
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$319.76	\$307.49
	Total Cost per Participant per Week	\$2,664.66	\$2,562.38
	Rate per Month per Participant	\$11,586.51	\$11,141.78
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$13,006.58	\$12,561.85

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	178.8	178.8
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(42.0)	(42.0)
	Allocated Line Staff Hours per Participant per Week	6.2	6.2
	Weekly Line Staff Cost per Participant	\$432.86	\$425.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
Mileage	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	137	137
	- Weekly 8-Hour Shifts	17.1	17.1
	- Weekly Staff Meal Costs	\$51.30	\$51.30
Weekly Staff Meal Cost per Participant		\$12.83	\$12.83
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,041.90	\$1,018.08
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$151.62	\$148.37
Total Cost per Participant per Week		\$1,263.52	\$1,236.45
Rate per Month per Participant		\$5,494.06	\$5,376.35
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$6,914.13	\$6,796.42

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	191.5	191.5
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	28.6	28.6
	Weekly Line Staff Cost per Participant	\$749.03	\$715.57

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
Mileage	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	171	171
	- Weekly 8-Hour Shifts	21.3	21.3
	- Weekly Staff Meal Costs	\$63.90	\$63.90
	Weekly Staff Meal Cost per Participant	\$15.98	\$15.98
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,398.83	\$1,349.06
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$200.30	\$193.51
	Total Cost per Participant per Week	\$1,669.13	\$1,612.57
	Rate per Month per Participant	\$7,257.73	\$7,011.80
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$8,677.80	\$8,431.87

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	234.1	234.1
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	39.3	39.3
	Weekly Line Staff Cost per Participant	\$1,029.27	\$983.29

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$394.52	\$376.74
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	24	24
Mileage	Annual Consultant Cost per Participant	\$2,933.76	\$2,953.20
	Weekly Consultant Cost per Participant	\$56.42	\$56.79
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	213	213
	- Weekly 8-Hour Shifts	26.6	26.6
	- Weekly Staff Meal Costs	\$79.80	\$79.80
	Weekly Staff Meal Cost per Participant	\$19.95	\$19.95
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,701.85	\$1,639.68
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$241.62	\$233.14
	Total Cost per Participant per Week	\$2,013.47	\$1,942.82
	Rate per Month per Participant	\$8,755.00	\$8,447.80
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$10,175.07	\$9,867.87

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	276.6	276.6
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	49.9	49.9
	Weekly Line Staff Cost per Participant	\$1,423.15	\$1,359.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$429.94	\$410.34
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	256	256
	- Weekly 8-Hour Shifts	32.0	32.0
	- Weekly Staff Meal Costs	\$96.00	\$96.00
	Weekly Staff Meal Cost per Participant	\$24.00	\$24.00
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,208.72	\$2,124.23
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$310.73	\$299.21
	Total Cost per Participant per Week	\$2,589.45	\$2,493.44
	Rate per Month per Participant	\$11,259.48	\$10,842.01
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$12,679.55	\$12,262.08

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	319.2	319.2
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	60.6	60.6
	Weekly Line Staff Cost per Participant	\$1,728.31	\$1,650.74

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	14.0	14.0
	Weekly Lead Staff Cost per Participant	\$429.94	\$410.34
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 4 or Less Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	298	298
	- Weekly 8-Hour Shifts	37.3	37.3
	- Weekly Staff Meal Costs	\$111.90	\$111.90
	Weekly Staff Meal Cost per Participant	\$27.98	\$27.98
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,517.86	\$2,419.67
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$352.89	\$339.50
	Total Cost per Participant per Week	\$2,940.75	\$2,829.17
	Rate per Month per Participant	\$12,787.01	\$12,301.84
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$14,207.08	\$13,721.91

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$15.00	\$15.00
	- Employee Benefit Rate	25.14%	25.14%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$19.32	\$19.32
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	178.8	178.8
	- Offset for Overnight Hours	(56.0)	(56.0)
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(42.0)	(42.0)
	Allocated Line Staff Hours per Participant per Week	4.5	4.5
	Weekly Line Staff Cost per Participant	\$314.57	\$309.30

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
Mileage	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 2
(formerly Level 2)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	137	137
	- Weekly 8-Hour Shifts	17.1	17.1
	- Weekly Staff Meal Costs	\$51.30	\$51.30
Weekly Staff Meal Cost per Participant		\$9.33	\$9.33
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$758.02	\$740.68
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$112.91	\$110.55
Total Cost per Participant per Week		\$940.93	\$921.23
Rate per Month per Participant		\$4,091.37	\$4,005.71
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$5,511.44	\$5,425.78

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	234.1	234.1
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	28.6	28.6
	Weekly Line Staff Cost per Participant	\$749.03	\$715.57

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
Mileage	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 3
(formerly Levels 3, 4A and 4B)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	213	213
	- Weekly 8-Hour Shifts	26.6	26.6
	- Weekly Staff Meal Costs	\$79.80	\$79.80
	Weekly Staff Meal Cost per Participant	\$14.51	\$14.51
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,235.27	\$1,189.99
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$177.99	\$171.82
	Total Cost per Participant per Week	\$1,483.26	\$1,431.81
	Rate per Month per Participant	\$6,449.53	\$6,225.82
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$7,869.60	\$7,645.89

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	297.9	297.9
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	40.2	40.2
	Weekly Line Staff Cost per Participant	\$1,052.84	\$1,005.80

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.29	\$18.33
	- Employee Benefit Rate (as a percent of wages)	21.25%	21.96%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.09	\$23.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$28.94	\$27.50
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.21	\$30.61
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.50	\$23.40
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.18	\$26.91
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$287.44	\$274.48
Administrator	- Administrator Hourly Wage	\$25.24	\$23.98
	- Employee Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$37.86	\$35.97
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$42.14	\$40.03
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Administrator Cost	\$31.78	\$30.34
Consultant Costs	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	24	24
Mileage	Annual Consultant Cost per Participant	\$2,933.76	\$2,953.20
	Weekly Consultant Cost per Participant	\$56.42	\$56.79
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 4
(formerly Levels 4C, 4D and 4E)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	277	277
	- Weekly 8-Hour Shifts	34.6	34.6
	- Weekly Staff Meal Costs	\$103.80	\$103.80
	Weekly Staff Meal Cost per Participant	\$18.87	\$18.87
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$1,562.25	\$1,503.51
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$222.58	\$214.57
	Total Cost per Participant per Week	\$1,854.83	\$1,788.08
	Rate per Month per Participant	\$8,065.20	\$7,774.96
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$9,485.27	\$9,195.03

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	361.8	361.8
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	51.8	51.8
	Weekly Line Staff Cost per Participant	\$1,477.34	\$1,411.03

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$313.24	\$298.96
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)**

		Base Model	RC Model
Children Facilities			
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	341	341
	- Weekly 8-Hour Shifts	42.6	42.6
	- Weekly Staff Meal Costs	\$127.80	\$127.80
	Weekly Staff Meal Cost per Participant	\$23.24	\$23.24
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,075.51	\$1,994.32
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$292.57	\$281.50
	Total Cost per Participant per Week	\$2,438.08	\$2,345.82
	Rate per Month per Participant	\$10,601.29	\$10,200.13
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$12,021.36	\$11,620.20

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	425.6	425.6
	- Offset for Lead Staff Hours	(56.0)	(56.0)
	- Offset for Administrator Hours	(21.0)	(21.0)
	Allocated Line Staff Hours per Participant per Week	63.4	63.4
	Weekly Line Staff Cost per Participant	\$1,808.17	\$1,727.02

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.22	\$20.16
	- Employee Benefit Rate (as a percent of wages)	20.01%	20.66%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.24	\$25.06
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$31.83	\$30.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.43	\$33.66
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.70	\$25.49
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$30.71	\$29.31
	<i>Staffing</i>		
	- Lead Staff Hours per Facility per Week	56.0	56.0
	Allocated Lead Staff Hours per Participant per Week	10.2	10.2
	Weekly Lead Staff Cost per Participant	\$313.24	\$298.96
Administrator	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	32	32
Mileage	Annual Consultant Cost per Participant	\$3,911.68	\$3,937.60
	Weekly Consultant Cost per Participant	\$75.22	\$75.72
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Staff Operated, 5 or More Beds, Level 6
(formerly Levels 4I)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.000
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	405	405
	- Weekly 8-Hour Shifts	50.6	50.6
	- Weekly Staff Meal Costs	\$151.80	\$151.80
Weekly Staff Meal Cost per Participant		\$27.60	\$27.60
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$2,410.70	\$2,314.67
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$338.28	\$325.18
Total Cost per Participant per Week		\$2,818.98	\$2,709.85
Rate per Month per Participant		\$12,257.53	\$11,783.01
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$13,677.60	\$13,203.08

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$808.69	\$771.85
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	168.0	168.0
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	Weekly Line Staff Cost per Participant	\$0.00	\$0.00
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
	Weekly Staff Meal Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$843.69	\$815.60
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$124.59	\$120.76
	Total Cost per Participant per Week	\$1,038.28	\$1,006.36
	Rate per Month per Participant	\$4,514.66	\$4,375.87
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$5,934.73	\$5,795.94

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 4 or Less Beds, Level 3
(formerly Level 3, 4A, and 4B)**

<i>Adult Facilities</i>		Base Model	RC Model
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$808.69	\$771.85
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	180.0	180.0
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	3.0	3.0
	Weekly Line Staff Cost per Participant	\$78.57	\$75.06
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	12	12
	- Weekly 8-Hour Shifts	1.5	1.5
	- Weekly Staff Meal Costs	\$4.50	\$4.50
	Weekly Staff Meal Cost per Participant	\$1.13	\$1.13

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 4 or Less Beds, Level 3
(formerly Level 3, 4A, and 4B)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$961.00	\$929.65
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$140.59	\$136.32
	Total Cost per Participant per Week	\$1,171.59	\$1,135.97
	Rate per Month per Participant	\$5,094.32	\$4,939.44
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$6,514.39	\$6,359.51

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)**

<i>Adult Facilities</i>		Base Model	RC Model
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$588.13	\$561.35
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	168.0	168.0
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	0.0	0.0
	Weekly Line Staff Cost per Participant	\$0.00	\$0.00
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
	Weekly Staff Meal Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$613.58	\$593.17
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$93.22	\$90.43
	Total Cost per Participant per Week	\$776.80	\$753.60
	Rate per Month per Participant	\$3,377.69	\$3,276.81
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$4,797.76	\$4,696.88

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)**

<i>Adult Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$588.13	\$561.35
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	220.0	220.0
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	9.5	9.5
	Weekly Line Staff Cost per Participant	\$248.81	\$237.69
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	52	52
	- Weekly 8-Hour Shifts	6.5	6.5
	- Weekly Staff Meal Costs	\$19.50	\$19.50
	Weekly Staff Meal Cost per Participant	\$3.55	\$3.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)**

		Base Model	RC Model
<i>Adult Facilities</i>			
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$903.55	\$872.27
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$132.76	\$128.49
	Total Cost per Participant per Week	\$1,106.31	\$1,070.76
	Rate per Month per Participant	\$4,810.47	\$4,655.89
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$6,230.54	\$6,075.96

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$808.69	\$771.85
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	178.8	178.8
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	2.7	2.7
	Weekly Line Staff Cost per Participant	\$70.71	\$67.55
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	11	11
	- Weekly 8-Hour Shifts	1.4	1.4
	- Weekly Staff Meal Costs	\$4.20	\$4.20
	Weekly Staff Meal Cost per Participant	\$1.05	\$1.05

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Community Care Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Children Facilities</i>			
Unit of Service		Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$915.45	\$884.20
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$134.38	\$130.12
	Total Cost per Participant per Week	\$1,119.83	\$1,084.32
Rate per Month per Participant		\$4,869.26	\$4,714.86
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$6,289.33	\$6,134.93

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 4 or Less Beds, Level 3
(formerly Level 3, 4A, and 4B)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$808.69	\$771.85
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	191.5	191.5
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	5.9	5.9
	Weekly Line Staff Cost per Participant	\$154.52	\$147.62
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$35.00	\$43.75
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	24	24
	- Weekly 8-Hour Shifts	2.9	2.9
	- Weekly Staff Meal Costs	\$8.70	\$8.70
	Weekly Staff Meal Cost per Participant	\$2.18	\$2.18

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 4 or Less Beds, Level 3
(formerly Level 3, 4A, and 4B)**

		Base Model	RC Model
<i>Children Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,038.00	\$1,003.26
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$151.09	\$146.35
	Total Cost per Participant per Week	\$1,259.09	\$1,219.61
	Rate per Month per Participant	\$5,474.79	\$5,303.13
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$6,894.86	\$6,723.20

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$588.13	\$561.35
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	178.8	178.8
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	2.0	2.0
	Weekly Line Staff Cost per Participant	\$52.38	\$50.04
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	0	0
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	11	11
	- Weekly 8-Hour Shifts	1.4	1.4
	- Weekly Staff Meal Costs	\$4.20	\$4.20
	Weekly Staff Meal Cost per Participant	\$0.76	\$0.76

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)**

		Base Model	RC Model
<i>Children Facilities</i>			
	Unit of Service	Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$666.72	\$643.97
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$100.46	\$97.36
	Total Cost per Participant per Week	\$837.18	\$811.33
	Rate per Month per Participant	\$3,640.24	\$3,527.84
	Monthly Allowance for SSI/SSP	\$1,420.07	\$1,420.07
	Total Rate per Month per Participant	\$5,060.31	\$4,947.91

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)**

<i>Children Facilities</i>		Base Model	RC Model
Unit of Service		Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Benefit Rate (as a percent of wages)	11.56%	12.10%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Annual Cost of Home Manager Payment and Benefits	\$168,207	\$160,545
	Weekly Home Manager Cost per Participant	\$588.13	\$561.35
Direct Care Staff Wages and Benefits - 'Line' Staff	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.41	\$21.42
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.68	\$28.20
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$22.77	\$21.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.19	\$25.02
	<i>Staffing</i>		
	- Staff Hours per Facility per Week	234.1	234.1
	- Offset for Home Manager Hours	(168.0)	(168.0)
	Allocated Line Staff Hours per Participant per Week	12.0	12.0
	Weekly Line Staff Cost per Participant	\$314.28	\$300.24
Consultant Costs	- Consultant Hourly Cost	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,955.84	\$1,968.80
	Weekly Consultant Cost per Participant	\$37.61	\$37.86
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$25.45	\$31.82
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes home manager)	66	66
	- Weekly 8-Hour Shifts	8.3	8.3
	- Weekly Staff Meal Costs	\$24.90	\$24.90
	Weekly Staff Meal Cost per Participant	\$4.53	\$4.53

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)**

		Base Model	RC Model
<i>Children Facilities</i>			
Unit of Service		Month	Month
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration	\$970.00	\$935.80
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$141.82	\$137.15
	Total Cost per Participant per Week	\$1,181.82	\$1,142.95
Rate per Month per Participant		\$5,138.81	\$4,969.79
Monthly Allowance for SSI/SSP		\$1,420.07	\$1,420.07
Total Rate per Month per Participant		\$6,558.88	\$6,389.86

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Community Care Facility, Adults and Children, Level 7

		Base Model	RC Model
Size	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - DSPs	- Number of Individuals		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$28.52	\$27.24
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated DSP Staff Hours per Participant per Week	0.0	0.0
	Weekly DSP Staff Cost per Participant	\$0.00	\$0.00
Direct Care Staff Wages and Benefits - CNAs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.46	\$24.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.78	\$29.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.26	\$32.54
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.90	\$24.73
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$29.79	\$28.44
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated CNA Staff Hours per Participant per Week	0.0	0.0
	Weekly CNA Staff Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Community Care Facility, Adults and Children, Level 7

		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - RBTs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.51	\$25.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.19	\$30.59
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.83	\$34.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$26.98	\$25.76
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$31.03	\$29.62
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated RBT Staff Hours per Participant per Week	0.0	0.0
	Weekly RBT Staff Cost per Participant	\$0.00	\$0.00
Direct Care Staff Wages and Benefits - LVNs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.56	\$38.67
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$51.14	\$48.59
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$56.92	\$54.08
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$41.38	\$39.44
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$47.59	\$45.36
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated LVN Staff Hours per Participant per Week	0.0	0.0
	Weekly LVN Staff Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Community Care Facility, Adults and Children, Level 7

		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - LPTs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$32.99	\$31.34
	- Employee Benefit Rate (as a percent of wages)	15.60%	16.02%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.34	\$37.50
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$49.49	\$47.01
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$55.08	\$52.32
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$40.13	\$38.24
	<i>Productivity Assumptions</i>		
	Total Hours	36.35	36.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	31.74	31.74
	Productivity Adjustment	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$46.15	\$43.98
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated LPT Staff Hours per Participant per Week	0.0	0.0
	Weekly LPT Staff Cost per Participant	\$0.00	\$0.00
Administrator	- Number of Homes Administered		
	- Administrator Hourly Wage	\$34.39	\$32.67
	- Employee Benefit Rate (as a percent of wages)	16.77%	17.26%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Cost (wages + benefits)	\$41.41	\$39.50
	- Administrator Hourly Overtime Wage (time-and-a-half)	\$51.59	\$49.01
	- Administrator Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Administrator Overtime Cost (wages + benefits)	\$57.42	\$54.55
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Consultant Costs	Weighted Average Hourly Administrator Cost	\$42.21	\$40.25
	Weekly Administrator Cost (two homes per Administrator)	\$1,771.24	\$1,689.10
	Weekly Administrator Cost per Participant	\$0.00	\$0.00
	- Consultant Hourly Wage	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year		
Mileage	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Community Care Facility, Adults and Children, Level 7

		Base Model	RC Model
Unit of Service		Month	Month
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
	Weekly Staff Meal Cost per Participant	\$0.00	\$0.00
Facility	- Housing Developer Organization (HDO) Home		
	- Monthly Lease Cost		
	- Monthly Property Tax Cost		
	- Monthly Utilities Cost		
	- Monthly Newspaper/ Telephone/ Cable/ Internet Cost		
	- Monthly Repair and Maintenance Cost		
Weekly Facility Cost			
Admin. and Prog.	- Program Operations Cost per Week	\$70.00	\$70.00
	Administration Cost (Staff Op., Adult, 4-Bed, Level 6)	\$333.98	\$321.43
	Total Cost per Participant per Week	\$403.98	\$391.43
	Rate per Month per Participant		
Monthly Allowance for SSI/SSP		\$0.00	\$0.00
Total Rate per Month per Participant		\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility for Persons w/ Special Health Care Needs
(ARFPSHN or GHCSHN)**

		Base Model	RC Model
Size	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - DSPs	- Number of Individuals		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.56	\$18.58
	- Employee Benefit Rate (as a percent of wages)	21.06%	21.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.39	\$23.30
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.34	\$27.87
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.66	\$31.02
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.80	\$23.69
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$28.77	\$27.48
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated DSP Staff Hours per Participant per Week	0.0	0.0
	Weekly DSP Staff Cost per Participant	\$0.00	\$0.00
Direct Care Staff Wages and Benefits - CNAs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.46	\$24.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.78	\$29.24
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.26	\$32.54
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.90	\$24.73
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$30.04	\$28.69
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated CNA Staff Hours per Participant per Week	0.0	0.0
	Weekly CNA Staff Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility for Persons w/ Special Health Care Needs
(ARFPSHN or GHCSHN)**

		Base Model	RC Model
Unit of Service		Month	Month
Direct Care Staff Wages and Benefits - LVNs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.56	\$38.67
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$51.14	\$48.59
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$56.92	\$54.08
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$41.38	\$39.44
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$48.00	\$45.75
	<i>Staffing</i>		
	- Staff Hours per Facility per Week		
	Allocated LVN Staff Hours per Participant per Week	0.0	0.0
	Weekly LVN Staff Cost per Participant	\$0.00	\$0.00
Direct Care Staff Wages and Benefits - RNs	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	11.65%	11.92%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.58	\$71.02
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$97.02	\$92.18
	- Employee Benefit Rate (payroll taxes only)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$107.98	\$102.60
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$76.25	\$72.60
	<i>Productivity Assumptions</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.89	0.89
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.71	29.71
	Productivity Adjustment	1.16	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$88.45	\$84.22
	<i>Staffing</i>		
	- Staff Hours per Facility per Week (excl. Administrator Hours)		
	Allocated RN Staff Hours per Participant per Week	0.0	0.0
	Weekly RN Staff Cost per Participant	\$0.00	\$0.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Residential Facility for Persons w/ Special Health Care Needs
(ARFPSHN or GHCSHN)**

		Base Model	RC Model
Unit of Service		Month	Month
Administrator	- Specialized Administrator Qualifications	None	None
	- Administrator Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Weekly Administrator Cost	\$1,877.31	\$1,789.60
Weekly Administrator Cost per Participant		\$0.00	\$0.00
Consultant Costs	- Consultant Hourly Wage	\$122.24	\$123.05
	- Number of Consultant Hours per Participant per Year		
	Annual Consultant Cost per Participant	\$0.00	\$0.00
Weekly Consultant Cost per Participant		\$0.00	\$0.00
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$0.00	\$0.00
Staff Meals	Cost of Food per Person per Month	\$270.00	\$270.00
	- Meal Cost per 8-Hour Shift (one meal per shift)	\$3.00	\$3.00
	Weekly Staff Hours (excludes administrator)	0	0
	- Weekly 8-Hour Shifts	0.0	0.0
	- Weekly Staff Meal Costs	\$0.00	\$0.00
	Weekly Staff Meal Cost per Participant	\$0.00	\$0.00
Facility	- Housing Developer Organization (HDO) Facility		
	- Monthly Lease Cost		
	- Monthly Property Tax Cost		
	- Monthly Utilities Cost	\$500	\$500
	- Monthly Newspaper/ Telephone/ Cable/ Internet Cost	\$200	\$200
	- Monthly Repair and Maintenance Cost	\$500	\$500
	Weekly Facility Cost		
Admin. and Prog.	- Program Operations Cost per Week	\$70.00	\$70.00
	Administration Cost (Staff Op., Adult, 4-Bed, Level 6)	\$333.98	\$321.43
	Total Cost per Participant per Week	\$403.98	\$391.43
Total Rate per Month per Participant			

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supplemental Residential Prog. Supp.

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.16	\$21.18
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$25.48	\$24.36
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Supervisor Cost (wages + benefits)	\$31.23	\$29.83
	Weekly Supervision Cost	\$1,249.20	\$1,193.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.17	\$3.98
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.65	\$28.34
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.89	\$1.81
	Rate per Billable Hour	\$31.54	\$30.15

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:10

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	2.32	2.32
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.70	26.70
	Productivity Factor	1.30	1.30
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	10.0	10.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	8.80	8.80
Staff Cost After Productivity Adj. per Billable Hour		\$3.40	\$3.25
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$0.54	\$0.52
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$4.79	\$4.45
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.43	\$0.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.71	\$0.67
Rate per Billable Hour		\$5.93	\$5.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Day Services, Center/Facility, 1:9

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	2.12	2.12
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	9.0	9.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.92	7.92
Staff Cost After Productivity Adj. per Billable Hour		\$3.75	\$3.59
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$0.60	\$0.57
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.20	\$4.84
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.48	\$0.48
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.77	\$0.73
Rate per Billable Hour		\$6.45	\$6.05

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:8

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.94	1.94
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.08	27.08
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	8.0	8.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04
Staff Cost After Productivity Adj. per Billable Hour		\$4.19	\$4.00
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.67	\$0.64
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.71	\$5.32
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.54	\$0.54
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.85	\$0.80
Rate per Billable Hour		\$7.10	\$6.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Day Services, Center/Facility, 1:7

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.74	1.74
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.28	27.28
	Productivity Factor	1.27	1.27
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	7.0	7.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.16	6.16
Staff Cost After Productivity Adj. per Billable Hour		\$4.75	\$4.54
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$0.76	\$0.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.36	\$5.94
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.61	\$0.61
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.95	\$0.89
Rate per Billable Hour		\$7.92	\$7.44

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Day Services, Center/Facility, 1:6

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.54	1.54
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.48	27.48
	Productivity Factor	1.26	1.26
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	6.0	6.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28
Staff Cost After Productivity Adj. per Billable Hour		\$5.50	\$5.25
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$0.88	\$0.84
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$7.23	\$6.77
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.72	\$0.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.08	\$1.02
Rate per Billable Hour		\$9.03	\$8.51

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:5

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.35	1.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.67	27.67
	Productivity Factor	1.25	1.25
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	5.0	5.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	4.40	4.40
Staff Cost After Productivity Adj. per Billable Hour		\$6.55	\$6.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$1.04	\$1.00
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$8.44	\$7.94
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.86	\$0.86
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.27	\$1.20
Rate per Billable Hour		\$10.57	\$10.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:4

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.16	1.16
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.86	27.86
	Productivity Factor	1.24	1.24
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	4.0	4.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52
Staff Cost After Productivity Adj. per Billable Hour		\$8.12	\$7.76
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$1.30	\$1.24
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$10.27	\$9.68
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.08	\$1.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.55	\$1.47
Rate per Billable Hour		\$12.90	\$12.23

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
Staff Cost After Productivity Adj. per Billable Hour		\$10.73	\$10.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$1.72	\$1.64
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$13.30	\$12.58
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.43	\$1.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.01	\$1.91
Rate per Billable Hour		\$16.74	\$15.92

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Center/Facility, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
Staff Cost After Productivity Adj. per Billable Hour		\$15.97	\$15.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.56	\$2.44
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$19.38	\$18.38
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.94	\$2.80
Rate per Billable Hour		\$24.47	\$23.33

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:4

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	4.0	4.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52
	Staff Cost After Productivity Adj. per Billable Hour	\$8.05	\$7.69
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	3.52	3.52
	Allocated Miles per Participant per Week	71.0	88.9
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,485.70	\$3,112.20
	Mileage Cost per Participant per Billable Hour	\$1.88	\$2.36
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.29	\$1.23

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:4

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$12.07	\$11.96
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.08	\$1.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.79	\$1.78
	Rate per Billable Hour	\$14.94	\$14.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
Staff Cost After Productivity Adj. per Billable Hour		\$10.73	\$10.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	2.64	2.64
	Allocated Miles per Participant per Week	94.7	118.6
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$3,314.50	\$4,149.60
Mileage Cost per Participant per Billable Hour		\$2.51	\$3.14
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.72	\$1.64

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$15.81	\$15.72
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.43	\$1.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.35	\$2.34
	Rate per Billable Hour	\$19.59	\$19.49

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
	Staff Cost After Productivity Adj. per Billable Hour	\$15.97	\$15.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	1.76	1.76
	Allocated Miles per Participant per Week	142.1	177.8
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,971.75	\$6,224.40
	Mileage Cost per Participant per Billable Hour	\$3.77	\$4.72
Facility	- Square Feet of Service Space per Participant	75	75
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,125.00	\$900.00
	Facility Cost per Participant per Billable Hour	\$0.85	\$0.68
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$2.56	\$2.44

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Day Services, Community, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$23.15	\$23.10
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$3.45	\$3.44
	Rate per Billable Hour	\$28.75	\$28.69

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Tailored Day Service (based on Community-Based Day
Programs, Community Only, 1:2)**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.01	\$17.11
	- Employee Benefit Rate (as a percent of wages)	22.21%	22.98%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.04	\$22.02
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
Staff Cost After Productivity Adj. per Billable Hour		\$15.97	\$15.26
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	1.76	1.76
	Allocated Miles per Participant per Week	142.1	177.8
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,971.75	\$6,224.40
Mileage Cost per Participant per Billable Hour		\$3.77	\$4.72
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.56	\$2.44
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$22.30	\$22.42
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$3.33	\$3.35
Base Rate per Billable Hour		\$27.78	\$27.92
TDS Rate Calc	TDS Base Rate (twice rate model, per WIC § 4688.21)	\$55.56	\$55.84
	TDS Rate (80 percent of base rate, per WIC § 4688.21)	\$44.45	\$44.67

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavioral Day Services, Center/Facility, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.96	0.96
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
	Staff Cost After Productivity Adj. per Billable Hour	\$13.17	\$12.58
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.14	\$0.91
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.79	\$1.71
Over-sight	- BCBA Hourly Cost	\$122.24	\$123.05
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.09	\$9.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.19	\$24.35
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.43	\$1.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$3.63	\$3.52
Rate per Billable Hour		\$30.25	\$29.30

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavioral Day Services, Center/Facility, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.09	27.09
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
Staff Cost After Productivity Adj. per Billable Hour		\$19.61	\$18.72
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.14	\$0.91
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.66	\$2.54
Over-sight	- BCBA Hourly Cost	\$122.24	\$123.05
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.02	\$9.08
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$32.43	\$31.25
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.72	\$4.55
Rate per Billable Hour		\$39.30	\$37.95

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavioral Day Services, Community, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.96	0.96
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
Staff Cost After Productivity Adj. per Billable Hour		\$13.17	\$12.58
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	2.64	2.64
	Allocated Miles per Participant per Week	94.7	118.6
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$3,314.50	\$4,149.60
Mileage Cost per Participant per Billable Hour		\$2.51	\$3.14
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.14	\$0.91
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$1.79	\$1.71
Over-sight	- BCBA Hourly Cost	\$122.24	\$123.05
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.09	\$9.15
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.70	\$27.49
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.43	\$1.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$3.97	\$3.94
Rate per Billable Hour		\$33.10	\$32.86

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavioral Day Services, Community, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.96	\$25.74
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.09	27.09
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
Staff Cost After Productivity Adj. per Billable Hour		\$19.61	\$18.72
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	1.76	1.76
	Allocated Miles per Participant per Week	142.1	177.8
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$4,971.75	\$6,224.40
Mileage Cost per Participant per Billable Hour		\$3.77	\$4.72
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.14	\$0.91
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.66	\$2.54
Over-sight	- BCBA Hourly Cost	\$122.24	\$123.05
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.02	\$9.08
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$36.20	\$35.97
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.23	\$5.20
Rate per Billable Hour		\$43.58	\$43.32

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Center/Facility, 1:3

		Base Model	RC Model
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.96	0.96
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
Attendance	- Participant Attendance Rate	80%	80%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.40	2.40
	Staff Cost After Productivity Adj. per Billable Hour	\$13.92	\$13.29
Facility	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	200.0	200.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,200	1,200
Supervision	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.25	\$1.00
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
LVN Support	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.97	\$1.88
LVN Support	- LVN Hourly Wage	\$34.09	\$32.39
	- LVN Benefit Rate (as a percent of wages)	16.85%	17.34%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly LVN Cost	\$1,671.64	\$1,594.62
Over-sight	- Number of Direct Care Staff Supervised	20	20
	LVN Support Cost per Participant per Billable Hour	\$1.29	\$1.23
Over-sight	- RN Hourly Cost	\$132.42	\$132.87
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.85	\$9.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$28.28	\$27.28
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.74	\$1.74
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.09	\$3.96
	Rate per Billable Hour	\$34.11	\$32.98

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Center/Facility, 1:2

		Base Model	RC Model
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.09	27.09
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	80%	80%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.60	1.60
Staff Cost After Productivity Adj. per Billable Hour		\$20.71	\$19.78
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	200.0	200.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,200	1,200
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.25	\$1.00
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.93	\$2.80
LVN Support	- LVN Hourly Wage	\$34.09	\$32.39
	- LVN Benefit Rate (as a percent of wages)	16.85%	17.34%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly LVN Cost	\$1,671.64	\$1,594.62
	- Number of Direct Care Staff Supervised	20	20
LVN Support Cost per Participant per Billable Hour		\$1.93	\$1.84
Over-sight	- RN Hourly Cost	\$132.42	\$132.87
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.78	\$9.81
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$36.60	\$35.23
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.60	\$2.60
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.35	\$5.16
Rate per Billable Hour		\$44.55	\$42.99

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Community, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.96	0.96
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	80%	80%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.40	2.40
Staff Cost After Productivity Adj. per Billable Hour		\$13.92	\$13.29
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	200.0	200.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,200	1,200
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	2.40	2.40
	Allocated Miles per Participant per Week	104.2	130.4
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$3,645.95	\$4,564.70
Mileage Cost per Participant per Billable Hour		\$3.04	\$3.80
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.25	\$1.00
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$1.97	\$1.88
LVN Support	- LVN Hourly Wage	\$34.09	\$32.39
	- LVN Benefit Rate (as a percent of wages)	16.85%	17.34%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly LVN Cost	\$1,671.64	\$1,594.62
	- Number of Direct Care Staff Supervised	20	20
LVN Support Cost per Participant per Billable Hour		\$1.29	\$1.23

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Community, 1:3

		Base Model	RC Model
	Unit of Service	Hour	Hour
Over- sight	- RN Hourly Cost	\$132.42	\$132.87
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.85	\$9.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.32	\$31.08
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.74	\$1.74
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.51	\$4.48
	Rate per Billable Hour	\$37.57	\$37.30

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Community, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$20.52	\$19.49
	- Employee Benefit Rate (as a percent of wages)	20.43%	21.11%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.89	\$24.72
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.96	0.96
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	1.78	1.78
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.09	27.09
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	80%	80%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.60	1.60
Staff Cost After Productivity Adj. per Billable Hour		\$20.71	\$19.78
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	200.0	200.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,200	1,200
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	1.60	1.60
	Allocated Miles per Participant per Week	156.3	195.6
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$5,468.75	\$6,847.05
Mileage Cost per Participant per Billable Hour		\$4.56	\$5.71
Facility	- Square Feet of Service Space per Participant	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost per Participant	\$1,500.00	\$1,200.00
	Facility Cost per Participant per Billable Hour	\$1.25	\$1.00
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Participant per Billable Hour		\$2.93	\$2.80
LVN Support	- LVN Hourly Wage	\$34.09	\$32.39
	- LVN Benefit Rate (as a percent of wages)	16.85%	17.34%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly LVN Cost	\$1,671.64	\$1,594.62
	- Number of Direct Care Staff Supervised	20	20
LVN Support Cost per Participant per Billable Hour		\$1.93	\$1.84

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Medical Day Services, Community, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Over- sight	- RN Hourly Cost	\$132.42	\$132.87
	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.78	\$9.81
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$41.16	\$40.94
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.60	\$2.60
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.97	\$5.94
Rate per Billable Hour		\$49.73	\$49.48

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

In-home/Mobile Day Program, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.02	29.02
	Productivity Factor	1.19	1.19
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
	Staff Cost After Productivity Adj. per Billable Hour	\$10.20	\$9.75
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	150	188
	- Number of Participants per Vehicle	2.64	2.64
	Allocated Miles per Participant per Week	56.8	71.2
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,988.70	\$2,492.35
	Mileage Cost per Participant per Billable Hour	\$1.51	\$1.89
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.65	\$1.57
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$13.36	\$13.21
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.31	\$1.31
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.00	\$1.98
	Rate per Billable Hour	\$16.67	\$16.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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In-home/Mobile Day Program, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.22	29.22
	Productivity Factor	1.18	1.18
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
	Staff Cost After Productivity Adj. per Billable Hour	\$15.17	\$14.50
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	150	188
	- Number of Participants per Vehicle	1.76	1.76
	Allocated Miles per Participant per Week	85.2	106.8
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$2,983.05	\$3,738.70
	Mileage Cost per Participant per Billable Hour	\$2.26	\$2.83
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$2.45	\$2.34
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$19.88	\$19.67
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.94	\$1.94
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.98	\$2.95
	Rate per Billable Hour	\$24.80	\$24.56

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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In-home/Mobile Day Program, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.62	\$21.62
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.77	0.77
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.45	28.45
	Productivity Factor	1.22	1.22
Staff Cost After Productivity Adj. per Billable Hour		\$27.60	\$26.38
Mileage	- Number of Miles Traveled per Week	150	188
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$105.00	\$131.60
	Mileage Cost per Billable Hour	\$3.69	\$4.63
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Supervisor Cost (wages + benefits)	\$31.53	\$30.11
	Weekly Supervision Cost	\$1,261.20	\$1,204.40
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.43	\$4.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$35.72	\$35.24
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.51	\$3.51
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.35	\$5.28
Rate per Billable Hour		\$44.58	\$44.03

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.78	\$21.77
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.99	0.99
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.45	30.45
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$25.97	\$24.82
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.97	\$24.82
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.97	\$24.82
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.39	\$9.93

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.78	\$21.77
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.79	0.79
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.74	\$24.60
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.74	\$24.60
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$25.74	\$24.60
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.16	\$13.53

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.78	\$21.77
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.79	0.79
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.74	\$24.60
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$25.74	\$24.60
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$25.74	\$24.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:3 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.24	\$28.73
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.24	\$28.73
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$30.24	\$28.73
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$12.10	\$11.49

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:2 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.24	\$28.73
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.24	\$28.73
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$30.24	\$28.73
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$16.63	\$15.80

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Community-Based Training, 1:1 - Overtime

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Direct Care Staff Hourly Wage (time-and-a-half)	\$26.67	\$25.34
	- Employee Benefit Rate (as a percent of wages)	7.65%	7.65%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.24	\$28.73
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.24	\$28.73
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$30.24	\$28.73

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supplemental Day Program Support

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.52	\$21.52
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$25.90	\$24.75
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.24	\$4.05
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.14	\$28.80
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$1.92	\$1.84
	Rate per Billable Hour	\$32.06	\$30.64

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Company (Small)

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.22	\$22.19
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time without Individuals	0.00	0.00
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$800.82	\$765.30
Mileage	- Number of Miles Traveled per Week	850.0	850.0
	- Operating Cost per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$595.00	\$595.00
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$1,573.95	\$1,530.13
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$228.27	\$222.29
Total Cost per Week		\$1,902.22	\$1,852.42
Total Rate per Mile		\$2.24	\$2.18

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Company (Small), Non-Ambulatory

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.22	\$22.19
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$800.82	\$765.30
Mileage	- Number of Miles Traveled per Week	850.0	850.0
	- Amount per Mile (less Vehicle Acquisition)	\$0.370	\$0.390
	- Vehicle Acquisition	\$55,000	\$55,000
	- Less: Vehicle Trade-in/Salvage Value	\$5,500	\$5,500
	- Vehicle Useful Life, Miles	125,000	125,000
	- Vehicle Acquisition per Mile	\$0.400	\$0.396
	- Adjusted Operating Cost per Mile	\$0.770	\$0.786
	Weekly Mileage Cost	\$651.10	\$668.10
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$1,630.05	\$1,603.23
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$235.92	\$232.26
	Total Cost per Week	\$1,965.97	\$1,935.49
	Total Rate per Mile	\$2.31	\$2.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Company (Medium)

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Mileage	- Number of Miles Traveled per Week	800.0	800.0
	- Amount per Mile (less Vehicle Acquisition)	\$0.370	\$0.390
	- Vehicle Acquisition	\$80,000	\$80,000
	- Less: Vehicle Trade-in/Salvage Value	\$8,000	\$8,000
	- Vehicle Useful Life, Miles	125,000	125,000
	- Vehicle Acquisition per Mile	\$0.580	\$0.576
	- Adjusted Operating Cost per Mile	\$0.950	\$0.966
	Weekly Mileage Cost	\$756.80	\$772.80
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,192.04	\$2,141.45
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$312.55	\$305.65
	Total Cost per Week	\$2,604.59	\$2,547.10
	Total Rate per Mile	\$3.26	\$3.18

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Company (Medium), Non-Ambulatory

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Mileage	- Number of Miles Traveled per Week	800.0	800.0
	- Amount per Mile (less Vehicle Acquisition)	\$0.370	\$0.390
	- Vehicle Acquisition	\$95,000	\$95,000
	- Less: Vehicle Trade-in/Salvage Value	\$9,500	\$9,500
	- Vehicle Useful Life, Miles	125,000	125,000
	- Vehicle Acquisition per Mile	\$0.680	\$0.684
	- Adjusted Operating Cost per Mile	\$1.050	\$1.074
	Weekly Mileage Cost	\$843.20	\$859.20
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,278.44	\$2,227.85
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$324.33	\$317.43
Total Cost per Week		\$2,702.77	\$2,645.28
Total Rate per Mile		\$3.38	\$3.31

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Company (Large)

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Mileage	- Number of Miles Traveled per Week	750.0	750.0
	- Amount per Mile (less Vehicle Acquisition)	\$0.370	\$0.390
	- Vehicle Acquisition	\$120,000	\$120,000
	- Less: Vehicle Trade-in/Salvage Value	\$12,000	\$12,000
	- Vehicle Useful Life, Miles	125,000	125,000
	- Vehicle Acquisition per Mile	\$0.860	\$0.864
	- Adjusted Operating Cost per Mile	\$1.230	\$1.254
	Weekly Mileage Cost	\$925.50	\$940.50
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,360.74	\$2,309.15
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$335.56	\$328.52
	Total Cost per Week	\$2,796.30	\$2,737.67
	Total Rate per Mile	\$3.73	\$3.65

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Transportation, Company (Large), Non-Ambulatory

		Base Model	RC Model
Unit of Service		Mile	Mile
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$29.21	\$27.75
	- Employee Benefit Rate (as a percent of wages)	16.63%	17.10%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$36.45	\$34.76
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Mileage	- Number of Miles Traveled per Week	750.0	750.0
	- Amount per Mile (less Vehicle Acquisition)	\$0.370	\$0.390
	- Vehicle Acquisition	\$135,000	\$135,000
	- Less: Vehicle Trade-in/Salvage Value	\$13,500	\$13,500
	- Vehicle Useful Life, Miles	125,000	125,000
	- Vehicle Acquisition per Mile	\$0.970	\$0.972
	- Adjusted Operating Cost per Mile	\$1.340	\$1.362
	Weekly Mileage Cost	\$1,006.50	\$1,021.50
Supervision	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
	- Workers' Compensation Rate (as a percent of wages)	8.17%	8.17%
	Weekly Supervision Cost	\$1,781.28	\$1,698.31
	- Number of Direct Care Staff Supervised	10	10
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,441.74	\$2,390.15
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$346.60	\$339.57
	Total Cost per Week	\$2,888.34	\$2,829.72
	Total Rate per Mile	\$3.85	\$3.77

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Additional Component

		Base Model	RC Model
Unit of Service		Trip	Trip
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.78	\$21.77
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.20	\$25.04
Mileage	- Number of Miles Traveled per Trip	15.0	18.8
	- Amount per Mile	\$0.700	\$0.700
	Mileage Cost per Trip	\$10.50	\$13.16
	- Number of Staff Hours per Trip	0.57	0.68
	- Amount per Staff Hour	\$26.20	\$25.04
	Staff Cost per Trip	\$14.93	\$17.03
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Trip	\$2.41	\$2.75
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$27.84	\$32.94
	-Program Operations Cost	\$0.00	\$0.00
	Program Operations Cost per Trip	\$0.00	\$0.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Trip	\$3.80	\$4.49
Cost per Trip		\$31.64	\$37.43
- Number of Individuals Served		2	2
Rate per Participant per Trip		\$15.82	\$18.72

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation, Additional Component, Non-Ambulatory

		Base Model	RC Model
Unit of Service		Trip	Trip
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.78	\$21.77
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.20	\$25.04
Mileage	- Number of Miles Traveled per Trip	15.0	18.8
	- Amount per Mile (less vehicle acquisition)	\$0.390	\$0.390
	- Vehicle acquisition	\$55,000	\$55,000
	- Less: Vehicle trade-in/salvage value	\$5,500	\$5,500
	- Vehicle useful life, miles	125,000	125,000
	- Vehicle acquisition per Mile	\$0.400	\$0.396
	- Adjusted amount per Mile	\$0.790	\$0.786
	Mileage Cost per Trip	\$11.79	\$14.78
	- Number of Staff Hours per Trip	0.57	0.68
	- Amount per Staff Hour	\$26.20	\$25.04
	Staff Cost per Trip	\$14.93	\$17.03
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Weekly Supervision Cost	\$1,270.28	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Trip	\$2.41	\$2.75
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$29.13	\$34.56
	- Program Operations Cost	\$0.00	\$0.00
	Program Operations Cost per Trip	\$0.00	\$0.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Trip	\$3.97	\$4.71
	Cost per Trip	\$33.10	\$39.27
	- Number of Individuals Served	2	2
	Rate per Participant per Trip	\$16.55	\$19.64

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation Assistant

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.55	\$16.67
	- Employee Benefit Rate (as a percent of wages)	22.59%	23.38%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.52	\$21.52
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time without Individuals	1.54	1.93
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.45	28.06
	Productivity Factor	1.22	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$27.47	\$26.47
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Supervisor Cost (wages + benefits)	\$31.76	\$30.33
	Weekly Supervision Cost	\$1,270.40	\$1,213.20
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.47	\$4.32
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.94	\$30.79
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	6.0%	6.0%
	Administration Cost per Billable Hour	\$2.04	\$1.97
	Rate per Billable Hour	\$33.98	\$32.76

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation Broker

		Base Model (All Regions)
Unit of Service		Trip
- Number of Individuals, per Trip		8.0
- Number of Miles, per Trip		45.0
- Cost per Mile		\$3.28
Cost per Trip, Before Program Operations & Administration		\$124.20
Program Operations Cost per Trip		\$10.00
- Administrative Percent		12.0%
Administration Cost per Trip		\$18.30
Transportation Broker Cost per Trip		\$28.30
Rate per Participant per Trip		\$3.54

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Transportation Broker, Non-Ambulatory

		Base Model (All Regions)
Unit of Service		Trip
- Number of Individuals, per Trip		8.0
- Number of Miles, per Trip		45.0
- Cost per Mile		\$3.40
Cost per Trip, Before Program Operations & Administration		\$129.06
Program Operations Cost per Trip		\$10.00
- Administrative Percent		12.0%
Administration Cost per Trip		\$18.96
Transportation Broker Cost per Trip		\$28.96
Rate per Participant per Trip		\$3.62

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:8

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.94	1.94
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.27	28.27
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	8.0	8.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04
Staff Cost After Productivity Adj. per Billable Hour		\$5.28	\$5.03
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	7.04	7.04
	Allocated Miles per Participant per Week	35.5	44.5
	Annual Mileage Cost/ Participant	\$1,242.85	\$1,556.10
	Mileage Cost per Participant per Billable Hour	\$0.94	\$1.18
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	10,349.08	10,349.08
	Accreditation cost per Individual per Billable Hour	\$0.06	\$0.06
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.28	\$6.27
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.54	\$0.54
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.93	\$0.93
	Rate per Billable Hour	\$7.75	\$7.74

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:7

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.74	1.74
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.47	28.47
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	7.0	7.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.16	6.16
Staff Cost After Productivity Adj. per Billable Hour		\$6.03	\$5.75
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	6.16	6.16
	Allocated Miles per Participant per Week	40.6	50.8
	Annual Mileage Cost/ Participant	\$1,420.30	\$1,778.35
Mileage Cost per Participant per Billable Hour		\$1.08	\$1.35
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	9,119.51	9,119.51
Accreditation cost per Individual per Billable Hour		\$0.07	\$0.07
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$7.18	\$7.17
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.61	\$0.61
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.06	\$1.06
Rate per Billable Hour		\$8.85	\$8.84

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:6

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.54	1.54
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.67	28.67
	Productivity Factor	1.21	1.21
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	6.0	6.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28
	Staff Cost After Productivity Adj. per Billable Hour	\$6.98	\$6.66
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	5.28	5.28
	Allocated Miles per Participant per Week	47.4	59.3
	Annual Mileage Cost/ Participant	\$1,657.25	\$2,074.80
	Mileage Cost per Participant per Billable Hour	\$1.26	\$1.57
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	7,871.64	7,871.64
	Accreditation cost per Individual per Billable Hour	\$0.08	\$0.08
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$8.32	\$8.31
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.72	\$0.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.23	\$1.23
	Rate per Billable Hour	\$10.27	\$10.26

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:5

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.35	1.35
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.86	28.86
	Productivity Factor	1.20	1.20
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	5.0	5.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	4.40	4.40
Staff Cost After Productivity Adj. per Billable Hour		\$8.30	\$7.92
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	4.40	4.40
	Allocated Miles per Participant per Week	56.8	71.1
	Annual Mileage Cost/ Participant	\$1,988.70	\$2,489.90
Mileage Cost per Participant per Billable Hour		\$1.51	\$1.89
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	6,603.17	6,603.17
Accreditation cost per Individual per Billable Hour		\$0.10	\$0.10
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$9.91	\$9.91
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.86	\$0.86
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.47	\$1.47
Rate per Billable Hour		\$12.24	\$12.24

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:4

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.16	1.16
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.05	29.05
	Productivity Factor	1.19	1.19
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	4.0	4.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52
Staff Cost After Productivity Adj. per Billable Hour		\$10.29	\$9.82
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	3.52	3.52
	Allocated Miles per Participant per Week	71.0	88.9
	Annual Mileage Cost/ Participant	\$2,485.70	\$3,112.20
	Mileage Cost per Participant per Billable Hour	\$1.88	\$2.36
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	5,317.31	5,317.31
	Accreditation cost per Individual per Billable Hour	\$0.13	\$0.13
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$12.30	\$12.31
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.08	\$1.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.82	\$1.83
	Rate per Billable Hour	\$15.20	\$15.22

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.24	29.24
	Productivity Factor	1.18	1.18
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	3.0	3.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.64	2.64
Staff Cost After Productivity Adj. per Billable Hour		\$13.61	\$12.98
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	2.64	2.64
	Allocated Miles per Participant per Week	94.7	118.6
	Annual Mileage Cost/ Participant	\$3,314.50	\$4,149.60
Mileage Cost per Participant per Billable Hour		\$2.51	\$3.14
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	4,014.07	4,014.07
Accreditation cost per Individual per Billable Hour		\$0.17	\$0.17
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$16.29	\$16.29
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.43	\$1.43
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$2.42	\$2.42
Rate per Billable Hour		\$20.14	\$20.14

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Group, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.68	0.68
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	29.44	29.44
	Productivity Factor	1.18	1.18
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	2.0	2.0
Attendance	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
	Staff Cost After Productivity Adj. per Billable Hour	\$20.42	\$19.48
Mileage	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
CARF Accreditation	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	1.76	1.76
	Allocated Miles per Participant per Week	142.1	177.8
	Annual Mileage Cost/ Participant	\$4,971.75	\$6,224.40
Admin. and Prog. Operations	Mileage Cost per Participant per Billable Hour	\$3.77	\$4.72
	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
Admin. and Prog. Operations	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	2,694.35	2,694.35
	Accreditation cost per Individual per Billable Hour	\$0.25	\$0.25
	Cost per Hour, Before Program Operations and Administration	\$24.44	\$24.45
Admin. and Prog. Operations	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$2.15	\$2.15
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$3.63	\$3.63
Rate per Billable Hour			
	Rate per Billable Hour	\$30.22	\$30.23

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Supported Employment, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.79	0.79
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$34.41	\$32.83
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.41	\$32.83
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Rate per Billable Hour		\$34.41	\$32.83

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Supported Employment, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.79	0.79
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$34.41	\$32.83
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.41	\$32.83
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
Cost per Billable Hour		\$34.41	\$32.83
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$18.93	\$18.06

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Participant-Directed Supported Employment, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.99	0.99
	- Training	0.12	0.12
	- Paid Time Off	3.04	3.04
	"Billable" Hours	30.45	30.45
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$34.71	\$33.12
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$34.71	\$33.12
	- Daily Program Operations Costs	\$0.00	\$0.00
	Program Operations Cost per Billable Hour	\$0.00	\$0.00
	- Administration Percent	0.0%	0.0%
	Administration Cost per Billable Hour	\$0.00	\$0.00
	Cost per Billable Hour	\$34.71	\$33.12
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$13.88	\$13.25

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Individual, Job Development

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$30.54	\$29.01
	- Employee Benefit Rate (as a percent of wages)	16.23%	16.69%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.25	\$35.52
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	1.54	1.93
	- Networking/ General Development Activities	3.86	3.81
	- Supervision and Other Employer Time	0.68	0.67
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	24.81	24.48
	Productivity Factor	1.39	1.41
Staff Cost After Productivity Adj. per Billable Hour		\$51.78	\$50.08
Mileage	- Number of Miles Traveled per 40-Hour Week	100	125
	- Number of Miles Adjusted for Mix of FT and PT Staff	87	108
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$60.90	\$75.60
	Mileage Cost per Billable Hour	\$2.45	\$3.09
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Developers per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Developer	\$667.00	\$667.00
	- Annual billable hours per Job Developer, Total	1,290.12	1,272.96
	Accreditation cost per Individual per Billable Hour	\$0.52	\$0.52
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$54.75	\$53.69
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.03	\$4.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.02	\$7.88
Rate per Billable Hour		\$66.80	\$65.65

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Supported Employment-Individual, Job Coaching

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$24.54	\$23.31
	- Employee Benefit Rate (as a percent of wages)	18.34%	18.90%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.45	\$29.05
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	2.32	2.90
	- Collateral Contacts (not billable)	0.77	0.75
	- Recordkeeping and Reporting	0.77	0.75
	- Supervision and Other Employer Time	0.68	0.67
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.35	25.82
	Productivity Factor	1.31	1.34
Staff Cost After Productivity Adj. per Billable Hour		\$39.89	\$38.93
Mileage	- Number of Miles Traveled per 40-Hour Week	150	188
	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$91.00	\$114.10
	Mileage Cost per Billable Hour	\$3.45	\$4.42
CARF Accreditation	- Accreditation, three years	\$10,000	\$10,000
	- Accreditation, annual amount	\$3,333.33	\$3,333.33
	- Number of Job Coaches per accreditation	5.00	5.00
	- Accreditation, annual cost per Job Coach	\$667.00	\$667.00
	- Annual billable hours per Job Coach, Total	1,370.20	1,342.64
	Accreditation cost per Individual per Billable Hour	\$0.49	\$0.50
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$43.83	\$43.85
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.50	\$6.51
Rate per Billable Hour		\$54.13	\$54.23

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:35+

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.94	1.94
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.08	27.08
	Productivity Factor	1.28	1.28
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	35.0	35.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	30.80	30.80
	Staff Cost After Productivity Adj. per Billable Hour	\$0.94	\$0.90
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.16	\$0.15
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.21	\$2.32
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.12	\$0.12
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.32	\$0.33
	Rate per Billable Hour	\$2.65	\$2.77

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:30-34

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.74	1.74
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.28	27.28
	Productivity Factor	1.27	1.27
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	32.0	32.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	28.16	28.16
	Staff Cost After Productivity Adj. per Billable Hour	\$1.02	\$0.98
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.18	\$0.17
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.31	\$2.42
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.13	\$0.13
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.33	\$0.35
Rate per Billable Hour		\$2.77	\$2.90

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:25-29

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.54	1.54
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.48	27.48
	Productivity Factor	1.26	1.26
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	27.0	27.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	23.76	23.76
	Staff Cost After Productivity Adj. per Billable Hour	\$1.20	\$1.15
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.21	\$0.20
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.52	\$2.62
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.16	\$0.16
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.37	\$0.38
	Rate per Billable Hour	\$3.05	\$3.16

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:20-24

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.35	1.35
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.67	27.67
	Productivity Factor	1.25	1.25
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	22.0	22.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	19.36	19.36
	Staff Cost After Productivity Adj. per Billable Hour	\$1.47	\$1.40
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.26	\$0.25
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$2.84	\$2.92
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.20	\$0.20
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.41	\$0.43
	Rate per Billable Hour	\$3.45	\$3.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Work Activity Program, 1:15-19

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	1.16	1.16
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.86	27.86
	Productivity Factor	1.24	1.24
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	17.0	17.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	14.96	14.96
	Staff Cost After Productivity Adj. per Billable Hour	\$1.88	\$1.80
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.33	\$0.32
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$3.32	\$3.39
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.25	\$0.25
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.49	\$0.50
	Rate per Billable Hour	\$4.06	\$4.14

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Work Activity Program, 1:10-14

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	12.0	12.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	10.56	10.56
	Staff Cost After Productivity Adj. per Billable Hour	\$2.64	\$2.53
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.47	\$0.45
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$4.22	\$4.25
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.36	\$0.36
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.62	\$0.63
	Rate per Billable Hour	\$5.20	\$5.24

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Work Activity Program, 1:9

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	9.0	9.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.92	7.92
	Staff Cost After Productivity Adj. per Billable Hour	\$3.50	\$3.34
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.63	\$0.60
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.24	\$5.21
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.48	\$0.48
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.78	\$0.78
	Rate per Billable Hour	\$6.50	\$6.47

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:8

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	8.0	8.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	7.04	7.04
	Staff Cost After Productivity Adj. per Billable Hour	\$3.93	\$3.76
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.71	\$0.68
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$5.75	\$5.71
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.54	\$0.54
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.86	\$0.85
	Rate per Billable Hour	\$7.15	\$7.10

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Work Activity Program, 1:7

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	7.0	7.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	6.16	6.16
	Staff Cost After Productivity Adj. per Billable Hour	\$4.49	\$4.29
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.81	\$0.77
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$6.41	\$6.33
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.61	\$0.61
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.96	\$0.95
	Rate per Billable Hour	\$7.98	\$7.89

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:6

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	6.0	6.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	5.28	5.28
	Staff Cost After Productivity Adj. per Billable Hour	\$5.24	\$5.01
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.94	\$0.90
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$7.29	\$7.18
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.72	\$0.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.09	\$1.08
	Rate per Billable Hour	\$9.10	\$8.98

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:5

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	5.0	5.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	4.40	4.40
	Staff Cost After Productivity Adj. per Billable Hour	\$6.29	\$6.01
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.13	\$1.08
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$8.53	\$8.36
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$0.86	\$0.86
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.28	\$1.26
	Rate per Billable Hour	\$10.67	\$10.48

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Work Activity Program, 1:4

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.78	\$16.89
	- Employee Benefit Rate (as a percent of wages)	22.40%	23.18%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.69	\$21.68
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Recordkeeping and Reporting	0.77	0.77
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
	- Group Size (Participants per Direct Care Staff)	4.0	4.0
	- Participant Attendance Rate	88%	88%
	- Adjusted Weighted Avg. of No. of Participants per Staff	3.52	3.52
	Staff Cost After Productivity Adj. per Billable Hour	\$7.86	\$7.51
Attendance	- Annual Days of Program Operations	250.0	250.0
	- Annual Days of Participant Attendance	220.0	220.0
	- Hours per Day of Participant Attendance	6.00	6.00
	Hours per Year of Participant Attendance	1,320	1,320
Mileage	Amount per Mile	\$0.700	\$0.700
	- Number of Miles Traveled per Vehicle per Week	250	313
	- Number of Participants per Vehicle	8.00	8.00
	Allocated Miles per Participant per Week	31.3	39.1
	Annual Mileage Cost/ Participant	\$1,093.75	\$1,369.55
	Mileage Cost per Participant per Billable Hour	\$0.83	\$1.04
Supervision	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Supervisor Cost (wages + benefits)	\$31.62	\$30.20
	Weekly Supervision Cost	\$1,264.80	\$1,208.00
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.42	\$1.35
Facility	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
	- Amount reimbursable under Habilitative Services	50.0%	50.0%
	Annual Facility Cost per Participant	\$375.00	\$300.00
	Facility Cost per Participant per Billable Hour	\$0.28	\$0.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$10.39	\$10.13
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$1.08	\$1.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.56	\$1.53
	Rate per Billable Hour	\$13.03	\$12.74

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Adaptive Skills Training, Professional, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.40	22.47
	Productivity Factor	1.71	1.78
Staff Cost After Productivity Adj. per Billable Hour		\$114.64	\$113.65
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.98	\$7.79
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$120.62	\$121.44
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.03	\$17.17
Rate per Billable Hour		\$141.92	\$143.06

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Adaptive Skills Training, Professional, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.28	21.40
	Productivity Factor	1.80	1.87
Staff Cost After Productivity Adj. per Billable Hour		\$120.67	\$119.40
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.28	\$8.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$126.95	\$127.58
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.92	\$18.03
Cost per Billable Hour		\$149.36	\$150.28
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$82.15	\$82.65

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Adaptive Skills Training, Professional, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	21.83	20.97
	Productivity Factor	1.83	1.91
Staff Cost After Productivity Adj. per Billable Hour		\$122.68	\$121.95
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.41	\$8.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$129.09	\$130.30
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.23	\$18.42
Cost per Billable Hour		\$151.90	\$153.49
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$60.76	\$61.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Adaptive Skills Training, Specialist, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	15.38%	15.78%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.00	\$45.76
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	2.23	2.14
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.85	24.82
	Productivity Factor	1.55	1.61
Staff Cost After Productivity Adj. per Billable Hour		\$74.40	\$73.67
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.42	\$7.05
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$10.37	\$10.29
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$90.19	\$91.01
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.93	\$2.01
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.56	\$12.68
Rate per Billable Hour		\$104.68	\$105.70

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Adaptive Skills Training, Specialist, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	15.38%	15.78%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.00	\$45.76
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	23.75
	Productivity Factor	1.62	1.68
Staff Cost After Productivity Adj. per Billable Hour		\$77.76	\$76.88
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.66	\$7.37
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$10.84	\$10.75
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$94.26	\$95.00
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.13	\$13.24
Cost per Billable Hour		\$109.41	\$110.35
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$60.18	\$60.69

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Adaptive Skills Training, Specialist, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	15.38%	15.78%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$48.00	\$45.76
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.24	4.07
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.84	22.89
	Productivity Factor	1.68	1.75
Staff Cost After Productivity Adj. per Billable Hour		\$80.64	\$80.08
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.87	\$7.65
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$11.25	\$11.16
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$97.76	\$98.89
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.62	\$13.78
Cost per Billable Hour		\$113.48	\$114.85
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$45.39	\$45.94

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Behavior Analyst, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.40	22.47
	Productivity Factor	1.71	1.78
Staff Cost After Productivity Adj. per Billable Hour		\$116.26	\$115.26
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.98	\$7.79
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$122.24	\$123.05
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.25	\$17.39
Rate per Billable Hour		\$143.76	\$144.89

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Behavior Analyst, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.28	21.40
	Productivity Factor	1.80	1.87
Staff Cost After Productivity Adj. per Billable Hour		\$122.38	\$121.08
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.28	\$8.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$128.66	\$129.26
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.16	\$18.26
Cost per Billable Hour		\$151.31	\$152.19
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$83.22	\$83.70

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Behavior Analyst, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	21.83	20.97
	Productivity Factor	1.83	1.91
Staff Cost After Productivity Adj. per Billable Hour		\$124.42	\$123.67
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.41	\$8.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$130.83	\$132.02
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.47	\$18.65
Cost per Billable Hour		\$153.88	\$155.44
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$61.55	\$62.18

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Associate Behavior Analyst, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	2.23	2.14
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.85	24.82
	Productivity Factor	1.55	1.61
Staff Cost After Productivity Adj. per Billable Hour		\$51.71	\$51.28
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.42	\$7.05
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.73	\$4.96
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$61.86	\$63.29
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.93	\$2.01
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.70	\$8.90
Rate per Billable Hour		\$72.49	\$74.20

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Associate Behavior Analyst, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	23.75
	Productivity Factor	1.62	1.68
Staff Cost After Productivity Adj. per Billable Hour		\$54.04	\$53.51
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.66	\$7.37
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.94	\$5.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$64.64	\$66.06
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.09	\$9.30
Cost per Billable Hour		\$75.75	\$77.47
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$41.66	\$42.61

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Associate Behavior Analyst, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.24	4.07
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.84	22.89
	Productivity Factor	1.68	1.75
Staff Cost After Productivity Adj. per Billable Hour		\$56.04	\$55.74
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.87	\$7.65
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$5.13	\$5.38
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$67.04	\$68.77
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.43	\$9.68
Cost per Billable Hour		\$78.57	\$80.63
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$31.43	\$32.25

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Management Assistant, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	2.23	2.14
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.85	24.82
	Productivity Factor	1.55	1.61
Staff Cost After Productivity Adj. per Billable Hour		\$51.71	\$51.28
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.42	\$7.05
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.73	\$4.96
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$61.86	\$63.29
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.93	\$2.01
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.70	\$8.90
Rate per Billable Hour		\$72.49	\$74.20

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Management Assistant, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	23.75
	Productivity Factor	1.62	1.68
Staff Cost After Productivity Adj. per Billable Hour		\$54.04	\$53.51
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.66	\$7.37
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.94	\$5.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$64.64	\$66.06
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.09	\$9.30
Cost per Billable Hour		\$75.75	\$77.47
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$41.66	\$42.61

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Management Assistant, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$27.36	\$25.99
	- Employee Benefit Rate (as a percent of wages)	19.12%	19.72%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$33.36	\$31.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.24	4.07
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.84	22.89
	Productivity Factor	1.68	1.75
Staff Cost After Productivity Adj. per Billable Hour		\$56.04	\$55.74
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.87	\$7.65
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$5.13	\$5.38
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$67.04	\$68.77
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.43	\$9.68
Cost per Billable Hour		\$78.57	\$80.63
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$31.43	\$32.25

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Technician - Paraprofessional, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.33	\$25.15
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.21	5.26
	- Recordkeeping and Reporting	1.92	1.84
	- Supervision and Other Employer Time	1.78	1.71
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.92	21.05
	Productivity Factor	1.58	1.64
Staff Cost After Productivity Adj. per Billable Hour		\$41.60	\$41.25
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.52	\$7.18
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	2.00	2.00
	Supervision Cost per Billable Hour	\$11.15	\$11.69
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$58.27	\$60.12
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.28	\$2.38
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.26	\$8.52
Rate per Billable Hour		\$68.81	\$71.02

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Technician - Paraprofessional, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.33	\$25.15
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.21	5.26
	- Recordkeeping and Reporting	2.87	2.76
	- Supervision and Other Employer Time	1.78	1.71
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	20.97	20.13
	Productivity Factor	1.65	1.72
Staff Cost After Productivity Adj. per Billable Hour		\$43.44	\$43.26
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.77	\$7.51
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	2.00	2.00
	Supervision Cost per Billable Hour	\$11.66	\$12.23
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$60.87	\$63.00
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.38	\$2.48
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.63	\$8.93
Cost per Billable Hour		\$71.88	\$74.41
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$39.53	\$40.93

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Technician - Paraprofessional, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$21.46	\$20.39
	- Employee Benefit Rate (as a percent of wages)	19.87%	20.51%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.33	\$25.15
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.21	5.26
	- Recordkeeping and Reporting	3.63	3.49
	- Supervision and Other Employer Time	1.78	1.71
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Training	0.96	0.96
	- Paid Time Off	3.04	3.04
	"Billable" Hours	20.21	19.40
	Productivity Factor	1.71	1.78
Staff Cost After Productivity Adj. per Billable Hour		\$45.02	\$44.77
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.99	\$7.79
Supervision	- Supervision Hourly Cost	\$122.24	\$123.05
	- Hours of Supervision per Week	2.00	2.00
	Supervision Cost per Billable Hour	\$12.10	\$12.69
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$63.11	\$65.25
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.47	\$2.58
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.94	\$9.25
Cost per Billable Hour		\$74.52	\$77.08
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$29.81	\$30.83

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Management Consultant, 1:1

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$32.17	\$30.56
	- Employee Benefit Rate (as a percent of wages)	17.40%	17.92%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.67	\$36.90
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.40	22.47
	Productivity Factor	1.71	1.78
Staff Cost After Productivity Adj. per Billable Hour		\$66.13	\$65.68
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.98	\$7.79
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$72.11	\$73.47
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.42	\$10.63
Rate per Billable Hour		\$86.80	\$88.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Behavior Management Consultant, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$32.17	\$30.56
	- Employee Benefit Rate (as a percent of wages)	17.40%	17.92%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.67	\$36.90
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.28	21.40
	Productivity Factor	1.80	1.87
Staff Cost After Productivity Adj. per Billable Hour		\$69.61	\$69.00
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.28	\$8.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$75.89	\$77.18
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.96	\$11.16
Cost per Billable Hour		\$91.34	\$93.01
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$50.24	\$51.16

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Behavior Management Consultant, 1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$32.17	\$30.56
	- Employee Benefit Rate (as a percent of wages)	17.40%	17.92%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$38.67	\$36.90
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	21.83	20.97
	Productivity Factor	1.83	1.91
Staff Cost After Productivity Adj. per Billable Hour		\$70.77	\$70.48
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.41	\$8.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$77.18	\$78.83
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.15	\$11.40
Cost per Billable Hour		\$92.91	\$95.00
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$37.16	\$38.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.40	22.47
	Productivity Factor	1.71	1.78
Staff Cost After Productivity Adj. per Billable Hour		\$114.64	\$113.65
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$5.98	\$7.79
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$120.62	\$121.44
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.03	\$17.17
Rate per Billable Hour		\$141.92	\$143.06

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.28	21.40
	Productivity Factor	1.80	1.87
Staff Cost After Productivity Adj. per Billable Hour		\$120.67	\$119.40
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.28	\$8.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$126.95	\$127.58
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.92	\$18.03
Cost per Billable Hour		\$149.36	\$150.28
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$82.15	\$82.65

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	21.83	20.97
	Productivity Factor	1.83	1.91
Staff Cost After Productivity Adj. per Billable Hour		\$122.68	\$121.95
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.41	\$8.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$129.09	\$130.30
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.23	\$18.42
	Cost per Billable Hour	\$151.90	\$153.49
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$60.76	\$61.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Home and Community-
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	1.95	1.87
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	22.45	21.56
	Productivity Factor	1.54	1.60
Staff Cost After Productivity Adj. per Billable Hour		\$73.13	\$72.38
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.39	\$7.01
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$11.95	\$11.85
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$90.47	\$91.24
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.23	\$2.32
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.64	\$12.76
Rate per Billable Hour		\$105.34	\$106.32

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Home and Community-
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	2.91	2.79
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.49	20.64
	Productivity Factor	1.61	1.68
Staff Cost After Productivity Adj. per Billable Hour		\$76.46	\$76.00
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.64	\$7.33
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$12.48	\$12.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$94.58	\$95.70
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.33	\$2.42
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.22	\$13.38
Cost per Billable Hour		\$110.13	\$111.50
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$60.57	\$61.33

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Home and Community-
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	3.69	3.54
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	20.71	19.89
	Productivity Factor	1.67	1.74
Staff Cost After Productivity Adj. per Billable Hour		\$79.31	\$78.72
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.85	\$7.60
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$12.95	\$12.84
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$98.11	\$99.16
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.41	\$2.51
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.71	\$13.86
Cost per Billable Hour		\$114.23	\$115.53
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$45.69	\$46.21

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Center/Facility
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	27.64	27.64
	Productivity Factor	1.45	1.45
Staff Cost After Productivity Adj. per Billable Hour		\$97.21	\$92.58
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,437.28	\$1,437.28
	Clinic Space Cost per Billable Hour	\$3.34	\$2.67
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$100.55	\$95.25
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.62	\$3.62
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.21	\$13.48
Rate per Billable Hour		\$118.38	\$112.35

DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services

Specialized Therapeutic Services, Professional, Center/Facility
Based, 1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.52	26.52
	Productivity Factor	1.51	1.51
Staff Cost After Productivity Adj. per Billable Hour		\$101.23	\$96.41
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,379.04	\$1,379.04
	Clinic Space Cost per Billable Hour	\$3.48	\$2.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$104.71	\$99.19
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.77	\$3.77
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.79	\$14.04
	Cost per Billable Hour	\$123.27	\$117.00
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$67.80	\$64.35

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Professional, Center/Facility
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.08	26.08
	Productivity Factor	1.53	1.53
Staff Cost After Productivity Adj. per Billable Hour		\$102.57	\$97.69
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,356.16	\$1,356.16
	Clinic Space Cost per Billable Hour	\$3.54	\$2.83
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$106.11	\$100.52
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.83	\$3.83
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.99	\$14.23
	Cost per Billable Hour	\$124.93	\$118.58
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$49.97	\$47.43

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Specialized Therapeutic Services, Assistant, Center/Facility Based,
1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	2.53	2.53
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.15	26.15
	Productivity Factor	1.32	1.32
Staff Cost After Productivity Adj. per Billable Hour		\$62.69	\$59.72
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,359.80	\$1,359.80
	Clinic Space Cost per Billable Hour	\$3.53	\$2.82
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$10.26	\$9.77
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$76.48	\$72.31
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.91	\$1.91
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.69	\$10.12
Rate per Billable Hour		\$89.08	\$84.34

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Specialized Therapeutic Services, Assistant, Center/Facility Based,

1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	3.50	3.50
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.37	1.37
Staff Cost After Productivity Adj. per Billable Hour		\$65.06	\$61.98
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Clinic Space Cost per Billable Hour	\$3.67	\$2.93
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$10.65	\$10.14
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$79.38	\$75.05
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.99	\$1.99
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.10	\$10.51
Cost per Billable Hour		\$92.47	\$87.55
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$50.86	\$48.15

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Specialized Therapeutic Services, Assistant, Center/Facility Based,

1:3

		Base Model	RC Model
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	4.28	4.28
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	24.40	24.40
	Productivity Factor	1.42	1.42
	Staff Cost After Productivity Adj. per Billable Hour	\$67.44	\$64.24
Clinic Space	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$24.00	\$19.20
	Annual Clinic Cost	\$4,800.00	\$3,840.00
	Annual Billable Hours	1,268.80	\$1,268.80
	Clinic Space Cost per Billable Hour	\$3.78	\$3.03
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$10.99	\$10.47
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$82.21	\$77.74
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.05	\$2.05
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.49	\$10.88
	Cost per Billable Hour	\$95.75	\$90.67
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$38.30	\$36.27

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist, Home
and Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	2.23	2.14
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	23.17	22.25
	Productivity Factor	1.73	1.80
Staff Cost After Productivity Adj. per Billable Hour		\$73.56	\$72.99
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.04	\$7.87
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$11.57	\$11.48
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$91.17	\$92.34
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.16	\$2.25
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.73	\$12.90
Rate per Billable Hour		\$106.06	\$107.49

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist, Home
and Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour		\$76.96	\$76.64
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$12.16	\$12.06
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$95.47	\$96.96
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.27	\$2.36
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.33	\$13.54
Cost per Billable Hour		\$111.07	\$112.86
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$61.09	\$62.07

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist, Home
and Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.24	4.07
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	21.16	20.32
	Productivity Factor	1.89	1.97
	Staff Cost After Productivity Adj. per Billable Hour	\$80.36	\$79.88
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.62	\$8.61
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$12.67	\$12.57
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$99.65	\$101.06
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.36	\$2.46
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.91	\$14.12
	Cost per Billable Hour	\$115.92	\$117.64
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$46.37	\$47.06

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant, Home
and Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	1.94	1.86
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	1.16	1.11
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.87	21.01
	Productivity Factor	1.58	1.65
Staff Cost After Productivity Adj. per Billable Hour		\$48.44	\$48.28
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.54	\$7.20
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$7.78	\$7.72
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$61.76	\$63.20
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.29	\$2.38
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.73	\$8.94
Rate per Billable Hour		\$72.78	\$74.52

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant, Home
and Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	2.90	2.78
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	1.16	1.11
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	20.91	20.09
	Productivity Factor	1.65	1.72
Staff Cost After Productivity Adj. per Billable Hour		\$50.59	\$50.33
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.79	\$7.53
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$8.13	\$8.07
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$64.51	\$65.93
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.39	\$2.49
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.12	\$9.33
Cost per Billable Hour		\$76.02	\$77.75
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$41.81	\$42.76

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant, Home
and Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	3.66	3.51
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	1.16	1.11
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	20.15	19.36
	Productivity Factor	1.72	1.79
Staff Cost After Productivity Adj. per Billable Hour		\$52.74	\$52.38
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.01	\$7.81
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$8.44	\$8.38
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$67.19	\$68.57
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.48	\$2.58
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.50	\$9.70
Cost per Billable Hour		\$79.17	\$80.85
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$31.67	\$32.34

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, Early Intervention Technician, Home
and Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	0.97	0.93
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	24.00	23.05
	Productivity Factor	1.44	1.50
Staff Cost After Productivity Adj. per Billable Hour		\$33.96	\$33.80
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.05	\$6.56
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$7.09	\$7.04
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$46.10	\$47.40
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.08	\$2.17
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.57	\$6.76
Rate per Billable Hour		\$54.75	\$56.33

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician, Home
and Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	1.45	1.39
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	23.52	22.59
	Productivity Factor	1.47	1.53
Staff Cost After Productivity Adj. per Billable Hour		\$34.66	\$34.47
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.15	\$6.69
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$7.23	\$7.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$47.04	\$48.34
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.13	\$2.21
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.71	\$6.89
Cost per Billable Hour		\$55.88	\$57.44
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$30.73	\$31.59

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician, Home
and Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.25	5.31
	- Recordkeeping and Reporting	1.84	1.77
	- Supervision and Other Employer Time	0.90	0.86
	- Missed Appointments (not redirected to other tasks)	0.77	0.74
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	23.13	22.21
	Productivity Factor	1.50	1.56
Staff Cost After Productivity Adj. per Billable Hour		\$35.37	\$35.15
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$5.24	\$6.81
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$7.35	\$7.30
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$47.96	\$49.26
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.16	\$2.25
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.83	\$7.02
Cost per Billable Hour		\$56.95	\$58.53
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$22.78	\$23.41

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Mileage	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
	Staff Cost After Productivity Adj. per Billable Hour	\$121.34	\$120.68
	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
Admin. and Prog. Operations	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
	Cost per Hour, Before Program Operations and Administration	\$127.69	\$128.94
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.03	\$18.23
	Rate per Billable Hour	\$150.25	\$151.89

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$128.05	\$127.06
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$134.74	\$135.76
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.03	\$19.19
Cost per Billable Hour		\$158.55	\$159.92
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$87.20	\$87.96

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Home and Community-
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$130.73	\$129.62
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$137.56	\$138.51
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.42	\$19.58
Cost per Billable Hour		\$161.86	\$163.17
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$64.74	\$65.27

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, PT/OT/SLP Assistant, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	2.91	2.79
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	19.15	18.39
	Productivity Factor	1.81	1.88
	Staff Cost After Productivity Adj. per Billable Hour	\$85.96	\$85.05
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.32	\$8.22
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$14.00	\$13.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$106.28	\$107.16
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.61	\$2.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.85	\$14.98
Rate per Billable Hour		\$123.74	\$124.86

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	3.89	3.73
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	18.17	17.45
	Productivity Factor	1.90	1.98
Staff Cost After Productivity Adj. per Billable Hour		\$90.23	\$89.58
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.66	\$8.66
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$14.76	\$14.64
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$111.65	\$112.88
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.75	\$2.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.60	\$15.78
Cost per Billable Hour		\$130.00	\$131.53
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$71.50	\$72.34

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	4.28	4.11
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	17.78	17.07
	Productivity Factor	1.95	2.03
	Staff Cost After Productivity Adj. per Billable Hour	\$92.61	\$91.84
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.81	\$8.86
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$15.08	\$14.96
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$114.50	\$115.66
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.81	\$2.93
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$16.00	\$16.17
	Cost per Billable Hour	\$133.31	\$134.76
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$53.32	\$53.90

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour		\$132.58	\$131.83
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$138.93	\$140.09
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.56	\$19.75
Rate per Billable Hour		\$163.02	\$164.56

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$139.91	\$138.80
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$146.60	\$147.50
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$20.64	\$20.79
Cost per Billable Hour		\$172.02	\$173.26
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$94.61	\$95.29

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Home and Community-
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$142.84	\$141.59
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$149.67	\$150.48
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$21.08	\$21.21
Cost per Billable Hour		\$175.63	\$176.77
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$70.25	\$70.71

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour		\$59.44	\$59.27
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$65.79	\$67.53
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.59	\$9.85
Rate per Billable Hour		\$79.91	\$82.10

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
	Staff Cost After Productivity Adj. per Billable Hour	\$62.72	\$62.41
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$69.41	\$71.11
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.12	\$10.37
	Cost per Billable Hour	\$84.31	\$86.45
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$46.37	\$47.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$64.04	\$63.66
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$70.87	\$72.55
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.33	\$10.59
Cost per Billable Hour		\$86.08	\$88.22
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$34.43	\$35.29

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour		\$134.92	\$134.23
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$141.27	\$142.49
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.88	\$20.07
Rate per Billable Hour		\$165.68	\$167.28

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$142.37	\$141.33
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$149.06	\$150.03
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$20.98	\$21.14
Cost per Billable Hour		\$174.82	\$176.14
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$96.15	\$96.88

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
	Staff Cost After Productivity Adj. per Billable Hour	\$145.35	\$144.17
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$152.18	\$153.06
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$21.42	\$21.56
Cost per Billable Hour		\$178.48	\$179.70
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$71.39	\$71.88

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	2.91	2.79
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
Mileage	"Billable" Hours	19.15	18.39
	Productivity Factor	1.81	1.88
	Staff Cost After Productivity Adj. per Billable Hour	\$72.91	\$72.19
	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
Supervision	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.32	\$8.22
	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
Admin. and Prog. Operations	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$15.57	\$15.45
	Cost per Hour, Before Program Operations and Administration	\$94.80	\$95.86
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.61	\$2.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.28	\$13.44
	Rate per Billable Hour	\$110.69	\$112.02

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	3.89	3.73
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	18.17	17.45
	Productivity Factor	1.90	1.98
	Staff Cost After Productivity Adj. per Billable Hour	\$76.53	\$76.03
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.66	\$8.66
Supervision	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$16.41	\$16.28
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$99.60	\$100.97
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.75	\$2.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.96	\$14.16
	Cost per Billable Hour	\$116.31	\$118.00
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$63.97	\$64.90

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, Licensed Vocational Nurse, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Travel Time Between Individuals	4.28	5.35
	- Recordkeeping and Reporting	4.28	4.11
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.78	0.75
	- Collateral contacts (not billable)	2.34	2.25
	- Interdisciplinary team case reviews/planning	1.17	1.12
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	17.78	17.07
	Productivity Factor	1.95	2.03
	Staff Cost After Productivity Adj. per Billable Hour	\$78.55	\$77.95
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	173	216
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$121.10	\$151.20
	Mileage Cost per Billable Hour	\$6.81	\$8.86
Supervision	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$16.77	\$16.64
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$102.13	\$103.45
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.81	\$2.93
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.31	\$14.51
	Cost per Billable Hour	\$119.25	\$120.89
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$47.70	\$48.36

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and
Community-Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Mileage	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
	Staff Cost After Productivity Adj. per Billable Hour	\$95.46	\$95.01
	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
Admin. and Prog. Operations	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
	Cost per Hour, Before Program Operations and Administration	\$101.81	\$103.27
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.50	\$14.73
	Rate per Billable Hour	\$120.84	\$122.72

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and
Community-Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$100.73	\$100.04
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$107.42	\$108.74
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.30	\$15.51
Cost per Billable Hour		\$127.50	\$129.22
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$70.13	\$71.07

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Home and
Community-Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$102.84	\$102.05
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$109.67	\$110.94
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.62	\$15.82
Cost per Billable Hour		\$130.17	\$131.84
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$52.07	\$52.74

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
	Staff Cost After Productivity Adj. per Billable Hour	\$84.36	\$83.97
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$90.71	\$92.23
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.99	\$13.22
Rate per Billable Hour		\$108.23	\$110.17

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$89.03	\$88.42
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$95.72	\$97.12
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.70	\$13.92
Cost per Billable Hour		\$114.20	\$116.01
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$62.81	\$63.81

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Home and Community-
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$90.89	\$90.19
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$97.72	\$99.08
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.99	\$14.20
Cost per Billable Hour		\$116.59	\$118.36
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$46.64	\$47.34

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	3.34	3.21
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	22.06	21.18
	Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour		\$123.06	\$122.38
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.35	\$8.26
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$129.41	\$130.64
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.53	\$4.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.26	\$18.46
Rate per Billable Hour		\$152.20	\$153.82

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.46	4.28
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.94	20.11
	Productivity Factor	1.91	1.99
Staff Cost After Productivity Adj. per Billable Hour		\$129.86	\$128.85
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.69	\$8.70
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$136.55	\$137.55
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.78	\$4.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.27	\$19.43
Cost per Billable Hour		\$160.60	\$161.95
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$88.33	\$89.07

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Home and Community-
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Travel Time Between Individuals	4.91	6.14
	- Recordkeeping and Reporting	4.91	4.71
	- Supervision and Other Employer Time	0.45	0.43
	- Missed Appointments (not redirected to other tasks)	0.89	0.85
	- Collateral contacts (not billable)	2.68	2.57
	- Interdisciplinary team case reviews/planning	1.34	1.29
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	20.49	19.68
	Productivity Factor	1.95	2.03
Staff Cost After Productivity Adj. per Billable Hour		\$132.58	\$131.44
Mileage	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.700	\$0.700
	Weekly Mileage Cost	\$140.00	\$175.00
	Mileage Cost per Billable Hour	\$6.83	\$8.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$139.41	\$140.33
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.88	\$5.08
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$19.68	\$19.83
Cost per Billable Hour		\$163.97	\$165.24
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$65.59	\$66.10

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,
Center/Facility Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	2.23	2.23
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.45	0.45
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	28.52	28.52
	Productivity Factor	1.40	1.40
Staff Cost After Productivity Adj. per Billable Hour		\$59.53	\$56.77
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,483.04	\$1,483.04
Facility Cost per Billable Hour		\$1.01	\$0.81
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$9.40	\$8.96
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$69.94	\$66.54
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.75	\$1.75
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.78	\$9.31
Rate per Billable Hour		\$81.47	\$77.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,
Center/Facility Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	3.34	3.34
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.45	0.45
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	27.41	27.41
	Productivity Factor	1.46	1.46
Staff Cost After Productivity Adj. per Billable Hour		\$62.08	\$59.20
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,425.32	\$1,425.32
	Facility Cost per Billable Hour	\$1.58	\$1.26
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$9.78	\$9.32
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$73.44	\$69.78
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.82	\$1.82
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.26	\$9.76
Cost per Billable Hour		\$85.52	\$81.36
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$47.04	\$44.75

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Specialist,
Center/Facility Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$35.65	\$33.87
	- Employee Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$42.52	\$40.55
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.24	4.24
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.45	0.45
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.51	26.51
	Productivity Factor	1.51	1.51
Staff Cost After Productivity Adj. per Billable Hour		\$64.21	\$61.23
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,378.52	\$1,378.52
Facility Cost per Billable Hour		\$2.18	\$1.74
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$10.12	\$9.63
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$76.51	\$72.60
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.89	\$1.89
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.69	\$10.16
Cost per Billable Hour		\$89.09	\$84.65
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$35.64	\$33.86

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,
Center/Facility Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.94	1.94
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	1.16	1.16
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	25.53	25.53
	Productivity Factor	1.36	1.36
Staff Cost After Productivity Adj. per Billable Hour		\$41.70	\$39.79
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,327.56	1,327.56
Facility Cost per Billable Hour		\$1.13	\$0.90
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$6.66	\$6.35
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$49.49	\$47.04
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.96	\$1.96
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.02	\$6.68
Rate per Billable Hour		\$58.47	\$55.68

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,
Center/Facility Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	2.90	2.90
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	1.16	1.16
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	24.57	24.57
	Productivity Factor	1.41	1.41
Staff Cost After Productivity Adj. per Billable Hour		\$43.23	\$41.26
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,277.64	1,277.64
	Facility Cost per Billable Hour	\$1.76	\$1.41
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$6.92	\$6.60
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$51.91	\$49.27
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.04	\$2.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.36	\$7.00
Cost per Billable Hour		\$61.31	\$58.31
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$33.72	\$32.07

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Assistant,
Center/Facility Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$25.38	\$24.11
	- Employee Benefit Rate (as a percent of wages)	17.98%	18.53%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.66	\$29.26
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	3.66	3.66
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	1.16	1.16
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	23.81	23.81
	Productivity Factor	1.45	1.45
Staff Cost After Productivity Adj. per Billable Hour		\$44.46	\$42.43
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,238.12	1,238.12
	Facility Cost per Billable Hour	\$2.42	\$1.94
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$7.14	\$6.81
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$54.02	\$51.18
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.10	\$2.10
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.65	\$7.27
Cost per Billable Hour		\$63.77	\$60.55
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$25.51	\$24.22

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, Early Intervention Technician,
Center/Facility Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	0.97	0.97
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.66	27.66
	Productivity Factor	1.25	1.25
Staff Cost After Productivity Adj. per Billable Hour		\$29.48	\$28.16
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,438.32	\$1,438.32
Facility Cost per Billable Hour		\$1.04	\$0.83
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$6.15	\$5.86
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$36.67	\$34.85
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.81	\$1.81
	- Administration Percent	12.0%	12.0%
Administration Cost per Billable Hour		\$5.25	\$5.00
Rate per Billable Hour		\$43.73	\$41.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Early Intervention Technician,
Center/Facility Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.45	1.45
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.18	27.18
	Productivity Factor	1.27	1.27
Staff Cost After Productivity Adj. per Billable Hour		\$29.95	\$28.61
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,413.36	\$1,413.36
	Facility Cost per Billable Hour	\$1.59	\$1.27
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$6.26	\$5.97
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$37.80	\$35.85
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.84	\$1.84
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.41	\$5.14
Cost per Billable Hour		\$45.05	\$42.83
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$24.78	\$23.56

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, Early Intervention Technician,
Center/Facility Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.97	\$18.02
	- Employee Benefit Rate (as a percent of wages)	21.47%	22.20%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.58	\$22.53
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	1.84	1.84
	- Supervision and Other Employer Time	0.90	0.90
	- Missed Appointments (not redirected to other tasks)	0.39	0.39
	- Program Set-Up/ Clean-Up	0.97	0.97
	- Interdisciplinary team case reviews/planning	-	-
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.79	26.79
	Productivity Factor	1.29	1.29
Staff Cost After Productivity Adj. per Billable Hour		\$30.42	\$29.06
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,393.08	1,393.08
	Facility Cost per Billable Hour	\$2.15	\$1.72
Supervision	- Supervisor Hourly Wage	\$35.65	\$33.87
	- Supervisor Benefit Rate (as a percent of wages)	16.45%	16.91%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$1,700.79	\$1,622.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$6.35	\$6.05
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$38.92	\$36.83
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$1.87	\$1.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$5.56	\$5.28
Cost per Billable Hour		\$46.35	\$43.98
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$18.54	\$17.59

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Infant Development Program, PT/OT/SLP, Center/Facility Based,
1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$101.90	\$97.05
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	\$1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$103.00	\$97.93
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.56	\$13.87
Rate per Billable Hour		\$121.36	\$115.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, PT/OT/SLP, Center/Facility Based,

1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$106.59	\$101.52
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$108.31	\$102.89
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.31	\$14.57
Cost per Billable Hour		\$127.59	\$121.43
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$70.17	\$66.79

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP, Center/Facility Based,
1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$57.85	\$54.96
	- Employee Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.04	\$63.85
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$108.60	\$103.44
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$110.93	\$105.31
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.68	\$14.91
Cost per Billable Hour		\$130.65	\$124.26
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$52.26	\$49.70

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	3.50	3.50
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	22.84	22.84
	Productivity Factor	1.51	1.51
Staff Cost After Productivity Adj. per Billable Hour		\$71.71	\$68.31
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,187.68	\$1,187.68
Facility Cost per Billable Hour		\$1.26	\$1.01
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$11.74	\$11.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$84.71	\$80.50
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.19	\$2.19
	- Administration Percent	12.0%	12.0%
Administration Cost per Billable Hour		\$11.85	\$11.28
Rate per Billable Hour		\$98.75	\$93.97

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	4.47	4.47
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.87	21.87
	Productivity Factor	1.58	1.58
Staff Cost After Productivity Adj. per Billable Hour		\$75.03	\$71.48
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,137.24	\$1,137.24
	Facility Cost per Billable Hour	\$1.98	\$1.58
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$12.26	\$11.68
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$89.27	\$84.74
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.29	\$2.29
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.49	\$11.87
Cost per Billable Hour		\$104.05	\$98.90
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$57.23	\$54.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, PT/OT/SLP Assistant, Center/Facility
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$40.61	\$38.58
	- Employee Benefit Rate (as a percent of wages)	14.11%	14.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$47.49	\$45.24
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	4.85	4.85
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.49	21.49
	Productivity Factor	1.61	1.61
Staff Cost After Productivity Adj. per Billable Hour		\$76.46	\$72.84
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,117.48	\$1,117.48
	Facility Cost per Billable Hour	\$2.68	\$2.15
Supervision	- Supervisor Hourly Wage	\$57.85	\$54.96
	- Supervisor Benefit Rate (as a percent of wages)	13.07%	13.36%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,681.69	\$2,554.10
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$12.48	\$11.89
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$91.62	\$86.88
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.33	\$2.33
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.81	\$12.17
Cost per Billable Hour		\$106.76	\$101.38
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$42.70	\$40.55

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based,
1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$111.34	\$106.02
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$112.44	\$106.90
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.85	\$15.10
Rate per Billable Hour		\$132.09	\$125.80

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, Audiologist, Center/Facility Based,

1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$116.47	\$110.90
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$118.19	\$112.27
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$16.66	\$15.85
Cost per Billable Hour		\$138.82	\$132.09
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$76.35	\$72.65

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Audiologist, Center/Facility Based,
1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$63.47	\$60.30
	- Employee Benefit Rate (as a percent of wages)	12.59%	12.85%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$73.25	\$69.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$118.67	\$113.00
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	\$1,286.48
Facility Cost per Billable Hour		\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$121.00	\$114.87
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.05	\$16.22
Cost per Billable Hour		\$142.09	\$135.13
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$56.84	\$54.05

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$49.92	\$47.67
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$51.02	\$48.55
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.48	\$7.14
Rate per Billable Hour		\$62.30	\$59.49

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$52.22	\$49.86
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$53.94	\$51.23
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$7.90	\$7.53
Cost per Billable Hour		\$65.81	\$62.73
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$36.20	\$34.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Family Therapist, Center/Facility
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$26.89	\$25.55
	- Employee Benefit Rate (as a percent of wages)	19.32%	19.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.84	\$31.36
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$53.20	\$50.80
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	\$1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$55.53	\$52.67
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.12	\$7.73
Cost per Billable Hour		\$67.69	\$64.44
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$27.08	\$25.78

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$113.30	\$107.95
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$114.40	\$108.83
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$16.12	\$15.36
Rate per Billable Hour		\$134.32	\$127.99

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$118.52	\$112.92
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$120.24	\$114.29
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$16.94	\$16.13
Cost per Billable Hour		\$141.15	\$134.39
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$77.63	\$73.91

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Nurse, Center/Facility
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$64.68	\$61.45
	- Employee Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$74.54	\$71.02
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$120.75	\$115.05
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$123.08	\$116.92
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.33	\$16.49
Cost per Billable Hour		\$144.45	\$137.45
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$57.78	\$54.98

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,
Center/Facility Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	3.50	3.50
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	22.84	22.84
	Productivity Factor	1.51	1.51
Staff Cost After Productivity Adj. per Billable Hour		\$60.82	\$57.98
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,187.68	\$1,187.68
	Facility Cost per Billable Hour	\$1.26	\$1.01
Supervision	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$13.05	\$12.44
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$75.13	\$71.43
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.19	\$2.19
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.54	\$10.04
Rate per Billable Hour		\$87.86	\$83.66

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,
Center/Facility Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	4.47	4.47
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.87	21.87
	Productivity Factor	1.58	1.58
Staff Cost After Productivity Adj. per Billable Hour		\$63.64	\$60.67
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,137.24	\$1,137.24
	Facility Cost per Billable Hour	\$1.98	\$1.58
Supervision	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$13.63	\$12.99
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$79.25	\$75.24
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.29	\$2.29
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.12	\$10.57
Cost per Billable Hour		\$92.66	\$88.10
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$50.96	\$48.46

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Licensed Vocational Nurse,
Center/Facility Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$34.09	\$32.39
	- Employee Benefit Rate (as a percent of wages)	15.34%	15.75%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$40.28	\$38.40
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Recordkeeping and Reporting	4.85	4.85
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.78	0.78
	- Collateral contacts (not billable)	2.34	2.34
	- Interdisciplinary team case reviews/planning	1.17	1.17
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
	"Billable" Hours	21.49	21.49
	Productivity Factor	1.61	1.61
Staff Cost After Productivity Adj. per Billable Hour		\$64.85	\$61.82
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,117.48	\$1,117.48
	Facility Cost per Billable Hour	\$2.68	\$2.15
Supervision	- Supervisor Hourly Wage	\$64.68	\$61.45
	- Supervisor Benefit Rate (as a percent of wages)	12.43%	12.76%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Weekly Supervision Cost	\$2,981.75	\$2,840.96
	- Number of Direct Care Staff Supervised	10	10
Supervision Cost per Billable Hour		\$13.88	\$13.22
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$81.41	\$77.19
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.33	\$2.33
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.42	\$10.84
Cost per Billable Hour		\$95.16	\$90.36
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$38.06	\$36.14

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility
Based, 1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$80.16	\$76.41
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$81.26	\$77.29
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.60	\$11.06
Rate per Billable Hour		\$96.66	\$92.15

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility
Based, 1:2**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$83.86	\$79.93
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$85.58	\$81.30
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.21	\$11.63
Cost per Billable Hour		\$101.76	\$96.90
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$55.97	\$53.30

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Registered Dietician, Center/Facility
Based, 1:3**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$44.90	\$42.66
	- Employee Benefit Rate (as a percent of wages)	14.64%	15.01%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.74	\$50.27
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$85.44	\$81.44
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	\$1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$87.77	\$83.31
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$12.52	\$11.91
Cost per Billable Hour		\$104.33	\$99.26
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$41.73	\$39.70

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Social Worker, Center/Facility Based,
1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$70.85	\$67.53
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	1,367.60
	Facility Cost per Billable Hour	\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$71.95	\$68.41
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.33	\$9.85
Rate per Billable Hour		\$86.08	\$82.06

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, Social Worker, Center/Facility Based,

1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$74.11	\$70.64
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$75.83	\$72.01
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.88	\$10.36
Cost per Billable Hour		\$90.68	\$86.34
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$49.87	\$47.49

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, Social Worker, Center/Facility Based,

1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$39.35	\$37.38
	- Employee Benefit Rate (as a percent of wages)	15.62%	16.04%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$46.61	\$44.43
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$75.51	\$71.98
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	\$1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$77.84	\$73.85
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.17	\$10.62
Cost per Billable Hour		\$93.05	\$88.51
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$37.22	\$35.40

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Infant Development Program, Psychologist, Center/Facility Based,
1:1**

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	4.01	4.01
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	26.30	26.30
	Productivity Factor	1.52	1.52
Staff Cost After Productivity Adj. per Billable Hour		\$103.34	\$98.42
Facility	- Square Feet of Service Space	100	100
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$1,500.00	\$1,200.00
	Annual Billable Hours	1,367.60	\$1,367.60
Facility Cost per Billable Hour		\$1.10	\$0.88
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$104.44	\$99.30
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.80	\$3.80
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$14.76	\$14.06
Rate per Billable Hour		\$123.00	\$117.16

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, Psychologist, Center/Facility Based,

1:2

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.13	5.13
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	25.18	25.18
	Productivity Factor	1.59	1.59
Staff Cost After Productivity Adj. per Billable Hour		\$108.10	\$102.95
Facility	- Square Feet of Service Space	150	150
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$2,250.00	\$1,800.00
	Annual Billable Hours	1,309.36	\$1,309.36
	Facility Cost per Billable Hour	\$1.72	\$1.37
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$109.82	\$104.32
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$3.97	\$3.97
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.52	\$14.77
Cost per Billable Hour		\$129.31	\$123.06
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$71.12	\$67.68

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Infant Development Program, Psychologist, Center/Facility Based,

1:3

		Base Model	RC Model
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	100%	100%
	- Direct Care Staff Hourly Wage	\$58.70	\$55.77
	- Employee Benefit Rate (as a percent of wages)	13.00%	13.28%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$67.99	\$64.75
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	40.00
	- Recordkeeping and Reporting	5.57	5.57
	- Supervision and Other Employer Time	0.45	0.45
	- Missed Appointments (not redirected to other tasks)	0.89	0.89
	- Collateral contacts (not billable)	2.68	2.68
	- Interdisciplinary team case reviews/planning	1.34	1.34
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
	"Billable" Hours	24.74	24.74
	Productivity Factor	1.62	1.62
Staff Cost After Productivity Adj. per Billable Hour		\$110.14	\$104.90
Facility	- Square Feet of Service Space	200	200
	- Annual Cost per Square Foot	\$15.00	\$12.00
	Annual Facility Cost	\$3,000.00	\$2,400.00
	Annual Billable Hours	1,286.48	\$1,286.48
	Facility Cost per Billable Hour	\$2.33	\$1.87
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$112.47	\$106.77
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.04	\$4.04
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$15.89	\$15.11
Cost per Billable Hour		\$132.40	\$125.92
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$52.96	\$50.37

DDS Vendor Rate Study

Appendices to Rate Models

- prepared for -

California Department of Developmental Services

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix A: Summary of All Regional Categories

Wages	Travel	Commercial Real Estate
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Base Model Multipliers

Category A	95%	90%	80%
Category B	100%	105%	115%
Category C	115%	125%	130%

Regional Center Designations

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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Data for Occupations with Duties Related to HCBS**

BLS Code and Title	Education and Training Requirement (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2020)				
	Typical Education	Related Experience	Typical on-the- job training	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
Nov-51 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	None	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
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 Workers	High school	Under 5 yrs	None	\$14.72	\$17.36	\$22.22	\$30.27	\$38.36
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

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

2/ Only annual salaries are reported for teacher positions; hourly wages have been calculated based on a 1,600-hour work year

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Appendix B: Wage Assumptions
BLS Wage Adjustment Assumptions - Minimum Wage 'Spillover' and Wage Inflation**

Current minimum wage	\$13.00
Future minimum wage	\$16.50
Tipping point ¹ at which formula does not produce an increase	\$20.77

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				\$16.50
\$13.01 - \$14.00	\$1.00	90%	\$0.90	\$16.51 - \$17.40
\$14.01 - \$15.00	\$1.00	80%	\$0.80	\$17.41 - \$18.20
\$15.01 - \$16.00	\$1.00	70%	\$0.70	\$18.21 - \$18.90
\$16.01 - \$17.00	\$1.00	60%	\$0.60	\$18.91 - \$19.50
\$17.01 - \$18.00	\$1.00	50%	\$0.50	\$19.51 - \$20.00
\$18.01 - \$19.00	\$1.00	40%	\$0.40	\$20.00 - \$20.40
\$19.01 - \$20.00	\$1.00	30%	\$0.30	\$20.40 - \$20.70
\$20.01 - \$20.77	\$1.00	20%	\$0.20	\$20.70 - \$20.78

Adjustment of Wage Inflation

Weighted Annual Average¹	4.90%
BLS Dataset Month	May-20
Midpoint of Initial Year of Implementation	Jan-23
Number of Months Between BLS Dataset and Implementation Midpoint	32
Total Inflation Factor	13.61%

¹ Compound annual growth rate for net earnings in California for 2010 – 2020; Source: <https://apps.bea.gov/regional/bearfacts/action.cfm>

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments**

BLS Code and Title	Bureau of Labor Statistics Wages (May 2020 After Adjustment)				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
Nov-51 Social/ community svc. mgr.	\$21.78	\$29.26	\$39.35	\$52.29	\$67.94
19-3031 Clinic./ counsel./ school psychologist	\$31.54	\$45.65	\$58.70	\$74.41	\$94.26
21-1012 Edu./ guidance/ school/ voc. counselor	\$23.24	\$29.55	\$42.53	\$57.89	\$70.66
21-1013 Marriage and family therapist	\$18.64	\$20.59	\$26.89	\$35.89	\$50.32
21-1015 Rehabilitation counselor	\$16.75	\$17.48	\$18.54	\$24.25	\$34.04
21-1018 Substance/ behav./ mental hlth. counselor	\$18.66	\$20.72	\$27.36	\$36.10	\$52.93
21-1021 Child/ family/ school social worker	\$19.24	\$22.48	\$28.64	\$38.75	\$52.10
21-1022 Healthcare social worker	\$24.25	\$31.42	\$42.42	\$56.60	\$71.48
21-1023 Mental hlth/ substance abuse social worker	\$19.56	\$25.53	\$37.44	\$54.02	\$64.85
21-1091 Health educator	\$20.24	\$25.82	\$35.04	\$50.30	\$60.04
21-1093 Social and human service assistant	\$17.22	\$18.66	\$22.37	\$29.22	\$37.34
21-1094 Community health worker	\$18.64	\$20.97	\$26.33	\$34.33	\$44.31
25-2051 Special ed. teachers, preschool 2/	\$21.99	\$29.90	\$35.65	\$55.47	\$70.81
25-3097 Teachers and instructors, all other 2/	\$19.86	\$22.22	\$28.58	\$54.85	\$75.42
25-9045 Teaching Assistants, Except Postsecondary	\$19.67	\$21.60	\$25.38	\$30.09	\$35.25
29-1031 Dietitian/ nutritionist	\$28.24	\$37.69	\$44.90	\$52.75	\$59.02
29-1122 Occupational therapist	\$34.48	\$47.20	\$56.37	\$66.70	\$73.97
29-1123 Physical therapist	\$37.17	\$46.91	\$57.85	\$68.96	\$77.82
29-1125 Recreational therapist	\$21.89	\$33.16	\$44.60	\$53.00	\$58.22
29-1127 Speech-language pathologist	\$33.78	\$43.10	\$52.35	\$61.35	\$71.06
29-1141 Registered nurse	\$41.60	\$51.33	\$64.68	\$80.74	\$94.69
29-1181 Audiologists	\$40.95	\$52.13	\$63.47	\$71.96	\$80.97
29-1223 Psychiatrist	\$62.70	\$95.37	1/	1/	1/
29-2053 Psychiatric technician	\$19.16	\$23.99	\$32.99	\$39.26	\$44.50
29-2061 Licensed practical/ vocational nurse	\$24.65	\$29.00	\$34.09	\$41.22	\$46.82
31-1120 Home Health and Personal Care Aides	\$16.51	\$16.52	\$17.44	\$18.36	\$21.36
31-1131 Nursing Assistants	\$17.22	\$18.51	\$20.52	\$24.37	\$28.75
31-1132 Orderlies	\$17.40	\$18.79	\$22.09	\$29.14	\$35.14
31-1133 Psychiatric Aides	\$16.96	\$17.76	\$18.79	\$21.46	\$31.32
31-2011 Occupational therapy assistant	\$30.15	\$34.90	\$40.61	\$45.67	\$52.43
31-2012 Occupational therapy aides	\$16.52	\$17.08	\$18.24	\$21.30	\$30.82
31-2021 Physical therapist assistant	\$23.35	\$33.04	\$39.81	\$45.24	\$51.49
31-2022 Physical therapist aide	\$16.52	\$16.74	\$17.91	\$19.52	\$22.48
31-9092 Medical assistant	\$17.14	\$18.69	\$21.59	\$28.55	\$34.71
37-2011 Janitor/ cleaner	\$16.52	\$17.41	\$19.03	\$23.30	\$29.44
37-2012 Maids and housekeeping cleaners	\$16.52	\$17.10	\$18.42	\$21.56	\$28.06
39-1098 First-Line Supervisors of Personal Service	\$17.90	\$19.72	\$25.24	\$34.39	\$43.58
39-9032 Recreation worker	\$16.52	\$17.16	\$18.37	\$21.43	\$26.95
39-9041 Residential advisor	\$17.01	\$18.24	\$19.89	\$23.89	\$31.12
53-3052 Bus Drivers, Transit and Intercity	\$19.17	\$22.78	\$29.21	\$35.74	\$43.22

1/ The BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Personal Assistance	Participant-Directed Personal Assistance	Parent Coordinated Personal Assistance	Independent Living Program	Participant-Directed Independent Living	Independent Living Specialist	Parent Coordinated Supported Living	Supported Living Services	Parenting Support Services	Respite
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BLS Code and Title

Nov-51 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									
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%	90%		50%		70%	70%	90%
31-1131 Nursing Assistants									
31-1132 Orderlies									
31-1133 Psychiatric Aides	5%	5%	5%		25%		15%	15%	5%
31-2011 Occupational therapy assistant									
31-2012 Occupational therapy aides									
31-2021 Physical therapist assistant									
31-2022 Physical therapist aide									
31-9092 Medical assistant									
37-2011 Janitor/ cleaner									
37-2012 Maids and housekeeping cleaners									
39-1098 First-Line Supervisors									
39-9032 Recreation worker	5%	5%	5%		25%		15%	15%	5%
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Participant-Directed Respite	Tutor Services	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated DSPs	Residential Facility - Staff Operated CNAs	Residential Facility - Staff Operated LVNs	Residential Facility - Staff Operated LPTs	Residential Facility - Staff Operated RBTs	Residential Facility - Staff Operated Line Staff
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BLS Code and Title

Nov-51 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									
29-1223 Psychiatrist									
29-2053 Psychiatric technician							100%		
29-2061 Licensed practical/ vocational nurse						100%			
31-1120 Home Health and Personal Care Aides	90%		90%	70%					70%
31-1131 Nursing Assistants					100%				
31-1132 Orderlies									
31-1133 Psychiatric Aides	5%		5%	15%				100%	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%	15%					15%
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Residential Facility - Owner Operated Line Staff	Residential Facility - Staff Operated Lead Staff	Residential Facility - Staff Operated Home Administrator, Level 2-3	Residential Facility - Staff Operated Home Administrator, Level 4+	Residential Facility for Persons with Special Health Care Needs DSPs	Residential Facility for Persons with Special Health Care Needs CNAs	Residential Facility for Persons with Special Health Care Needs LVNs	Residential Facility for Persons with Special Health Care Needs RNs	Residential Facility for Persons with Special Health Care Needs Line Staff	Residential Facility for Persons with Special Health Care Needs Lead Staff
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BLS Code and Title

Nov-51 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							100%		
29-1181 Audiologists									
29-1223 Psychiatrist									
29-2053 Psychiatric technician									
29-2061 Licensed practical/ vocational nurse						100%			100%
31-1120 Home Health and Personal Care Aides	70%	70%		70%					
31-1131 Nursing Assistants					100%			100%	
31-1132 Orderlies									
31-1133 Psychiatric Aides	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			100%	100%					
39-9032 Recreation worker	15%	15%		15%					
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

BLS Code and Title		Residential Facility for Persons with Special Health Care Needs Home Administrator (RN)	Residential Facility for Persons with Special Health Care Needs Home Administrator	Supplemental Residential Prog. Supp.	Day Services, Center/Facility	Day Services, Community	Day Services, Community Only	Behavioral Day Services, Center/Facility	Behavioral Day Services, Community	Medical Day Services, Center/Facility	Medical Day Services, Community
Nov-51	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										
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										
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Medical Day Services, LVN's	In-home/Mobile Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company	Transportation, Company (Small)	Transportation, Company (Medium)	Transportation, Company (Large)	Transportation, Additional Component	Transportation Assistant
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BLS Code and Title

Nov-51 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									
29-1223 Psychiatrist									
29-2053 Psychiatric technician									
29-2061 Licensed practical/ vocational nurse	100%								
31-1120 Home Health and Personal Care Aides		70%	70%	90%		70%		70%	90%
31-1131 Nursing Assistants									
31-1132 Orderlies									
31-1133 Psychiatric Aides		15%	15%	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		15%	15%	5%		15%		15%	5%
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity					100%		100%	100%	
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Supported Employment-Group	Participant-Directed Supported Employment	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program	Specialized Therapeutic Services, Professional	Specialized Therapeutic Services, Assistant	Adaptive Skills Training, Professional	Adaptive Skills Training, Specialist	Behavior Analyst
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BLS Code and Title

Nov-51 Social/ community svc. mgr.									
19-3031 Clinic./ counsel./ school psychologist									100%
21-1012 Edu./ guidance/ school/ voc. counselor	25%	25%	50%	25%					
21-1013 Marriage and family therapist									
21-1015 Rehabilitation counselor	75%	75%	50%	75%					
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					100%		100%		
29-1125 Recreational therapist									
29-1127 Speech-language pathologist									
29-1141 Registered nurse									
29-1181 Audiologists									
29-1223 Psychiatrist									
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									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional	Behavior Management Consultant	Infant Development Program, Early Intervention Specialist	Infant Development Program, Early Intervention Assistant	Infant Development Program, Early Intervention Technician	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist
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BLS Code and Title

Nov-51 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%	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%	15%			
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									
29-2053 Psychiatric technician									
29-2061 Licensed practical/ vocational nurse									
31-1120 Home Health and Personal Care Aides						55%			
31-1131 Nursing Assistants									
31-1132 Orderlies									
31-1133 Psychiatric Aides		100%				15%			
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						15%			
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity									
	100%	100%	100%	100%	100%	100%	100%	100%	100%

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)**

Infant Development Program, Family Therapist	Infant Development Program, Registered Nurse	Infant Development Program, Licensed Vocational Nurse	Infant Development Program, Registered Dietician	Infant Development Program, Social Worker	Infant Development Program, Psychologist				
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BLS Code and Title

Nov-51 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%								
29-1181 Audiologists									
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									
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									
39-9032 Recreation worker									
39-9041 Residential advisor									
53-3052 Bus Drivers, Transit and Intercity									
	100%	100%	100%	100%	100%	100%			

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Personal Assistance	Participant-Directed Personal Assistance	Parent Coordinated Personal Assistance	Independent Living Program	Participant-Directed Independent Living	Independent Living Specialist	Parent Coordinated Supported Living	Supported Living Services	Parenting Support Services	Respite
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Based on Statewide BLS

10th Percentile	\$16.53	\$16.53	\$16.53	\$18.14	\$16.63	\$18.14	\$16.58	\$16.58	\$19.44	\$16.53
25th Percentile	\$16.61	\$16.61	\$16.61	\$19.73	\$16.99	\$19.73	\$16.80	\$16.80	\$23.21	\$16.61
50th Percentile (Median)	\$17.55	\$17.55	\$17.55	\$23.71	\$18.01	\$23.71	\$17.78	\$17.78	\$30.97	\$17.55
75th Percentile	\$18.67	\$18.67	\$18.67	\$37.98	\$19.90	\$37.98	\$19.29	\$19.29	\$43.10	\$18.67
90th Percentile	\$22.14	\$22.14	\$22.14	\$51.58	\$25.25	\$51.58	\$23.69	\$23.69	\$55.18	\$22.14

Wage Category A (x 95%)

10th Percentile	\$15.70	\$15.70	\$15.70	\$17.23	\$15.80	\$17.23	\$15.75	\$15.75	\$18.47	\$15.70
25th Percentile	\$15.78	\$15.78	\$15.78	\$18.74	\$16.14	\$18.74	\$15.96	\$15.96	\$22.05	\$15.78
50th Percentile (Median)	\$16.67	\$16.67	\$16.67	\$22.52	\$17.11	\$22.52	\$16.89	\$16.89	\$29.42	\$16.67
75th Percentile	\$17.74	\$17.74	\$17.74	\$36.08	\$18.91	\$36.08	\$18.33	\$18.33	\$40.95	\$17.74
90th Percentile	\$21.03	\$21.03	\$21.03	\$49.00	\$23.99	\$49.00	\$22.51	\$22.51	\$52.42	\$21.03

Wage Category B (x 100%)

10th Percentile	\$16.53	\$16.53	\$16.53	\$18.14	\$16.63	\$18.14	\$16.58	\$16.58	\$19.44	\$16.53
25th Percentile	\$16.61	\$16.61	\$16.61	\$19.73	\$16.99	\$19.73	\$16.80	\$16.80	\$23.21	\$16.61
50th Percentile (Median)	\$17.55	\$17.55	\$17.55	\$23.71	\$18.01	\$23.71	\$17.78	\$17.78	\$30.97	\$17.55
75th Percentile	\$18.67	\$18.67	\$18.67	\$37.98	\$19.90	\$37.98	\$19.29	\$19.29	\$43.10	\$18.67
90th Percentile	\$22.14	\$22.14	\$22.14	\$51.58	\$25.25	\$51.58	\$23.69	\$23.69	\$55.18	\$22.14

Wage Category C (x 115%)

10th Percentile	\$19.01	\$19.01	\$19.01	\$20.86	\$19.12	\$20.86	\$19.07	\$19.07	\$22.36	\$19.01
25th Percentile	\$19.10	\$19.10	\$19.10	\$22.69	\$19.54	\$22.69	\$19.32	\$19.32	\$26.69	\$19.10
50th Percentile (Median)	\$20.18	\$20.18	\$20.18	\$27.27	\$20.71	\$27.27	\$20.45	\$20.45	\$35.62	\$20.18
75th Percentile	\$21.47	\$21.47	\$21.47	\$43.68	\$22.89	\$43.68	\$22.18	\$22.18	\$49.57	\$21.47
90th Percentile	\$25.46	\$25.46	\$25.46	\$59.32	\$29.04	\$59.32	\$27.24	\$27.24	\$63.46	\$25.46

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Participant-Directed Respite	Tutor Services	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated DSPs	Residential Facility - Staff Operated CNAs	Residential Facility - Staff Operated LVNs	Residential Facility - Staff Operated LPTs	Residential Facility - Staff Operated RBTs	Residential Facility - Staff Operated Line Staff
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Based on Statewide BLS

10th Percentile	\$16.53	\$19.86	\$16.52	\$16.53	\$16.58	\$17.22	\$24.65	\$19.16	\$16.96	\$16.58
25th Percentile	\$16.61	\$22.22	\$17.10	\$16.61	\$16.80	\$18.51	\$29.00	\$23.99	\$17.76	\$16.80
50th Percentile (Median)	\$17.55	\$28.58	\$18.42	\$17.55	\$17.78	\$20.52	\$34.09	\$32.99	\$18.79	\$17.78
75th Percentile	\$18.67	\$54.85	\$21.56	\$18.67	\$19.29	\$24.37	\$41.22	\$39.26	\$21.46	\$19.29
90th Percentile	\$22.14	\$75.42	\$28.06	\$22.14	\$23.69	\$28.75	\$46.82	\$44.50	\$31.32	\$23.69

Wage Category A (x 95%)

10th Percentile	\$15.70	\$18.87	\$15.69	\$15.70	\$15.75	\$16.36	\$23.42	\$18.20	\$16.11	\$15.75
25th Percentile	\$15.78	\$21.11	\$16.25	\$15.78	\$15.96	\$17.58	\$27.55	\$22.79	\$16.87	\$15.96
50th Percentile (Median)	\$16.67	\$27.15	\$17.50	\$16.67	\$16.89	\$19.49	\$32.39	\$31.34	\$17.85	\$16.89
75th Percentile	\$17.74	\$52.11	\$20.48	\$17.74	\$18.33	\$23.15	\$39.16	\$37.30	\$20.39	\$18.33
90th Percentile	\$21.03	\$71.65	\$26.66	\$21.03	\$22.51	\$27.31	\$44.48	\$42.28	\$29.75	\$22.51

Wage Category B (x 100%)

10th Percentile	\$16.53	\$19.86	\$16.52	\$16.53	\$16.58	\$17.22	\$24.65	\$19.16	\$16.96	\$16.58
25th Percentile	\$16.61	\$22.22	\$17.10	\$16.61	\$16.80	\$18.51	\$29.00	\$23.99	\$17.76	\$16.80
50th Percentile (Median)	\$17.55	\$28.58	\$18.42	\$17.55	\$17.78	\$20.52	\$34.09	\$32.99	\$18.79	\$17.78
75th Percentile	\$18.67	\$54.85	\$21.56	\$18.67	\$19.29	\$24.37	\$41.22	\$39.26	\$21.46	\$19.29
90th Percentile	\$22.14	\$75.42	\$28.06	\$22.14	\$23.69	\$28.75	\$46.82	\$44.50	\$31.32	\$23.69

Wage Category C (x 115%)

10th Percentile	\$19.01	\$22.84	\$19.00	\$19.01	\$19.07	\$19.80	\$28.35	\$22.03	\$19.50	\$19.07
25th Percentile	\$19.10	\$25.55	\$19.67	\$19.10	\$19.32	\$21.29	\$33.35	\$27.59	\$20.42	\$19.32
50th Percentile (Median)	\$20.18	\$32.87	\$21.18	\$20.18	\$20.45	\$23.60	\$39.20	\$37.94	\$21.61	\$20.45
75th Percentile	\$21.47	\$63.08	\$24.79	\$21.47	\$22.18	\$28.03	\$47.40	\$45.15	\$24.68	\$22.18
90th Percentile	\$25.46	\$86.73	\$32.27	\$25.46	\$27.24	\$33.06	\$53.84	\$51.18	\$36.02	\$27.24

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Residential Facility - Owner Operated Line Staff	Residential Facility - Staff Operated Lead Staff	Residential Facility - Staff Operated Home Administrator, Level 2-3	Residential Facility - Staff Operated Home Administrator, Level 4+	Residential Facility for Persons with Special Health Care Needs DSPs	Residential Facility for Persons with Special Health Care Needs CNAs	Residential Facility for Persons with Special Health Care Needs LVNs	Residential Facility for Persons with Special Health Care Needs RNs	Residential Facility for Persons with Special Health Care Needs Line Staff	Residential Facility for Persons with Special Health Care Needs Lead Staff
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Based on Statewide BLS

10th Percentile	\$16.58	\$16.58	\$17.90	\$17.90	\$16.58	\$17.22	\$24.65	\$41.60	\$17.22	\$24.65
25th Percentile	\$16.80	\$16.80	\$19.72	\$19.72	\$16.80	\$18.51	\$29.00	\$51.33	\$18.51	\$29.00
50th Percentile (Median)	\$17.78	\$17.78	\$25.24	\$25.24	\$17.78	\$20.52	\$34.09	\$64.68	\$20.52	\$34.09
75th Percentile	\$19.29	\$19.29	\$34.39	\$34.39	\$19.29	\$24.37	\$41.22	\$80.74	\$24.37	\$41.22
90th Percentile	\$23.69	\$23.69	\$43.58	\$43.58	\$23.69	\$28.75	\$46.82	\$94.69	\$28.75	\$46.82

Wage Category A (x 95%)

10th Percentile	\$15.75	\$15.75	\$17.01	\$17.01	\$15.75	\$16.36	\$23.42	\$39.52	\$16.36	\$23.42
25th Percentile	\$15.96	\$15.96	\$18.73	\$18.73	\$15.96	\$17.58	\$27.55	\$48.76	\$17.58	\$27.55
50th Percentile (Median)	\$16.89	\$16.89	\$23.98	\$23.98	\$16.89	\$19.49	\$32.39	\$61.45	\$19.49	\$32.39
75th Percentile	\$18.33	\$18.33	\$32.67	\$32.67	\$18.33	\$23.15	\$39.16	\$76.70	\$23.15	\$39.16
90th Percentile	\$22.51	\$22.51	\$41.40	\$41.40	\$22.51	\$27.31	\$44.48	\$89.96	\$27.31	\$44.48

Wage Category B (x 100%)

10th Percentile	\$16.58	\$16.58	\$17.90	\$17.90	\$16.58	\$17.22	\$24.65	\$41.60	\$17.22	\$24.65
25th Percentile	\$16.80	\$16.80	\$19.72	\$19.72	\$16.80	\$18.51	\$29.00	\$51.33	\$18.51	\$29.00
50th Percentile (Median)	\$17.78	\$17.78	\$25.24	\$25.24	\$17.78	\$20.52	\$34.09	\$64.68	\$20.52	\$34.09
75th Percentile	\$19.29	\$19.29	\$34.39	\$34.39	\$19.29	\$24.37	\$41.22	\$80.74	\$24.37	\$41.22
90th Percentile	\$23.69	\$23.69	\$43.58	\$43.58	\$23.69	\$28.75	\$46.82	\$94.69	\$28.75	\$46.82

Wage Category C (x 115%)

10th Percentile	\$19.07	\$19.07	\$20.59	\$20.59	\$19.07	\$19.80	\$28.35	\$47.84	\$19.80	\$28.35
25th Percentile	\$19.32	\$19.32	\$22.68	\$22.68	\$19.32	\$21.29	\$33.35	\$59.03	\$21.29	\$33.35
50th Percentile (Median)	\$20.45	\$20.45	\$29.03	\$29.03	\$20.45	\$23.60	\$39.20	\$74.38	\$23.60	\$39.20
75th Percentile	\$22.18	\$22.18	\$39.55	\$39.55	\$22.18	\$28.03	\$47.40	\$92.85	\$28.03	\$47.40
90th Percentile	\$27.24	\$27.24	\$50.12	\$50.12	\$27.24	\$33.06	\$53.84	\$108.89	\$33.06	\$53.84

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Residential Facility for Persons with Special Health Care Needs Home Administrator (RN)	Residential Facility for Persons with Special Health Care Needs Home Administrator	Supplemental Residential Prog. Supp.	Day Services, Center/Facility	Day Services, Community	Day Services, Community Only	Behavioral Day Services, Center/Facility	Behavioral Day Services, Community	Medical Day Services, Center/Facility	Medical Day Services, Community
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Based on Statewide BLS

10th Percentile	\$41.60	\$21.78	\$16.53	\$16.63	\$16.63	\$16.63	\$16.96	\$16.96	\$17.22	\$17.22
25th Percentile	\$51.33	\$29.26	\$16.61	\$16.99	\$16.99	\$16.99	\$17.76	\$17.76	\$18.51	\$18.51
50th Percentile (Median)	\$64.68	\$39.35	\$17.55	\$18.01	\$18.01	\$18.01	\$18.79	\$18.79	\$20.52	\$20.52
75th Percentile	\$80.74	\$52.29	\$18.67	\$19.90	\$19.90	\$19.90	\$21.46	\$21.46	\$24.37	\$24.37
90th Percentile	\$94.69	\$67.94	\$22.14	\$25.25	\$25.25	\$25.25	\$31.32	\$31.32	\$28.75	\$28.75

Wage Category A (x 95%)

10th Percentile	\$39.52	\$20.69	\$15.70	\$15.80	\$15.80	\$15.80	\$16.11	\$16.11	\$16.36	\$16.36
25th Percentile	\$48.76	\$27.80	\$15.78	\$16.14	\$16.14	\$16.14	\$16.87	\$16.87	\$17.58	\$17.58
50th Percentile (Median)	\$61.45	\$37.38	\$16.67	\$17.11	\$17.11	\$17.11	\$17.85	\$17.85	\$19.49	\$19.49
75th Percentile	\$76.70	\$49.68	\$17.74	\$18.91	\$18.91	\$18.91	\$20.39	\$20.39	\$23.15	\$23.15
90th Percentile	\$89.96	\$64.54	\$21.03	\$23.99	\$23.99	\$23.99	\$29.75	\$29.75	\$27.31	\$27.31

Wage Category B (x 100%)

10th Percentile	\$41.60	\$21.78	\$16.53	\$16.63	\$16.63	\$16.63	\$16.96	\$16.96	\$17.22	\$17.22
25th Percentile	\$51.33	\$29.26	\$16.61	\$16.99	\$16.99	\$16.99	\$17.76	\$17.76	\$18.51	\$18.51
50th Percentile (Median)	\$64.68	\$39.35	\$17.55	\$18.01	\$18.01	\$18.01	\$18.79	\$18.79	\$20.52	\$20.52
75th Percentile	\$80.74	\$52.29	\$18.67	\$19.90	\$19.90	\$19.90	\$21.46	\$21.46	\$24.37	\$24.37
90th Percentile	\$94.69	\$67.94	\$22.14	\$25.25	\$25.25	\$25.25	\$31.32	\$31.32	\$28.75	\$28.75

Wage Category C (x 115%)

10th Percentile	\$47.84	\$25.05	\$19.01	\$19.12	\$19.12	\$19.12	\$19.50	\$19.50	\$19.80	\$19.80
25th Percentile	\$59.03	\$33.65	\$19.10	\$19.54	\$19.54	\$19.54	\$20.42	\$20.42	\$21.29	\$21.29
50th Percentile (Median)	\$74.38	\$45.25	\$20.18	\$20.71	\$20.71	\$20.71	\$21.61	\$21.61	\$23.60	\$23.60
75th Percentile	\$92.85	\$60.13	\$21.47	\$22.89	\$22.89	\$22.89	\$24.68	\$24.68	\$28.03	\$28.03
90th Percentile	\$108.89	\$78.13	\$25.46	\$29.04	\$29.04	\$29.04	\$36.02	\$36.02	\$33.06	\$33.06

1/ Rate model assumptions have been set at the median wage

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Medical Day Services, LVNs	In-home/Mobile Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company	Transportation, Company (Small)	Transportation, Company (Medium)	Transportation, Company (Large)	Transportation, Additional Component	Transportation Assistant
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Based on Statewide BLS

10th Percentile	\$24.65	\$16.58	\$16.58	\$16.53	\$19.17	\$16.58	\$19.17	\$19.17	\$16.58	\$16.53
25th Percentile	\$29.00	\$16.80	\$16.80	\$16.61	\$22.78	\$16.80	\$22.78	\$22.78	\$16.80	\$16.61
50th Percentile (Median)	\$34.09	\$17.78	\$17.78	\$17.55	\$29.21	\$17.78	\$29.21	\$29.21	\$17.78	\$17.55
75th Percentile	\$41.22	\$19.29	\$19.29	\$18.67	\$35.74	\$19.29	\$35.74	\$35.74	\$19.29	\$18.67
90th Percentile	\$46.82	\$23.69	\$23.69	\$22.14	\$43.22	\$23.69	\$43.22	\$43.22	\$23.69	\$22.14

Wage Category A (x 95%)

10th Percentile	\$23.42	\$15.75	\$15.75	\$15.70	\$18.21	\$15.75	\$18.21	\$18.21	\$15.75	\$15.70
25th Percentile	\$27.55	\$15.96	\$15.96	\$15.78	\$21.64	\$15.96	\$21.64	\$21.64	\$15.96	\$15.78
50th Percentile (Median)	\$32.39	\$16.89	\$16.89	\$16.67	\$27.75	\$16.89	\$27.75	\$27.75	\$16.89	\$16.67
75th Percentile	\$39.16	\$18.33	\$18.33	\$17.74	\$33.95	\$18.33	\$33.95	\$33.95	\$18.33	\$17.74
90th Percentile	\$44.48	\$22.51	\$22.51	\$21.03	\$41.06	\$22.51	\$41.06	\$41.06	\$22.51	\$21.03

Wage Category B (x 100%)

10th Percentile	\$24.65	\$16.58	\$16.58	\$16.53	\$19.17	\$16.58	\$19.17	\$19.17	\$16.58	\$16.53
25th Percentile	\$29.00	\$16.80	\$16.80	\$16.61	\$22.78	\$16.80	\$22.78	\$22.78	\$16.80	\$16.61
50th Percentile (Median)	\$34.09	\$17.78	\$17.78	\$17.55	\$29.21	\$17.78	\$29.21	\$29.21	\$17.78	\$17.55
75th Percentile	\$41.22	\$19.29	\$19.29	\$18.67	\$35.74	\$19.29	\$35.74	\$35.74	\$19.29	\$18.67
90th Percentile	\$46.82	\$23.69	\$23.69	\$22.14	\$43.22	\$23.69	\$43.22	\$43.22	\$23.69	\$22.14

Wage Category C (x 115%)

10th Percentile	\$28.35	\$19.07	\$19.07	\$19.01	\$22.05	\$19.07	\$22.05	\$22.05	\$19.07	\$19.01
25th Percentile	\$33.35	\$19.32	\$19.32	\$19.10	\$26.20	\$19.32	\$26.20	\$26.20	\$19.32	\$19.10
50th Percentile (Median)	\$39.20	\$20.45	\$20.45	\$20.18	\$33.59	\$20.45	\$33.59	\$33.59	\$20.45	\$20.18
75th Percentile	\$47.40	\$22.18	\$22.18	\$21.47	\$41.10	\$22.18	\$41.10	\$41.10	\$22.18	\$21.47
90th Percentile	\$53.84	\$27.24	\$27.24	\$25.46	\$49.70	\$27.24	\$49.70	\$49.70	\$27.24	\$25.46

1/ Rate model assumptions have been set at the median wage

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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Supported Employment-Group	Participant-Directed Supported Employment	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program	Specialized Therapeutic Services, Professional	Specialized Therapeutic Services, Assistant	Adaptive Skills Training, Professional	Adaptive Skills Training, Specialist	Behavior Analyst
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Based on Statewide BLS

10th Percentile	\$18.37	\$18.37	\$20.00	\$18.37	\$16.58	\$37.17	\$30.15	\$37.17	\$30.15	\$31.54
25th Percentile	\$20.50	\$20.50	\$23.52	\$20.50	\$16.80	\$46.91	\$34.90	\$46.91	\$34.90	\$45.65
50th Percentile (Median)	\$24.54	\$24.54	\$30.54	\$24.54	\$17.78	\$57.85	\$40.61	\$57.85	\$40.61	\$58.70
75th Percentile	\$32.66	\$32.66	\$41.07	\$32.66	\$19.29	\$68.96	\$45.67	\$68.96	\$45.67	\$74.41
90th Percentile	\$43.20	\$43.20	\$52.35	\$43.20	\$23.69	\$77.82	\$52.43	\$77.82	\$52.43	\$94.26

Wage Category A (x 95%)

10th Percentile	\$17.45	\$17.45	\$19.00	\$17.45	\$15.75	\$35.31	\$28.64	\$35.31	\$28.64	\$29.96
25th Percentile	\$19.48	\$19.48	\$22.34	\$19.48	\$15.96	\$44.56	\$33.16	\$44.56	\$33.16	\$43.37
50th Percentile (Median)	\$23.31	\$23.31	\$29.01	\$23.31	\$16.89	\$54.96	\$38.58	\$54.96	\$38.58	\$55.77
75th Percentile	\$31.03	\$31.03	\$39.02	\$31.03	\$18.33	\$65.51	\$43.39	\$65.51	\$43.39	\$70.69
90th Percentile	\$41.04	\$41.04	\$49.73	\$41.04	\$22.51	\$73.93	\$49.81	\$73.93	\$49.81	\$89.55

Wage Category B (x 100%)

10th Percentile	\$18.37	\$18.37	\$20.00	\$18.37	\$16.58	\$37.17	\$30.15	\$37.17	\$30.15	\$31.54
25th Percentile	\$20.50	\$20.50	\$23.52	\$20.50	\$16.80	\$46.91	\$34.90	\$46.91	\$34.90	\$45.65
50th Percentile (Median)	\$24.54	\$24.54	\$30.54	\$24.54	\$17.78	\$57.85	\$40.61	\$57.85	\$40.61	\$58.70
75th Percentile	\$32.66	\$32.66	\$41.07	\$32.66	\$19.29	\$68.96	\$45.67	\$68.96	\$45.67	\$74.41
90th Percentile	\$43.20	\$43.20	\$52.35	\$43.20	\$23.69	\$77.82	\$52.43	\$77.82	\$52.43	\$94.26

Wage Category C (x 115%)

10th Percentile	\$21.13	\$21.13	\$23.00	\$21.13	\$19.07	\$42.75	\$34.67	\$42.75	\$34.67	\$36.27
25th Percentile	\$23.58	\$23.58	\$27.05	\$23.58	\$19.32	\$53.95	\$40.14	\$53.95	\$40.14	\$52.50
50th Percentile (Median)	\$28.22	\$28.22	\$35.12	\$28.22	\$20.45	\$66.53	\$46.70	\$66.53	\$46.70	\$67.51
75th Percentile	\$37.56	\$37.56	\$47.23	\$37.56	\$22.18	\$79.30	\$52.52	\$79.30	\$52.52	\$85.57
90th Percentile	\$49.68	\$49.68	\$60.20	\$49.68	\$27.24	\$89.49	\$60.29	\$89.49	\$60.29	\$108.40

1/ Rate model assumptions have been set at the median wage

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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional	Behavior Management Consultant	Infant Development Program, Early Intervention Specialist	Infant Development Program, Early Intervention Assistant	Infant Development Program, Early Intervention Technician	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist
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Based on Statewide BLS

10th Percentile	\$18.66	\$18.66	\$16.96	\$19.10	\$21.99	\$19.67	\$17.05	\$37.17	\$30.15	\$40.95
25th Percentile	\$20.72	\$20.72	\$17.76	\$23.06	\$29.90	\$21.60	\$17.56	\$46.91	\$34.90	\$52.13
50th Percentile (Median)	\$27.36	\$27.36	\$18.79	\$32.17	\$35.65	\$25.38	\$18.97	\$57.85	\$40.61	\$63.47
75th Percentile	\$36.10	\$36.10	\$21.46	\$44.96	\$55.47	\$30.09	\$21.05	\$68.96	\$45.67	\$71.96
90th Percentile	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81	\$35.25	\$25.78	\$77.82	\$52.43	\$80.97

Wage Category A (x 95%)

10th Percentile	\$17.73	\$17.73	\$16.11	\$18.15	\$20.89	\$18.69	\$16.20	\$35.31	\$28.64	\$38.90
25th Percentile	\$19.68	\$19.68	\$16.87	\$21.91	\$28.41	\$20.52	\$16.68	\$44.56	\$33.16	\$49.52
50th Percentile (Median)	\$25.99	\$25.99	\$17.85	\$30.56	\$33.87	\$24.11	\$18.02	\$54.96	\$38.58	\$60.30
75th Percentile	\$34.30	\$34.30	\$20.39	\$42.71	\$52.70	\$28.59	\$20.00	\$65.51	\$43.39	\$68.36
90th Percentile	\$50.28	\$50.28	\$29.75	\$54.71	\$67.27	\$33.49	\$24.49	\$73.93	\$49.81	\$76.92

Wage Category B (x 100%)

10th Percentile	\$18.66	\$18.66	\$16.96	\$19.10	\$21.99	\$19.67	\$17.05	\$37.17	\$30.15	\$40.95
25th Percentile	\$20.72	\$20.72	\$17.76	\$23.06	\$29.90	\$21.60	\$17.56	\$46.91	\$34.90	\$52.13
50th Percentile (Median)	\$27.36	\$27.36	\$18.79	\$32.17	\$35.65	\$25.38	\$18.97	\$57.85	\$40.61	\$63.47
75th Percentile	\$36.10	\$36.10	\$21.46	\$44.96	\$55.47	\$30.09	\$21.05	\$68.96	\$45.67	\$71.96
90th Percentile	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81	\$35.25	\$25.78	\$77.82	\$52.43	\$80.97

Wage Category C (x 115%)

10th Percentile	\$21.46	\$21.46	\$19.50	\$21.97	\$25.29	\$22.62	\$19.61	\$42.75	\$34.67	\$47.09
25th Percentile	\$23.83	\$23.83	\$20.42	\$26.52	\$34.39	\$24.84	\$20.19	\$53.95	\$40.14	\$59.95
50th Percentile (Median)	\$31.46	\$31.46	\$21.61	\$37.00	\$41.00	\$29.19	\$21.82	\$66.53	\$46.70	\$72.99
75th Percentile	\$41.52	\$41.52	\$24.68	\$51.70	\$63.79	\$34.60	\$24.21	\$79.30	\$52.52	\$82.75
90th Percentile	\$60.87	\$60.87	\$36.02	\$66.23	\$81.43	\$40.54	\$29.65	\$89.49	\$60.29	\$93.12

1/ Rate model assumptions have been set at the median wage

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**Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)**

Infant Development Program, Family Therapist	Infant Development Program, Registered Nurse	Infant Development Program, Licensed Vocational Nurse	Infant Development Program, Registered Dietician	Infant Development Program, Social Worker	Infant Development Program, Psychologist				
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Based on Statewide BLS

10th Percentile	\$18.64	\$41.60	\$24.65	\$28.24	\$21.78	\$31.54				
25th Percentile	\$20.59	\$51.33	\$29.00	\$37.69	\$29.26	\$45.65				
50th Percentile (Median)	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70				
75th Percentile	\$35.89	\$80.74	\$41.22	\$52.75	\$52.29	\$74.41				
90th Percentile	\$50.32	\$94.69	\$46.82	\$59.02	\$67.94	\$94.26				

Wage Category A (x 95%)

10th Percentile	\$17.71	\$39.52	\$23.42	\$26.83	\$20.69	\$29.96				
25th Percentile	\$19.56	\$48.76	\$27.55	\$35.81	\$27.80	\$43.37				
50th Percentile (Median)	\$25.55	\$61.45	\$32.39	\$42.66	\$37.38	\$55.77				
75th Percentile	\$34.10	\$76.70	\$39.16	\$50.11	\$49.68	\$70.69				
90th Percentile	\$47.80	\$89.96	\$44.48	\$56.07	\$64.54	\$89.55				

Wage Category B (x 100%)

10th Percentile	\$18.64	\$41.60	\$24.65	\$28.24	\$21.78	\$31.54				
25th Percentile	\$20.59	\$51.33	\$29.00	\$37.69	\$29.26	\$45.65				
50th Percentile (Median)	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70				
75th Percentile	\$35.89	\$80.74	\$41.22	\$52.75	\$52.29	\$74.41				
90th Percentile	\$50.32	\$94.69	\$46.82	\$59.02	\$67.94	\$94.26				

Wage Category C (x 115%)

10th Percentile	\$21.44	\$47.84	\$28.35	\$32.48	\$25.05	\$36.27				
25th Percentile	\$23.68	\$59.03	\$33.35	\$43.34	\$33.65	\$52.50				
50th Percentile (Median)	\$30.92	\$74.38	\$39.20	\$51.64	\$45.25	\$67.51				
75th Percentile	\$41.27	\$92.85	\$47.40	\$60.66	\$60.13	\$85.57				
90th Percentile	\$57.87	\$108.89	\$53.84	\$67.87	\$78.13	\$108.40				

1/ Rate model assumptions have been set at the median wage

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Appendix C: Benefits Assumptions

Benefits Assumptions for Full-Time Employees to Establish Benefit Rates (Excluding Workers' Compensation)

% of Employees with Access		% of Employees with Access Who Participate ('Take-Up Rate')		Overall Employee Participation (Access x Take-Up Rate)		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models	BLS Data ¹	Rate Models

Payroll Taxes

Social Security ²	-	100%	-	100%	-	100%	-	6.20%	-	6.20%
Medicare ³	-	100%	-	100%	-	100%	-	1.45%	-	1.45%
Federal UI ⁴	-	100%	-	100%	-	100%	-	0.60%	-	0.60%
State UI ^{4,5}	-	100%	-	100%	-	100%	-	3.40%	-	3.40%
Employ. & Train. ⁴	-	100%	-	100%	-	100%	-	0.10%	-	0.10%

Paid Time Off⁶

Holidays	78%	100%	100%	100%	78%	100%	8.0	10.0	6.2	10.0
Vacation Leave	76%	100%	100%	100%	76%	100%	10.0	15.0	7.6	15.0
Sick Leave	86%	100%	100%	100%	86%	100%	7.0	6.0	6.0	6.0
Total	-	-	-	-	-	-	25.0	25.0	19.8	25.0

Health Insurance⁷

	70%	100%	77%	80%	54%	80.00%	\$453.69	\$525.00	\$244.50	\$420.00
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Other Benefits⁸

	-	100%	-	100%	-	100%	-	\$100	-	\$100.00
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¹BLS' 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

²Applies to the first \$132,900 in earnings

³There is an additional 0.90% tax on earnings over \$200,000

⁴Applies to first \$7,000 in wages

⁵The rate models use the new employer tax rate in 2018

⁶BLS 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'

⁷In 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 ILC.1 and ILC.2).

⁸BLS provides information for a variety of other benefits that cannot be combined

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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 ^{1,2}	
		w/ PTO	w/o PTO
\$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%
\$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%

¹ This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

² Benefit rates in rate models exclude paid time off, which is accounted for as a productivity assumption

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Appendix C: Benefits Assumptions
Workers' Compensation Rates by Service (premium amounts per \$100 in wages paid)

Assumed Insurer Expenses/ Profit				18%	
Service/ Service Codes				Workers' Compensation Class Code	WCIRB Pure Premium Rate; 01/20 (per \$100 in Wages)
					Assumed Workers' Compensation Rate (per \$100 in Wages)
Independent Living Program				8827 - Home Care Services	\$3.96
055	063	062	108		\$4.83
520	635	645	650		
Supported Living Services				8827 - Home Care Services	\$3.96
073	896				\$4.83
Tutor Services				8868 - College & Schools	\$0.66
025	680				\$0.80
Housekeeping				8827 - Home Care Services	\$3.96
858	860				\$4.83
Respite				8827 - Home Care Services	\$3.96
420	465	862	864		\$4.83
Day Services				9101 - Adult Day Care	\$4.71
028	055	063	094		\$5.74
505	510	525	880		
Participant-Directed Community-Based Training				9101 - Adult Day Care	\$4.71
475					\$5.74
In-home/Mobile Day Program				8827 - Home Care Services	\$3.96
091					\$4.83
Behavioral Day Services				9101 - Adult Day Care	\$4.71
515					\$5.74
Infant Development Program				8827 - Home Care Services (50%)	\$2.31
805				8868 - College & Schools (50%)	\$2.82
Supported Employment - Individual				9101 - Adult Day Care	\$4.71
952					\$5.74
Supported Employment - Group				9101 - Adult Day Care	\$4.71
950					\$5.74
Work Activity Program				8806 - Sheltered Workshop/ Work Activity Center	\$4.26
954					\$5.20
Residential Facility - Owner-Operated				9085 - Residential Care Facility/ DD	\$2.99
905	910				\$3.65
Residential Facility - Staff-Operated				9085 - Residential Care Facility/ DD	\$2.99
113	915	920			\$3.65
Family Home Agency				9085 - Residential Care Facility/ DD	\$2.99
904					\$3.65
Program Support				9085 - Residential Care Facility/ DD	\$2.99
109					\$3.65
Program Support				9101 - Adult Day Care	\$4.71
110					\$5.74
Program Support				8827 - Home Care Services	\$3.96
111					\$4.83
Behavioral Services				8827 - Home Care Services (50%)	\$2.31
612	613	615	616	8868 - College & Schools (50%)	\$2.82
620	048				
Transportation				7382 - Bus, Shuttle Van or Limo Operations	\$6.70
875					\$8.17
Transportation Assistant				9101 - Adult Day Care	\$4.71
882					\$5.74

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Appendix D: Productivity Assumptions

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Participant-Directed Personal Assistance, 1:1	Participant-Directed Personal Assistance, 1:2	Participant-Directed Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living Program, 1:1
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	37.50	37.00	36.75	39.50	39.12	38.88	39.50	39.12	38.88	34.75
Travel Time Between Individuals	0.75	0.75	0.75	-	-	-	-	-	-	3.00
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.75	1.25	1.50	0.50	0.88	1.12	0.50	0.88	1.12	1.25
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	6.00	6.00	6.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	33.25	32.81	32.59	35.58	35.24	35.02	35.58	35.24	35.02	30.82
Travel Time Between Individuals	0.67	0.67	0.67	-	-	-	-	-	-	2.66
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.67	1.11	1.33	0.45	0.79	1.01	0.45	0.79	1.01	1.11
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

Independent Living Program, 1:2	Independent Living Program, 1:3	Participant-Directed Independent Living, 1:1	Participant-Directed Independent Living, 1:2	Participant-Directed 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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	34.00	33.50	39.50	39.12	38.88	35.75	35.00	34.50	39.50	39.12
Travel Time Between Individuals	3.00	3.00	-	-	-	3.00	3.00	3.00	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.00	2.50	0.50	0.88	1.12	1.25	2.00	2.50	0.50	0.88
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	35.00	35.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	30.16	29.71	35.58	35.24	35.02	31.71	31.05	30.60	35.58	35.24
Travel Time Between Individuals	2.66	2.66	-	-	-	2.66	2.66	2.66	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.77	2.22	0.45	0.79	1.01	1.11	1.77	2.22	0.45	0.79
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Parent Coordinated Supported Living, 1:3	Supported Living Services, 1:1	Supported Living Services, 1:2	Supported Living Services, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2	Parenting Support Services, 1:3	Respite, 1:1	Respite, 1:2	Respite, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	38.88	40.00	39.50	39.25	36.50	35.75	35.25	37.75	37.37	37.13
Travel Time Between Individuals	-	0.75	0.75	0.75	1.50	1.50	1.50	0.75	0.75	0.75
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	42.50	42.50	42.50	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.02	35.75	35.30	35.08	32.37	31.71	31.26	33.48	33.14	32.93
Travel Time Between Individuals	-	0.67	0.67	0.67	1.33	1.33	1.33	0.67	0.67	0.67
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	0.12	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
Total	40.00	42.50	42.50	42.50	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated	Residential Facility - Owner Operated
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	39.50	39.12	38.88	35.50	34.75	34.25	36.50	39.00	41.50	41.50
Travel Time Between Individuals	-	-	-	3.00	3.00	3.00	3.00	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.50	0.88	1.12	1.00	1.75	2.25	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.50	0.50	0.50	0.50	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	42.50	42.50

Annual Hours for Training and PTO

Training	6.00	6.00	6.00	35.00	35.00	35.00	0.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.58	35.24	35.02	31.49	30.83	30.38	32.99	34.59	37.09	37.09
Travel Time Between Individuals	-	-	-	2.66	2.66	2.66	2.71	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.45	0.79	1.01	0.89	1.55	2.00	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.44	0.44	0.44	0.45	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	0.12	0.12	0.12	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	42.50	42.50

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, Center/Facility, 1:10	Day Services, Center/Facility, 1:9	Day Services, Center/Facility, 1:8	Day Services, Center/Facility, 1:7	Day Services, Center/Facility, 1:6	Day Services, Center/Facility, 1:5	Day Services, Center/Facility, 1:4	Day Services, Center/Facility, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	39.00	39.00	34.75	35.00	35.25	35.50	35.75	36.00	36.25	36.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
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
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

Annual Hours for Training and PTO

Training	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	34.31	34.59	30.82	31.04	31.26	31.48	31.71	31.93	32.15	32.37
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.88	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	0.96	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

Day Services, Center/Facility, 1:2	Day Services, Community, 1:4	Day Services, Community, 1:3	Day Services, Community, 1:2	Day Services, Community Only, 1:4	Day Services, Community Only, 1:3	Day Services, Community Only, 1:2	Behavioral Day Services, Center/Facility, 1:3	Behavioral Day Services, Center/Facility, 1:2	Medical Day Services, Center/Facility, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	36.75	36.50	36.50	36.75	36.50	36.50	36.75	35.50	35.75	35.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
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	1.00	1.25	1.25	1.00	1.25	1.25	1.00	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	2.00	2.00	2.00
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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	50.00	50.00	50.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	32.59	32.37	32.37	32.59	32.37	32.37	32.59	31.23	31.45	31.23
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	1.11	1.11	1.10	1.10	1.10
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.89	1.11	1.11	0.89	1.11	1.11	0.89	1.10	0.88	1.10
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	0.89	0.89	0.89	1.76	1.76	1.76
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	0.96	0.96	0.96
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Medical Day Services, Center/Facility, 1:2	Behavioral Day Services, Community, 1:3	Behavioral Day Services, Community, 1:2	Medical Day Services, Community, 1:3	Medical Day Services, Community, 1:2	In-home/Mobile Day Program, 1:3	In-home/Mobile Day Program, 1:2	In-home/Mobile Day Program, 1:1	Participant-Directed Community-Based Training, 1:3	Participant-Directed Community-Based Training, 1:2
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	35.75	35.50	35.75	35.50	35.75	37.75	38.00	37.00	38.75	39.00
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	1.25	1.00	1.25	1.00	1.25	1.00	1.00	1.25	1.00
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	50.00	50.00	50.00	50.00	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	31.45	31.23	31.45	31.23	31.45	33.48	33.70	32.81	34.90	35.13
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.10	1.10	1.10	1.10	1.10	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.88	1.10	0.88	1.10	0.88	1.11	0.89	0.89	1.13	0.90
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	39.00	39.00	33.83	39.00	37.00	36.75	37.00	37.25	37.50	37.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up		-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	-	-	-	-	2.50	2.25	2.00	1.75	1.50
Supervision and Other Employer Time	-	1.00	1.00	1.00	1.00	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

Annual Hours for Training and PTO

Training	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.13	34.59	30.00	34.59	32.82	32.59	32.81	33.04	33.26	33.48
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.90	-	-	-	-	2.22	2.00	1.77	1.55	1.33
Supervision and Other Employer Time	-	0.89	0.89	0.89	0.89	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	0.67	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	38.00	38.25	39.00	39.00	38.75	32.25	34.25	35.25	35.50	35.75
Travel Time Between Individuals	-	-	-	-	-	2.00	3.00	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	5.00	-	-	-	-
Recordkeeping and Reporting	1.25	1.00	1.00	1.00	1.25	-	1.00	2.50	2.25	2.00
Supervision and Other Employer Time	0.75	0.75	-	-	-	0.75	0.75	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	1.00	-	-	-
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

Annual Hours for Training and PTO

Training	35.00	35.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	33.70	33.92	35.13	35.13	34.90	28.60	30.37	31.26	31.48	31.71
Travel Time Between Individuals	-	-	-	-	-	1.77	2.66	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	4.44	-	-	-	-
Recordkeeping and Reporting	1.11	0.89	0.90	0.90	1.13	-	0.89	2.22	2.00	1.77
Supervision and Other Employer Time	0.67	0.67	-	-	-	0.67	0.67	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.89	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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, Home and Community-Based, 1:1	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	36.00	36.25	36.50	36.75	26.25	25.00	24.50	29.00	27.75	26.75
Travel Time Between Individuals	-	-	-	-	5.50	5.50	5.50	5.50	5.50	5.50
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	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)	-	-	-	-	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	31.93	32.15	32.37	32.59	23.40	22.28	21.83	25.85	24.74	23.84
Travel Time Between Individuals	-	-	-	-	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.89	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)	-	-	-	-	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	0.48	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

Specialized Therapeutic Services, Professional, Center/Facility Based, 1:1	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:2	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:3	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:1	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:2	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:3	Adaptive Skills Training, Professional, 1:1	Adaptive Skills Training, Professional, 1:2	Adaptive Skills Training, Professional, 1:3	Adaptive Skills Training, Specialist, 1:1
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	31.00	29.75	29.25	33.75	32.50	31.50	26.25	25.00	24.50	29.00
Travel Time Between Individuals	-	-	-	-	-	-	5.50	5.50	5.50	5.50
IPP/IEP Attendance										
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
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
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
Collateral Contacts (not billable)	3.00	3.00	3.00	1.50	1.50	1.50	3.00	3.00	3.00	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	27.64	26.52	26.08	30.09	28.98	28.08	23.40	22.28	21.83	25.85
Travel Time Between Individuals	-	-	-	-	-	-	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	2.68	2.68	2.68	1.34	1.34	1.34	2.68	2.68	2.68	1.34
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
Paid time off	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

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Appendix D: Productivity Assumptions

Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	27.75	26.75	26.25	25.00	24.50	29.00	27.75	26.75	29.00	27.75
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	4.75	3.75	5.00	5.50	2.50	3.75	4.75	2.50	3.75
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
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
Collateral Contacts (not billable)	1.50	1.50	3.00	3.00	3.00	1.50	1.50	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	24.74	23.84	23.40	22.28	21.83	25.85	24.74	23.84	25.85	24.74
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.24	3.34	4.46	4.91	2.23	3.34	4.24	2.23	3.34
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
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
Collateral contacts (not billable)	1.34	1.34	2.68	2.68	2.68	1.34	1.34	1.34	1.34	1.34
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
Paid time off	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

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Appendix D: Productivity Assumptions

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	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	26.75	29.00	27.75	26.75	26.25	25.00	24.50	26.00	24.75	23.75
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.75	2.50	3.75	4.75	3.75	5.00	5.50	2.50	3.75	4.75
Supervision and Other Employer Time	0.50	2.00	2.00	2.00	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	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	1.50	-	-	-	3.00	3.00	3.00	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	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	25.00	50.00	50.00	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	23.84	25.51	24.41	23.53	23.40	22.28	21.83	23.17	22.06	21.16
Travel Time Between Individuals	4.91	4.84	4.84	4.84	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	2.20	3.30	4.18	3.34	4.46	4.91	2.23	3.34	4.24
Supervision and Other Employer Time	0.45	1.76	1.76	1.76	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.88	0.88	0.88	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	1.34	-	-	-	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Technician, 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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	28.50	27.25	26.25	31.25	30.62	30.12	24.75	23.50	23.00	24.75
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.50	3.75	4.75	1.25	1.88	2.38	3.75	5.00	5.50	3.75
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	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
Collateral Contacts (not billable)	-	-	-	-	-	-	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
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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	25.27	24.16	23.28	27.71	27.15	26.71	22.06	20.94	20.49	22.06
Travel Time Between Individuals	4.88	4.88	4.88	4.88	4.88	4.88	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.22	3.33	4.21	1.11	1.67	2.11	3.34	4.46	4.91	3.34
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	0.89	0.89	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
Collateral contacts (not billable)	-	-	-	-	-	-	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	-	-	-	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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	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, Registered Nurse, Home and Community-Based, 1:1	Infant Development Program, Registered Nurse, Home and Community-Based, 1:2
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Registered Nurse, Home and Community-Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3	Infant Development Program, Registered Dietician, Home and Community-Based, 1:1	Infant Development Program, Registered Dietician, Home and Community-Based, 1:2	Infant Development Program, Registered 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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	23.00	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.50	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	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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	20.49	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	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.91	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	0.45	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
Collateral contacts (not billable)	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
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Psychologist, Home and Community- Based, 1:1	Infant Development Program, Psychologist, Home and Community- Based, 1:2	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 Assistant, Center/Facility Based, 1:1	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3	Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:1
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	24.75	23.50	23.00	32.00	30.75	29.75	33.25	32.00	31.00	36.00
Travel Time Between Individuals	5.50	5.50	5.50	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	5.00	5.50	2.50	3.75	4.75	2.50	3.75	4.75	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
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Collateral Contacts (not billable)	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	-
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

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	25.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	22.06	20.94	20.49	28.52	27.41	26.51	29.49	28.38	27.50	31.93
Travel Time Between Individuals	4.91	4.91	4.91	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	1.11	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	2.23	3.34	4.24	2.22	3.33	4.21	1.11
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.45	0.45	0.45	0.44	0.44	0.44	0.44
Collateral contacts (not billable)	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	1.33	1.33	1.33	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Technician, 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	Infant Development Program, Audiologist, Center/Facility Based, 1:2
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	35.37	34.87	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.25	1.25	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.88	2.38	4.50	5.75	6.25	4.50	5.75	6.25	4.50	5.75
Supervision and Other Employer Time	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.50	0.50	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
Interdisciplinary team case reviews/planning	-	-	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

Annual Hours for Training and PTO

Training	35.00	35.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	31.37	30.93	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	1.11	1.11	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.67	2.11	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13
Supervision and Other Employer Time	0.89	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.44	0.44	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
Interdisciplinary team case reviews/planning	-	-	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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, Registered Nurse, Center/Facility Based, 1:1	Infant Development Program, Registered Nurse, Center/Facility Based, 1:2	Infant Development Program, Registered Nurse, Center/Facility Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	27.75	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25	27.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietician, Center/Facility Based, 1:1	Infant Development Program, Registered Dietician, Center/Facility Based, 1:2	Infant Development Program, Registered 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	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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25	27.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Participant-Directed Personal Assistance, 1:1	Participant-Directed Personal Assistance, 1:2	Participant-Directed Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living Program, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	20.18	19.90	19.76	21.72	21.52	21.38	21.72	21.52	21.38	18.66
Travel Time Between Individuals	0.41	0.41	0.41	-	-	-	-	-	-	1.65
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.41	0.69	0.83	0.28	0.48	0.62	0.28	0.48	0.62	0.69
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	6.00	6.00	6.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	18.50	18.25	18.12	20.47	20.28	20.15	20.47	20.28	20.15	17.12
Travel Time Between Individuals	0.38	0.38	0.38	-	-	-	-	-	-	1.51
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.38	0.63	0.76	0.26	0.45	0.58	0.26	0.45	0.58	0.63
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Independent Living Program, 1:2	Independent Living Program, 1:3	Participant-Directed Independent Living, 1:1	Participant-Directed Independent Living, 1:2	Participant-Directed 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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	18.25	17.97	21.72	21.52	21.38	19.66	19.25	18.97	21.72	21.52
Travel Time Between Individuals	1.65	1.65	-	-	-	1.65	1.65	1.65	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.10	1.38	0.28	0.48	0.62	0.69	1.10	1.38	0.28	0.48
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	35.00	35.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	16.74	16.48	20.47	20.28	20.15	18.04	17.66	17.40	20.47	20.28
Travel Time Between Individuals	1.51	1.51	-	-	-	1.51	1.51	1.51	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.01	1.27	0.26	0.45	0.58	0.63	1.01	1.27	0.26	0.45
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Parent Coordinated Supported Living, 1:3	Supported Living Services, 1:1	Supported Living Services, 1:2	Supported Living Services, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2	Parenting Support Services, 1:3	Respite, 1:1	Respite, 1:2	Respite, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.38	20.18	19.90	19.76	19.62	19.21	18.93	20.31	20.11	19.97
Travel Time Between Individuals	-	0.41	0.41	0.41	0.83	0.83	0.83	0.41	0.41	0.41
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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

Annual Hours for Training and PTO

Training	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	20.15	18.50	18.25	18.12	18.00	17.62	17.36	18.62	18.44	18.31
Travel Time Between Individuals	-	0.38	0.38	0.38	0.76	0.76	0.76	0.38	0.38	0.38
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	0.12	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated	Residential Facility - Owner Operated
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.72	21.52	21.38	19.30	18.89	18.61	19.85	21.00	21.00	21.00
Travel Time Between Individuals	-	-	-	1.65	1.65	1.65	1.65	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.28	0.48	0.62	0.55	0.96	1.24	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.50	0.50	0.50	0.50	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

Annual Hours for Training and PTO

Training	6.00	6.00	6.00	35.00	35.00	35.00	0.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	20.47	20.28	20.15	17.71	17.33	17.07	18.82	19.26	19.26	19.26
Travel Time Between Individuals	-	-	-	1.51	1.51	1.51	1.56	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.26	0.45	0.58	0.50	0.88	1.14	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.46	0.46	0.46	0.47	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	0.12	0.12	0.12	0.67	0.67	0.67	0.00	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, Center/Facility, 1:10	Day Services, Center/Facility, 1:9	Day Services, Center/Facility, 1:8	Day Services, Center/Facility, 1:7	Day Services, Center/Facility, 1:6	Day Services, Center/Facility, 1:5	Day Services, Center/Facility, 1:4	Day Services, Center/Facility, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.00	21.00	18.66	18.80	18.93	19.07	19.21	19.35	19.48	19.62
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
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
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

Annual Hours for Training and PTO

Training	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	18.99	19.26	17.12	17.25	17.36	17.49	17.62	17.75	17.87	18.00
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.90	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	0.96	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Day Services, Center/Facility, 1:2	Day Services, Community, 1:4	Day Services, Community, 1:3	Day Services, Community, 1:2	Day Services, Community Only, 1:4	Day Services, Community Only, 1:3	Day Services, Community Only, 1:2	Behavioral Day Services, Center/Facility, 1:3	Behavioral Day Services, Center/Facility, 1:2	Medical Day Services, Center/Facility, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	19.76	19.62	19.62	19.76	19.62	19.62	19.76	18.62	18.76	18.62
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
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
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	0.69	0.69	0.55	0.69	0.69	0.55	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	2.00	2.00	2.00
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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	50.00	50.00	50.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	18.13	18.00	18.00	18.13	18.00	18.00	18.13	16.84	16.96	16.84
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.62	0.62	0.62
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.50	0.63	0.63	0.50	0.63	0.63	0.50	0.62	0.50	0.62
Supervision and Other Employer Time	0.92	0.92	0.92	0.92	0.92	0.92	0.92	1.81	1.81	1.81
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	0.96	0.96	0.96
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Medical Day Services, Center/Facility, 1:2	Behavioral Day Services, Community, 1:3	Behavioral Day Services, Community, 1:2	Medical Day Services, Community, 1:3	Medical Day Services, Community, 1:2	In-home/Mobile Day Program, 1:3	In-home/Mobile Day Program, 1:2	In-home/Mobile Day Program, 1:1	Participant-Directed Community-Based Training, 1:3	Participant-Directed Community-Based Training, 1:2
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	18.76	18.62	18.76	18.62	18.76	20.31	20.45	19.90	21.31	21.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.69	0.69	0.69	0.69	0.69	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	0.69	0.55	0.69	0.55	0.69	0.55	0.55	0.69	0.55
Supervision and Other Employer Time	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

Annual Hours for Training and PTO

Training	50.00	50.00	50.00	50.00	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	16.96	16.84	16.96	16.84	16.96	18.63	18.76	18.26	20.08	20.21
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.62	0.62	0.62	0.62	0.62	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.50	0.62	0.50	0.62	0.50	0.63	0.50	0.50	0.65	0.52
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.45	21.00	18.16	21.00	19.90	19.87	20.01	20.15	20.29	20.42
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	-	-	-	-	1.38	1.24	1.10	0.96	0.83
Supervision and Other Employer Time	-	1.00	1.00	1.00	1.00	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

Annual Hours for Training and PTO

Training	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	20.21	19.26	16.66	19.26	18.25	18.22	18.35	18.48	18.61	18.73
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.52	-	-	-	-	1.27	1.14	1.01	0.88	0.76
Supervision and Other Employer Time	-	0.92	0.92	0.92	0.92	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	0.67	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	20.56	20.70	21.45	21.45	21.31	17.40	18.50	18.93	19.07	19.21
Travel Time Between Individuals	-	-	-	-	-	1.10	1.65	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	2.75	-	-	-	-
Recordkeeping and Reporting	0.69	0.55	0.55	0.55	0.69	-	0.55	1.38	1.24	1.10
Supervision and Other Employer Time	0.75	0.75	-	-	-	0.75	0.75	1.00	1.00	1.00
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	0.55	-	-	-
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

Annual Hours for Training and PTO

Training	35.00	35.00	6.00	6.00	6.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	18.86	18.99	20.21	20.21	20.08	15.96	16.98	17.36	17.49	17.62
Travel Time Between Individuals	-	-	-	-	-	1.01	1.51	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.63	0.63	0.63
Networking/ General Development Activities	-	-	-	-	-	2.52	-	-	-	-
Recordkeeping and Reporting	0.63	0.50	0.52	0.52	0.65	-	0.50	1.27	1.14	1.01
Supervision and Other Employer Time	0.69	0.69	-	-	-	0.69	0.69	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.50	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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, Home and Community-Based, 1:1	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	19.35	19.48	19.62	19.76	14.21	13.52	13.24	15.71	15.03	14.48
Travel Time Between Individuals	-	-	-	-	3.03	3.03	3.03	3.03	3.03	3.03
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.69	0.69	0.69	0.69	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	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)	-	-	-	-	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	17.75	17.87	18.00	18.13	13.16	12.52	12.27	14.55	13.92	13.41
Travel Time Between Individuals	-	-	-	-	2.80	2.80	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.63	0.63	0.63	0.63	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.92	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)	-	-	-	-	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	0.48	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

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Appendix D: Productivity Assumptions

Specialized Therapeutic Services, Professional, Center/Facility Based, 1:1	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:2	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:3	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:1	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:2	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:3	Adaptive Skills Training, Professional, 1:1	Adaptive Skills Training, Professional, 1:2	Adaptive Skills Training, Professional, 1:3	Adaptive Skills Training, Specialist, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	16.82	16.14	15.86	18.33	17.64	17.09	14.21	13.52	13.24	15.71
Travel Time Between Individuals	-	-	-	-	-	-	3.03	3.03	3.03	3.03
IPP/IEP Attendance										
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
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
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
Collateral Contacts (not billable)	1.65	1.65	1.65	0.83	0.83	0.83	1.65	1.65	1.65	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	15.57	14.94	14.69	16.97	16.33	15.83	13.16	12.52	12.27	14.55
Travel Time Between Individuals	-	-	-	-	-	-	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	1.53	1.53	1.53	0.77	0.77	0.77	1.53	1.53	1.53	0.77
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.03	14.48	14.21	13.52	13.24	15.71	15.03	14.48	15.71	15.03
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.61	2.06	2.75	3.03	1.38	2.06	2.61	1.38	2.06
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
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
Collateral Contacts (not billable)	0.83	0.83	1.65	1.65	1.65	0.83	0.83	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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	13.92	13.41	13.16	12.52	12.27	14.55	13.92	13.41	14.55	13.92
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.91	2.42	1.91	2.55	2.80	1.28	1.91	2.42	1.28	1.91
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
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
Collateral contacts (not billable)	0.77	0.77	1.53	1.53	1.53	0.77	0.77	0.77	0.77	0.77
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	14.48	15.04	14.36	13.81	14.21	13.52	13.24	14.06	13.38	12.83
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.61	1.38	2.06	2.61	2.06	2.75	3.03	1.38	2.06	2.61
Supervision and Other Employer Time	0.50	2.00	2.00	2.00	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	0.55	0.55	0.55	0.55
Collateral Contacts (not billable)	0.83	-	-	-	1.65	1.65	1.65	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	22.00	22.00	22.00	22.00	22.00	22.00	22.00

Annual Hours for Training and PTO

Training	25.00	50.00	50.00	50.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	13.41	13.59	12.98	12.48	13.16	12.52	12.27	13.02	12.39	11.88
Travel Time Between Individuals	2.80	2.74	2.74	2.74	2.80	2.80	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.42	1.25	1.86	2.36	1.91	2.55	2.80	1.28	1.91	2.42
Supervision and Other Employer Time	0.46	1.81	1.81	1.81	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.50	0.50	0.50	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	0.77	-	-	-	1.53	1.53	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

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Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Technician, 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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.21	14.53	13.98	16.73	16.39	16.11	13.38	12.69	12.41	13.38
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.38	2.06	2.61	0.69	1.03	1.31	2.06	2.75	3.03	2.06
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	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
Collateral Contacts (not billable)	-	-	-	-	-	-	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
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

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	13.95	13.33	12.83	15.35	15.04	14.78	12.39	11.75	11.50	12.39
Travel Time Between Individuals	2.78	2.78	2.78	2.78	2.78	2.78	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.27	1.89	2.39	0.63	0.94	1.20	1.91	2.55	2.80	1.91
Supervision and Other Employer Time	0.92	0.92	0.92	0.92	0.92	0.92	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.50	0.50	0.50	0.50	0.50	0.50	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	-	-	-	-	-	-	1.53	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	0.76	0.76	0.76	-	-	-	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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	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, Registered Nurse, Home and Community-Based, 1:1	Infant Development Program, Registered Nurse, Home and Community-Based, 1:2
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
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
Paid time off	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

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Appendix D: Productivity Assumptions

Infant Development Program, Registered Nurse, Home and Community-Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3	Infant Development Program, Registered Dietician, Home and Community-Based, 1:1	Infant Development Program, Registered Dietician, Home and Community-Based, 1:2	Infant Development Program, Registered 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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	12.41	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
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.03	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	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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	11.50	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	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.80	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	0.46	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
Collateral contacts (not billable)	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
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
Paid time off	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

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Appendix D: Productivity Assumptions

Infant Development Program, Psychologist, Home and Community-Based, 1:1	Infant Development Program, Psychologist, Home and Community-Based, 1:2	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 Assistant, Center/Facility Based, 1:1	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3	Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	13.38	12.69	12.41	17.36	16.68	16.13	17.82	17.14	16.59	19.34
Travel Time Between Individuals	3.03	3.03	3.03	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.69	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.75	3.03	1.38	2.06	2.61	1.38	2.06	2.61	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
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.28	0.28	0.28	0.28	0.28	0.28	0.28
Collateral Contacts (not billable)	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	-
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

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	25.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	12.39	11.75	11.50	16.07	15.44	14.93	16.34	15.72	15.22	17.74
Travel Time Between Individuals	2.80	2.80	2.80	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.63	0.63	0.63	0.63
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.91	2.55	2.80	1.28	1.91	2.42	1.27	1.89	2.39	0.63
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.26	0.26	0.26	0.26	0.26	0.26	0.26
Collateral contacts (not billable)	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	0.76	0.76	0.76	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Technician, 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	Infant Development Program, Audiologist, Center/Facility Based, 1:2
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	19.00	18.72	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.69	0.69	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.03	1.31	2.48	3.16	3.44	2.48	3.16	3.44	2.48	3.16
Supervision and Other Employer Time	1.00	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.28	0.28	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
Interdisciplinary team case reviews/planning	-	-	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

Annual Hours for Training and PTO

Training	35.00	35.00	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	17.43	17.17	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.63	0.63	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.94	1.20	2.30	2.93	3.18	2.30	2.93	3.18	2.30	2.93
Supervision and Other Employer Time	0.92	0.92	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.26	0.26	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
Interdisciplinary team case reviews/planning	-	-	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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, Registered Nurse, Center/Facility Based, 1:1	Infant Development Program, Registered Nurse, Center/Facility Based, 1:2	Infant Development Program, Registered Nurse, Center/Facility Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.03	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31	15.03
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
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

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	13.92	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietician, Center/Facility Based, 1:1	Infant Development Program, Registered Dietician, Center/Facility Based, 1:2	Infant Development Program, Registered 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	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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31	15.03
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral Contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

Annual Hours for Training and PTO

Training	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

Base Model Assumptions Adjusted for Training and PTO

Direct services	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00	22.00

DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Participant-Directed Personal Assistance, 1:1	Participant-Directed Personal Assistance, 1:2	Participant-Directed Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living Program, 1:1
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Base Model Assumptions Adjusted for Training and PTO

Direct services	28.83	28.44	28.25	31.05	30.75	30.56	31.05	30.75	30.56	26.70
Travel Time Between Individuals	0.58	0.58	0.58	-	-	-	-	-	-	2.32
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.39	0.69	0.88	0.97
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	28.89	28.50	28.31	31.05	30.75	30.56	31.05	30.75	30.56	26.91
Travel Time Between Individuals	0.52	0.52	0.52	-	-	-	-	-	-	2.09
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.39	0.69	0.88	0.98
Supervision and Other Employer Time	0.90	0.90	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	0.67	0.67	0.67	0.12	0.12	0.12	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Personal Assistance, 1:1	Personal Assistance, 1:2	Personal Assistance, 1:3	Participant-Directed Personal Assistance, 1:1	Participant-Directed Personal Assistance, 1:2	Participant-Directed Personal Assistance, 1:3	Parent Coordinated Personal Assistance, 1:1	Parent Coordinated Personal Assistance, 1:2	Parent Coordinated Personal Assistance, 1:3	Independent Living Program, 1:1
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Category B Assumptions Adjusted for Training and PTO

Direct services	28.80	28.41	28.22	31.05	30.75	30.56	31.05	30.75	30.56	26.58
Travel Time Between Individuals	0.61	0.61	0.61	-	-	-	-	-	-	2.44
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.16	0.39	0.69	0.88	0.39	0.69	0.88	0.97
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	28.68	28.29	28.11	31.05	30.75	30.56	31.05	30.75	30.56	26.16
Travel Time Between Individuals	0.73	0.73	0.73	-	-	-	-	-	-	2.90
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.58	0.97	1.15	0.39	0.69	0.88	0.39	0.69	0.88	0.95
Supervision and Other Employer Time	0.90	0.90	0.90	-	-	-	-	-	-	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Independent Living Program, 1:2	Independent Living Program, 1:3	Participant-Directed Independent Living, 1:1	Participant-Directed Independent Living, 1:2	Participant-Directed 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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	26.13	25.73	31.05	30.75	30.56	27.60	27.03	26.63	31.05	30.75
Travel Time Between Individuals	2.32	2.32	-	-	-	2.32	2.32	2.32	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.54	1.94	0.39	0.69	0.88	0.97	1.54	1.94	0.39	0.69
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	26.34	25.93	31.05	30.75	30.56	27.82	27.25	26.84	31.05	30.75
Travel Time Between Individuals	2.09	2.09	-	-	-	2.09	2.09	2.09	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.55	1.96	0.39	0.69	0.88	0.98	1.55	1.96	0.39	0.69
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Independent Living Program, 1:2	Independent Living Program, 1:3	Participant-Directed Independent Living, 1:1	Participant-Directed Independent Living, 1:2	Participant-Directed 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
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Category B Assumptions Adjusted for Training and PTO

Direct services	26.02	25.62	31.05	30.75	30.56	27.48	26.92	26.52	31.05	30.75
Travel Time Between Individuals	2.44	2.44	-	-	-	2.44	2.44	2.44	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.53	1.93	0.39	0.69	0.88	0.97	1.53	1.93	0.39	0.69
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	25.60	25.21	31.05	30.75	30.56	27.04	26.48	26.09	31.05	30.75
Travel Time Between Individuals	2.90	2.90	-	-	-	2.90	2.90	2.90	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.51	1.90	0.39	0.69	0.88	0.95	1.51	1.90	0.39	0.69
Supervision and Other Employer Time	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Parent Coordinated Supported Living, 1:3	Supported Living Services, 1:1	Supported Living Services, 1:2	Supported Living Services, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2	Parenting Support Services, 1:3	Respite, 1:1	Respite, 1:2	Respite, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	30.56	30.58	30.19	29.99	28.06	27.48	27.09	29.02	28.73	28.55
Travel Time Between Individuals	-	0.58	0.58	0.58	1.16	1.16	1.16	0.58	0.58	0.58
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	0.12	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
Total	34.60	36.35	36.35	36.35	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	30.56	30.64	30.25	30.05	28.18	27.59	27.20	29.08	28.79	28.61
Travel Time Between Individuals	-	0.52	0.52	0.52	1.04	1.04	1.04	0.52	0.52	0.52
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	0.12	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
Total	34.60	36.35	36.35	36.35	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Parent Coordinated Supported Living, 1:3	Supported Living Services, 1:1	Supported Living Services, 1:2	Supported Living Services, 1:3	Parenting Support Services, 1:1	Parenting Support Services, 1:2	Parenting Support Services, 1:3	Respite, 1:1	Respite, 1:2	Respite, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	30.56	30.55	30.16	29.96	28.00	27.42	27.03	28.99	28.70	28.52
Travel Time Between Individuals	-	0.61	0.61	0.61	1.22	1.22	1.22	0.61	0.61	0.61
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	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	0.12	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
Total	34.60	36.35	36.35	36.35	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	30.56	30.43	30.04	29.85	27.79	27.21	26.83	28.87	28.58	28.40
Travel Time Between Individuals	-	0.73	0.73	0.73	1.45	1.45	1.45	0.73	0.73	0.73
IPP/IEP Attendance										
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
Supervision and Other Employer Time	-	0.90	0.90	0.90	0.89	0.89	0.89	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	0.12	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
Total	34.60	36.35	36.35	36.35	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated	Residential Facility - Owner Operated
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Base Model Assumptions Adjusted for Training and PTO

Direct services	31.05	30.75	30.56	27.35	26.77	26.38	28.73	29.99	31.74	31.74
Travel Time Between Individuals	-	-	-	2.32	2.32	2.32	2.37	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.39	0.69	0.88	0.77	1.35	1.74	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.45	0.45	0.45	0.46	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	36.35	36.35

Category A Assumptions Adjusted for Training and PTO

Direct services	31.05	30.75	30.56	27.57	26.99	26.60	28.97	29.99	31.74	31.74
Travel Time Between Individuals	-	-	-	2.09	2.09	2.09	2.13	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.39	0.69	0.88	0.78	1.36	1.75	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.45	0.45	0.45	0.46	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	36.35	36.35

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Appendix D: Productivity Assumptions

Participant-Directed Respite, 1:1	Participant-Directed Respite, 1:2	Participant-Directed Respite, 1:3	Tutor Services, 1:1	Tutor Services, 1:2	Tutor Services, 1:3	Housekeeping	Supplemental Prog. Supp. - Other Svcs	Residential Facility - Staff Operated	Residential Facility - Owner Operated
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Category B Assumptions Adjusted for Training and PTO

Direct services	31.05	30.75	30.56	27.23	26.66	26.27	28.61	29.99	31.74	31.74
Travel Time Between Individuals	-	-	-	2.44	2.44	2.44	2.49	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.39	0.69	0.88	0.77	1.34	1.73	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.45	0.45	0.45	0.46	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	36.35	36.35

Category C Assumptions Adjusted for Training and PTO

Direct services	31.05	30.75	30.56	26.80	26.23	25.85	28.15	29.99	31.74	31.74
Travel Time Between Individuals	-	-	-	2.90	2.90	2.90	2.96	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.39	0.69	0.88	0.75	1.32	1.70	-	-	-	-
Supervision and Other Employer Time	-	-	-	0.44	0.44	0.44	0.45	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	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	36.35	36.35

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, Center/Facility, 1:10	Day Services, Center/Facility, 1:9	Day Services, Center/Facility, 1:8	Day Services, Center/Facility, 1:7	Day Services, Center/Facility, 1:6	Day Services, Center/Facility, 1:5	Day Services, Center/Facility, 1:4	Day Services, Center/Facility, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.89	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	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.89	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	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, Center/Facility, 1:10	Day Services, Center/Facility, 1:9	Day Services, Center/Facility, 1:8	Day Services, Center/Facility, 1:7	Day Services, Center/Facility, 1:6	Day Services, Center/Facility, 1:5	Day Services, Center/Facility, 1:4	Day Services, Center/Facility, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.89	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	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	27.86	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	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
Supervision and Other Employer Time	0.89	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	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Day Services, Center/Facility, 1:2	Day Services, Community, 1:4	Day Services, Community, 1:3	Day Services, Community, 1:2	Day Services, Community Only, 1:4	Day Services, Community Only, 1:3	Day Services, Community Only, 1:2	Behavioral Day Services, Center/Facility, 1:3	Behavioral Day Services, Center/Facility, 1:2	Medical Day Services, Center/Facility, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09	26.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77	0.96
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78	1.78
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	0.96	0.96	0.96
Paid time off	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

Category A Assumptions Adjusted for Training and PTO

Direct services	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09	26.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77	0.96
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78	1.78
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	0.96	0.96	0.96
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Day Services, Center/Facility, 1:2	Day Services, Community, 1:4	Day Services, Community, 1:3	Day Services, Community, 1:2	Day Services, Community Only, 1:4	Day Services, Community Only, 1:3	Day Services, Community Only, 1:2	Behavioral Day Services, Center/Facility, 1:3	Behavioral Day Services, Center/Facility, 1:2	Medical Day Services, Center/Facility, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09	26.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77	0.96
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78	1.78
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	0.96	0.96	0.96
Paid time off	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

Category C Assumptions Adjusted for Training and PTO

Direct services	28.25	28.05	28.05	28.25	28.05	28.05	28.25	26.90	27.09	26.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	0.97	0.97	0.97	0.96	0.96	0.96
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.97	0.97	0.77	0.97	0.97	0.77	0.96	0.77	0.96
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.90	1.78	1.78	1.78
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	0.96	0.96	0.96
Paid time off	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

DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Medical Day Services, Center/Facility, 1:2	Behavioral Day Services, Community, 1:3	Behavioral Day Services, Community, 1:2	Medical Day Services, Community, 1:3	Medical Day Services, Community, 1:2	In-home/Mobile Day Program, 1:3	In-home/Mobile Day Program, 1:2	In-home/Mobile Day Program, 1:1	Participant-Directed Community-Based Training, 1:3	Participant-Directed Community-Based Training, 1:2
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Base Model Assumptions Adjusted for Training and PTO

Direct services	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45	30.65
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99	0.79
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45	30.65
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99	0.79
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Medical Day Services, Center/Facility, 1:2	Behavioral Day Services, Community, 1:3	Behavioral Day Services, Community, 1:2	Medical Day Services, Community, 1:3	Medical Day Services, Community, 1:2	In-home/Mobile Day Program, 1:3	In-home/Mobile Day Program, 1:2	In-home/Mobile Day Program, 1:1	Participant-Directed Community-Based Training, 1:3	Participant-Directed Community-Based Training, 1:2
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Category B Assumptions Adjusted for Training and PTO

Direct services	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45	30.65
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99	0.79
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	27.09	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45	30.65
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.96	0.96	0.96	0.96	0.96	-	-	0.00	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99	0.79
Supervision and Other Employer Time	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	0.96	0.96	0.96	0.96	0.96	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	30.65	29.99	26.00	29.99	28.45	28.27	28.47	28.67	28.86	29.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	-	-	-	-	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	-	0.90	0.90	0.90	0.90	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	0.67	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	30.65	29.99	26.40	29.99	28.60	28.27	28.47	28.67	28.86	29.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	-	-	-	-	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	-	0.90	0.90	0.90	0.90	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	0.67	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

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
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Category B Assumptions Adjusted for Training and PTO

Direct services	30.65	29.99	25.80	29.99	28.37	28.27	28.47	28.67	28.86	29.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	-	-	-	-	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	-	0.90	0.90	0.90	0.90	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	0.67	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	30.65	29.99	25.00	29.99	28.06	28.27	28.47	28.67	28.86	29.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.00	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	-	-	-	-	1.94	1.74	1.54	1.35	1.16
Supervision and Other Employer Time	-	0.90	0.90	0.90	0.90	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	-	-	4.99	-	1.93	-	-	-	-	-
Training	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29
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Base Model Assumptions Adjusted for Training and PTO

Direct services	29.24	29.44	30.65	30.65	30.45	24.81	26.35	27.08	27.28	27.48
Travel Time Between Individuals	-	-	-	-	-	1.54	2.32	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	3.86	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.79	0.79	0.99	-	0.77	1.94	1.74	1.54
Supervision and Other Employer Time	0.68	0.68	-	-	-	0.68	0.68	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.77	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	29.24	29.44	30.65	30.65	30.45	24.94	26.55	27.08	27.28	27.48
Travel Time Between Individuals	-	-	-	-	-	1.39	2.09	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	3.88	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.79	0.79	0.99	-	0.78	1.94	1.74	1.54
Supervision and Other Employer Time	0.68	0.68	-	-	-	0.68	0.69	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.78	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Supported Employment-Group, 1:3	Supported Employment-Group, 1:2	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program, 1:35+	Work Activity Program, 1:30-34	Work Activity Program, 1:25-29
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Category B Assumptions Adjusted for Training and PTO

Direct services	29.24	29.44	30.65	30.65	30.45	24.74	26.23	27.08	27.28	27.48
Travel Time Between Individuals	-	-	-	-	-	1.62	2.44	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	3.85	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.79	0.79	0.99	-	0.77	1.94	1.74	1.54
Supervision and Other Employer Time	0.68	0.68	-	-	-	0.68	0.68	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.77	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	29.24	29.44	30.65	30.65	30.45	24.48	25.82	27.08	27.28	27.48
Travel Time Between Individuals	-	-	-	-	-	1.93	2.90	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	3.81	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.79	0.79	0.99	-	0.75	1.94	1.74	1.54
Supervision and Other Employer Time	0.68	0.68	-	-	-	0.67	0.67	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.75	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.12	0.12	0.12	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
Total	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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, Home and Community-Based, 1:1	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:2	Specialized Therapeutic Services, Professional, Home and Community-Based, 1:3	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2	Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	27.67	27.86	28.05	28.25	23.40	22.28	21.83	22.45	21.49	20.71
Travel Time Between Individuals	-	-	-	-	4.91	4.91	4.91	4.28	4.28	4.28
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.90	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)	-	-	-	-	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	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	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	40.00	40.00	40.00	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	27.67	27.86	28.05	28.25	23.78	22.64	22.18	22.81	21.83	21.04
Travel Time Between Individuals	-	-	-	-	4.42	4.42	4.42	3.85	3.85	3.85
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.90	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)	-	-	-	-	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	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	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	40.00	40.00	40.00	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

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, Home and Community- Based, 1:1	Specialized Therapeutic Services, Professional, Home and Community- Based, 1:2	Specialized Therapeutic Services, Professional, Home and Community- Based, 1:3	Specialized Therapeutic Services, Assistant, Home and Community- Based, 1:1	Specialized Therapeutic Services, Assistant, Home and Community- Based, 1:2	Specialized Therapeutic Services, Assistant, Home and Community- Based, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	27.67	27.86	28.05	28.25	23.21	22.10	21.65	22.28	21.32	20.55
Travel Time Between Individuals	-	-	-	-	5.16	5.16	5.16	4.49	4.49	4.49
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.90	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)	-	-	-	-	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	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	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	40.00	40.00	40.00	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	27.67	27.86	28.05	28.25	22.47	21.40	20.97	21.56	20.64	19.89
Travel Time Between Individuals	-	-	-	-	6.14	6.14	6.14	5.35	5.35	5.35
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	0.97	0.97	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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	0.90	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)	-	-	-	-	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	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	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	40.00	40.00	40.00	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

Specialized Therapeutic Services, Professional, Center/Facility Based, 1:1	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:2	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:3	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:1	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:2	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:3	Adaptive Skills Training, Professional, 1:1	Adaptive Skills Training, Professional, 1:2	Adaptive Skills Training, Professional, 1:3	Adaptive Skills Training, Specialist, 1:1
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Base Model Assumptions Adjusted for Training and PTO

Direct services	27.64	26.52	26.08	26.15	25.18	24.40	23.40	22.28	21.83	25.85
Travel Time Between Individuals	-	-	-	-	-	-	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	2.68	2.68	2.68	1.17	1.17	1.17	2.68	2.68	2.68	1.34
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
Paid time off	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	34.60	34.60	34.60	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	27.64	26.52	26.08	26.15	25.18	24.40	23.78	22.64	22.18	26.26
Travel Time Between Individuals	-	-	-	-	-	-	4.42	4.42	4.42	4.42
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	2.68	2.68	2.68	1.17	1.17	1.17	2.72	2.72	2.72	1.36
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
Paid time off	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	34.60	34.60	34.60	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Specialized Therapeutic Services, Professional, Center/Facility Based, 1:1	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:2	Specialized Therapeutic Services, Professional, Center/Facility Based, 1:3	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:1	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:2	Specialized Therapeutic Services, Assistant, Center/Facility Based, 1:3	Adaptive Skills Training, Professional, 1:1	Adaptive Skills Training, Professional, 1:2	Adaptive Skills Training, Professional, 1:3	Adaptive Skills Training, Specialist, 1:1
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Category B Assumptions Adjusted for Training and PTO

Direct services	27.64	26.52	26.08	26.15	25.18	24.40	23.21	22.10	21.65	25.64
Travel Time Between Individuals	-	-	-	-	-	-	5.16	5.16	5.16	5.16
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	2.68	2.68	2.68	1.17	1.17	1.17	2.66	2.66	2.66	1.33
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
Paid time off	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	34.60	34.60	34.60	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	27.64	26.52	26.08	26.15	25.18	24.40	22.47	21.40	20.97	24.82
Travel Time Between Individuals	-	-	-	-	-	-	6.14	6.14	6.14	6.14
IPP/IEP Attendance										
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
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
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
Collateral contacts (not billable)	2.68	2.68	2.68	1.17	1.17	1.17	2.57	2.57	2.57	1.29
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
Paid time off	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	34.60	34.60	34.60	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	24.74	23.84	23.40	22.28	21.83	25.85	24.74	23.84	25.85	24.74
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.24	3.34	4.46	4.91	2.23	3.34	4.24	2.23	3.34
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
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
Collateral contacts (not billable)	1.34	1.34	2.68	2.68	2.68	1.34	1.34	1.34	1.34	1.34
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
Paid time off	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

Category A Assumptions Adjusted for Training and PTO

Direct services	25.14	24.22	23.78	22.64	22.18	26.26	25.14	24.22	26.26	25.14
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.39	4.31	3.39	4.53	4.99	2.27	3.39	4.31	2.27	3.39
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
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
Collateral contacts (not billable)	1.36	1.36	2.72	2.72	2.72	1.36	1.36	1.36	1.36	1.36
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
Paid time off	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

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Appendix D: Productivity Assumptions

Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	24.54	23.64	23.21	22.10	21.65	25.64	24.54	23.64	25.64	24.54
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.31	4.21	3.31	4.42	4.87	2.21	3.31	4.21	2.21	3.31
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
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
Collateral contacts (not billable)	1.33	1.33	2.66	2.66	2.66	1.33	1.33	1.33	1.33	1.33
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
Paid time off	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

Category C Assumptions Adjusted for Training and PTO

Direct services	23.75	22.89	22.47	21.40	20.97	24.82	23.75	22.89	24.82	23.75
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.21	4.07	3.21	4.28	4.71	2.14	3.21	4.07	2.14	3.21
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
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
Collateral contacts (not billable)	1.29	1.29	2.57	2.57	2.57	1.29	1.29	1.29	1.29	1.29
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
Paid time off	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

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	23.84	21.92	20.97	20.21	23.40	22.28	21.83	23.17	22.06	21.16
Travel Time Between Individuals	4.91	4.21	4.21	4.21	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	1.92	2.87	3.63	3.34	4.46	4.91	2.23	3.34	4.24
Supervision and Other Employer Time	0.45	1.78	1.78	1.78	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.77	0.77	0.77	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	1.34	-	-	-	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	24.22	22.27	21.30	20.53	23.78	22.64	22.18	23.54	22.42	21.50
Travel Time Between Individuals	4.42	3.79	3.79	3.79	4.42	4.42	4.42	4.42	4.42	4.42
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.31	1.95	2.92	3.69	3.39	4.53	4.99	2.27	3.39	4.31
Supervision and Other Employer Time	0.46	1.81	1.81	1.81	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.90	0.78	0.78	0.78	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	1.36	-	-	-	2.72	2.72	2.72	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	1.36	1.36	1.36
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Specialist, Home and Community-Based, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	23.64	21.75	20.80	20.05	23.21	22.10	21.65	22.98	21.88	20.98
Travel Time Between Individuals	5.16	4.42	4.42	4.42	5.16	5.16	5.16	5.16	5.16	5.16
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.21	1.90	2.85	3.60	3.31	4.42	4.87	2.21	3.31	4.21
Supervision and Other Employer Time	0.45	1.77	1.77	1.77	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.88	0.76	0.76	0.76	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	1.33	-	-	-	2.66	2.66	2.66	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	1.33	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	22.89	21.05	20.13	19.40	22.47	21.40	20.97	22.25	21.18	20.32
Travel Time Between Individuals	6.14	5.26	5.26	5.26	6.14	6.14	6.14	6.14	6.14	6.14
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.07	1.84	2.76	3.49	3.21	4.28	4.71	2.14	3.21	4.07
Supervision and Other Employer Time	0.43	1.71	1.71	1.71	0.43	0.43	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.85	0.74	0.74	0.74	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	1.29	-	-	-	2.57	2.57	2.57	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	1.29	1.29	1.29
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.96	0.96	0.96	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Technician, 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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	21.87	20.91	20.15	24.00	23.52	23.13	22.06	20.94	20.49	19.15
Travel Time Between Individuals	4.25	4.25	4.25	4.25	4.25	4.25	4.91	4.91	4.91	4.28
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.94	2.90	3.66	0.97	1.45	1.84	3.34	4.46	4.91	2.91
Supervision and Other Employer Time	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.77	0.77	0.77	0.77	0.77	0.77	0.89	0.89	0.89	0.78
Collateral contacts (not billable)	-	-	-	-	-	-	2.68	2.68	2.68	2.34
Interdisciplinary team case reviews/planning	1.16	1.16	1.16	-	-	-	1.34	1.34	1.34	1.17
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85	3.04
Total	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	22.22	21.24	20.47	24.38	23.90	23.50	22.42	21.28	20.82	19.45
Travel Time Between Individuals	3.83	3.83	3.83	3.83	3.83	3.83	4.42	4.42	4.42	3.85
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.97	2.95	3.72	0.99	1.47	1.87	3.39	4.53	4.99	2.96
Supervision and Other Employer Time	0.91	0.91	0.91	0.91	0.91	0.91	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.78	0.78	0.78	0.90	0.90	0.90	0.79
Collateral contacts (not billable)	-	-	-	-	-	-	2.72	2.72	2.72	2.38
Interdisciplinary team case reviews/planning	1.18	1.18	1.18	-	-	-	1.36	1.36	1.36	1.19
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85	3.04
Total	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Assistant, Home and Community-Based, 1:3	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2	Infant Development Program, Early Intervention Technician, 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
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Category B Assumptions Adjusted for Training and PTO

Direct services	21.71	20.75	20.00	23.82	23.34	22.95	21.88	20.77	20.32	19.00
Travel Time Between Individuals	4.46	4.46	4.46	4.46	4.46	4.46	5.16	5.16	5.16	4.49
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.92	2.88	3.63	0.96	1.44	1.83	3.31	4.42	4.87	2.89
Supervision and Other Employer Time	0.89	0.89	0.89	0.89	0.89	0.89	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.76	0.76	0.76	0.76	0.76	0.76	0.88	0.88	0.88	0.77
Collateral contacts (not billable)	-	-	-	-	-	-	2.66	2.66	2.66	2.32
Interdisciplinary team case reviews/planning	1.15	1.15	1.15	-	-	-	1.33	1.33	1.33	1.16
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85	3.04
Total	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	21.01	20.09	19.36	23.05	22.59	22.21	21.18	20.11	19.68	18.39
Travel Time Between Individuals	5.31	5.31	5.31	5.31	5.31	5.31	6.14	6.14	6.14	5.35
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.86	2.78	3.51	0.93	1.39	1.77	3.21	4.28	4.71	2.79
Supervision and Other Employer Time	0.86	0.86	0.86	0.86	0.86	0.86	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.74	0.74	0.74	0.74	0.74	0.74	0.85	0.85	0.85	0.75
Collateral contacts (not billable)	-	-	-	-	-	-	2.57	2.57	2.57	2.25
Interdisciplinary team case reviews/planning	1.11	1.11	1.11	-	-	-	1.29	1.29	1.29	1.12
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85	3.04
Total	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
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Appendix D: Productivity Assumptions

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	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, Registered Nurse, Home and Community-Based, 1:1	Infant Development Program, Registered Nurse, Home and Community-Based, 1:2
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Base Model Assumptions Adjusted for Training and PTO

Direct services	18.17	17.78	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94
Travel Time Between Individuals	4.28	4.28	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.89	4.28	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
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.17	1.17	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
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	18.46	18.06	22.42	21.28	20.82	22.42	21.28	20.82	22.42	21.28
Travel Time Between Individuals	3.85	3.85	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.95	4.35	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
Missed Appointments (not redirected to other tasks)	0.79	0.79	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	2.38	2.38	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	1.19	1.19	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
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	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, Registered Nurse, Home and Community-Based, 1:1	Infant Development Program, Registered Nurse, Home and Community-Based, 1:2
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Category B Assumptions Adjusted for Training and PTO

Direct services	18.03	17.64	21.88	20.77	20.32	21.88	20.77	20.32	21.88	20.77
Travel Time Between Individuals	4.49	4.49	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.86	4.25	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
Missed Appointments (not redirected to other tasks)	0.77	0.77	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	2.32	2.32	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	1.16	1.16	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
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	17.45	17.07	21.18	20.11	19.68	21.18	20.11	19.68	21.18	20.11
Travel Time Between Individuals	5.35	5.35	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.73	4.11	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
Missed Appointments (not redirected to other tasks)	0.75	0.75	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	2.25	2.25	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	1.12	1.12	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
Paid time off	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Registered Nurse, Home and Community-Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3	Infant Development Program, Registered Dietician, Home and Community-Based, 1:1	Infant Development Program, Registered Dietician, Home and Community-Based, 1:2	Infant Development Program, Registered 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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	20.49	19.15	18.17	17.78	22.06	20.94	20.49	22.06	20.94	20.49
Travel Time Between Individuals	4.91	4.28	4.28	4.28	4.91	4.91	4.91	4.91	4.91	4.91
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.91	2.91	3.89	4.28	3.34	4.46	4.91	3.34	4.46	4.91
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
Missed Appointments (not redirected to other tasks)	0.89	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.17	1.17	1.17	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
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	20.82	19.45	18.46	18.06	22.42	21.28	20.82	22.42	21.28	20.82
Travel Time Between Individuals	4.42	3.85	3.85	3.85	4.42	4.42	4.42	4.42	4.42	4.42
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.99	2.96	3.95	4.35	3.39	4.53	4.99	3.39	4.53	4.99
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
Missed Appointments (not redirected to other tasks)	0.90	0.79	0.79	0.79	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	2.72	2.38	2.38	2.38	2.72	2.72	2.72	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	1.36	1.19	1.19	1.19	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
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Registered Nurse, Home and Community-Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Home and Community-Based, 1:3	Infant Development Program, Registered Dietician, Home and Community-Based, 1:1	Infant Development Program, Registered Dietician, Home and Community-Based, 1:2	Infant Development Program, Registered 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
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Category B Assumptions Adjusted for Training and PTO

Direct services	20.32	19.00	18.03	17.64	21.88	20.77	20.32	21.88	20.77	20.32
Travel Time Between Individuals	5.16	4.49	4.49	4.49	5.16	5.16	5.16	5.16	5.16	5.16
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.87	2.89	3.86	4.25	3.31	4.42	4.87	3.31	4.42	4.87
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
Missed Appointments (not redirected to other tasks)	0.88	0.77	0.77	0.77	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	2.66	2.32	2.32	2.32	2.66	2.66	2.66	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	1.33	1.16	1.16	1.16	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
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	19.68	18.39	17.45	17.07	21.18	20.11	19.68	21.18	20.11	19.68
Travel Time Between Individuals	6.14	5.35	5.35	5.35	6.14	6.14	6.14	6.14	6.14	6.14
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.71	2.79	3.73	4.11	3.21	4.28	4.71	3.21	4.28	4.71
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
Missed Appointments (not redirected to other tasks)	0.85	0.75	0.75	0.75	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	2.57	2.25	2.25	2.25	2.57	2.57	2.57	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	1.29	1.12	1.12	1.12	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
Paid time off	3.85	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Psychologist, Home and Community- Based, 1:1	Infant Development Program, Psychologist, Home and Community- Based, 1:2	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 Assistant, Center/Facility Based, 1:1	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3	Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:1
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Base Model Assumptions Adjusted for Training and PTO

Direct services	22.06	20.94	20.49	28.52	27.41	26.51	25.53	24.57	23.81	27.66
Travel Time Between Individuals	4.91	4.91	4.91	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	2.23	3.34	4.24	1.94	2.90	3.66	0.97
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.45	0.45	0.45	0.39	0.39	0.39	0.39
Collateral contacts (not billable)	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	1.16	1.16	1.16	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	22.42	21.28	20.82	28.52	27.41	26.51	25.53	24.57	23.81	27.66
Travel Time Between Individuals	4.42	4.42	4.42	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.39	4.53	4.99	2.23	3.34	4.24	1.94	2.90	3.66	0.97
Supervision and Other Employer Time	0.46	0.46	0.46	0.45	0.45	0.45	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.45	0.45	0.45	0.39	0.39	0.39	0.39
Collateral contacts (not billable)	2.72	2.72	2.72	2.68	2.68	2.68	-	-	-	-
Interdisciplinary team case reviews/planning	1.36	1.36	1.36	1.34	1.34	1.34	1.16	1.16	1.16	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Psychologist, Home and Community- Based, 1:1	Infant Development Program, Psychologist, Home and Community- Based, 1:2	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 Assistant, Center/Facility Based, 1:1	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Assistant, Center/Facility Based, 1:3	Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:1
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Category B Assumptions Adjusted for Training and PTO

Direct services	21.88	20.77	20.32	28.52	27.41	26.51	25.53	24.57	23.81	27.66
Travel Time Between Individuals	5.16	5.16	5.16	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.31	4.42	4.87	2.23	3.34	4.24	1.94	2.90	3.66	0.97
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.45	0.45	0.45	0.39	0.39	0.39	0.39
Collateral contacts (not billable)	2.66	2.66	2.66	2.68	2.68	2.68	-	-	-	-
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	1.34	1.34	1.34	1.16	1.16	1.16	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	21.18	20.11	19.68	28.52	27.41	26.51	25.53	24.57	23.81	27.66
Travel Time Between Individuals	6.14	6.14	6.14	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.21	4.28	4.71	2.23	3.34	4.24	1.94	2.90	3.66	0.97
Supervision and Other Employer Time	0.43	0.43	0.43	0.45	0.45	0.45	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.45	0.45	0.45	0.39	0.39	0.39	0.39
Collateral contacts (not billable)	2.57	2.57	2.57	2.68	2.68	2.68	-	-	-	-
Interdisciplinary team case reviews/planning	1.29	1.29	1.29	1.34	1.34	1.34	1.16	1.16	1.16	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60

DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services

Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Technician, 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	Infant Development Program, Audiologist, Center/Facility Based, 1:2
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Base Model Assumptions Adjusted for Training and PTO

Direct services	27.18	26.79	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.45	1.84	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	27.18	26.79	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.45	1.84	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00

DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services

Appendix D: Productivity Assumptions

Infant Development Program, Early Intervention Technician, Center/Facility Based, 1:2	Infant Development Program, Early Intervention Technician, 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	Infant Development Program, Audiologist, Center/Facility Based, 1:2
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Category B Assumptions Adjusted for Training and PTO

Direct services	27.18	26.79	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.45	1.84	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	27.18	26.79	26.30	25.18	24.74	22.84	21.87	21.49	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	0.97	0.97	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.45	1.84	4.01	5.13	5.57	3.50	4.47	4.85	4.01	5.13
Supervision and Other Employer Time	0.90	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.39	0.39	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89
Collateral contacts (not billable)	-	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	1.34	1.34	1.34	1.17	1.17	1.17	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85
Total	34.60	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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, Registered Nurse, Center/Facility Based, 1:1	Infant Development Program, Registered Nurse, Center/Facility Based, 1:2	Infant Development Program, Registered Nurse, Center/Facility Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74	26.30	25.18	24.74	22.84	21.87	21.49
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57	4.01	5.13	5.57	3.50	4.47	4.85
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
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.78	0.78	0.78
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.34	2.34	2.34
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.17	1.17	1.17
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
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74	26.30	25.18	24.74	22.84	21.87	21.49
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57	4.01	5.13	5.57	3.50	4.47	4.85
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
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.78	0.78	0.78
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.34	2.34	2.34
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.17	1.17	1.17
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
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

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, Registered Nurse, Center/Facility Based, 1:1	Infant Development Program, Registered Nurse, Center/Facility Based, 1:2	Infant Development Program, Registered Nurse, Center/Facility Based, 1:3	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:1	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:2	Infant Development Program, Licensed Vocational Nurse, Center/Facility Based, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74	26.30	25.18	24.74	22.84	21.87	21.49
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57	4.01	5.13	5.57	3.50	4.47	4.85
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
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.78	0.78	0.78
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.34	2.34	2.34
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.17	1.17	1.17
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
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74	26.30	25.18	24.74	22.84	21.87	21.49
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance										
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57	4.01	5.13	5.57	3.50	4.47	4.85
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
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.78	0.78	0.78
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.34	2.34	2.34
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.17	1.17	1.17
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
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietician, Center/Facility Based, 1:1	Infant Development Program, Registered Dietician, Center/Facility Based, 1:2	Infant Development Program, Registered 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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

**DDS Vendor Rate Study - Rate Models - Kern Regional Center
prepared for California Department of Developmental Services**

Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietician, Center/Facility Based, 1:1	Infant Development Program, Registered Dietician, Center/Facility Based, 1:2	Infant Development Program, Registered 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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-
IPP/IEP Attendance									
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	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
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
Collateral contacts (not billable)	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
Travel Time without Individuals	-	-	-	-	-	-	-	-	-
Training	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
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00