

Vendor Rate Study

Rate Models for

Kern Regional Center

- prepared for -

California Department of Developmental Services

- prepared by -

Burns & Associates, A Division of Health Management Associates

<https://www.healthmanagement.com/about/burns-associates/>

January 1, 2026

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

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Personal Supports & Training Services

	1:1	Hour	\$37.01
Personal Assistance	1:2	Hour	\$20.56
	1:3	Hour	\$15.07
	1:1	Hour	\$24.21
Participant-Directed Personal Assistance	1:2	Hour	\$13.56
	1:3	Hour	\$9.86
	1:1	Hour	\$24.21
Parent Coordinated Personal Assistance	1:2	Hour	\$13.56
	1:3	Hour	\$9.86
	1:1	Hour	\$28.78
Parent Coordinated Personal Assistance, OT Rate	1:2	Hour	\$15.83
	1:3	Hour	\$11.51
	1:1	Hour	\$54.68
Independent Living Program	1:2	Hour	\$30.76
	1:3	Hour	\$22.70
	1:1	Hour	\$24.79
Participant-Directed Independent Living	1:2	Hour	\$13.88
	1:3	Hour	\$10.09
	1:1	Hour	\$42.91
Independent Living Specialist	1:2	Hour	\$24.15
	1:3	Hour	\$17.83
	1:1	Hour	\$24.50
Parent Coordinated Supported Living	1:2	Hour	\$13.72
	1:3	Hour	\$9.98
	1:1	Hour	\$29.18
Parent Coordinated Supported Living, OT Rate	1:2	Hour	\$16.05
	1:3	Hour	\$11.67
	1:1	Hour	\$40.31
Supported Living Services	1:2	Hour	\$22.52
	1:3	Hour	\$16.51
	1:1	Hour	\$58.03
Parenting Support Services	1:2	Hour	\$32.45
	1:3	Hour	\$23.97
	1:1	Hour	\$35.98
Respite	1:2	Hour	\$19.97
	1:3	Hour	\$14.64
	1:1	Hour	\$24.21
Participant-Directed Respite	1:2	Hour	\$13.56
	1:3	Hour	\$9.86
	1:1	Hour	\$28.78
Participant-Directed Respite, OT Rate	1:2	Hour	\$15.83
	1:3	Hour	\$11.51
	1:1	Hour	\$56.26
Tutor Services	1:2	Hour	\$31.66
	1:3	Hour	\$23.37
	1:1	Hour	\$34.27
Housekeeping	1:2	Hour	\$18.85
	1:3	Hour	\$13.71
Supplemental Prog. Supp. - Other Svcs		Hour	\$30.96

Residential Services

	Lvl 2	Month	\$6,669.58
Residential Facility Serving Adults - Staff Operated; 4 or Less Beds	Lvl 3	Month	\$8,205.15
	Lvl 4	Month	\$9,579.88
	Lvl 5	Month	\$11,893.31
	Lvl 6	Month	\$13,286.48

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	Lvl 2	Month	\$5,335.46
Residential Facility Serving Adults - Staff Operated; 5 or More Beds	Lvl 3	Month	\$7,436.13
	Lvl 4	Month	\$8,926.17
	Lvl 5	Month	\$11,261.64
	Lvl 6	Month	\$12,780.17
	Lvl 2	Month	\$7,015.26
Residential Facility Serving Children - Staff Operated; 4 or Less Beds	Lvl 3	Month	\$8,563.84
	Lvl 4	Month	\$10,028.05
	Lvl 5	Month	\$12,464.66
	Lvl 6	Month	\$13,955.19
	Lvl 2	Month	\$5,591.48
Residential Facility Serving Children - Staff Operated; 5 or More Beds	Lvl 3	Month	\$7,768.94
	Lvl 4	Month	\$9,348.69
	Lvl 5	Month	\$11,818.82
	Lvl 6	Month	\$13,434.92
	Lvl 2	Month	\$5,827.68
Residential Facility Serving Adults - Owner Operated; 4 or Less Beds	Lvl 3	Month	\$6,399.51
	Lvl 4	Month	\$9,579.88
	Lvl 5	Month	\$11,893.31
	Lvl 6	Month	\$13,286.48
	Lvl 2	Month	\$4,726.49
Residential Facility Serving Adults - Owner Operated; 5 or More Beds	Lvl 3	Month	\$6,130.92
	Lvl 4	Month	\$8,926.17
	Lvl 5	Month	\$11,261.64
	Lvl 6	Month	\$12,780.17
	Lvl 2	Month	\$6,173.75
Residential Facility Serving Children - Owner Operated; 4 or Less Beds	Lvl 3	Month	\$6,770.85
	Lvl 4	Month	\$10,028.05
	Lvl 5	Month	\$12,464.66
	Lvl 6	Month	\$13,955.19
	Lvl 2	Month	\$4,982.73
Residential Facility Serving Children - Owner Operated; 5 or More Beds	Lvl 3	Month	\$6,451.34
	Lvl 4	Month	\$9,348.69
	Lvl 5	Month	\$11,818.82
	Lvl 6	Month	\$13,434.92
Residential Facility Serving Adults or Children	Lvl 7	Month	
ARFPSHN		Month	
Supplemental Residential Prog. Supp.		Hour	\$30.67

Day Services

	1:10	Hour	\$5.63
	1:9	Hour	\$6.13
	1:8	Hour	\$6.76
	1:7	Hour	\$7.56
	1:6	Hour	\$8.65
	1:5	Hour	\$10.15
	1:4	Hour	\$15.10
	1:3	Hour	\$19.88
	1:2	Hour	\$29.25
	1:10	Day	\$33.78
	1:9	Day	\$36.78
	1:8	Day	\$40.56
	1:7	Day	\$45.36
	1:6	Day	\$51.90
	1:5	Day	\$60.90
	1:4	Day	\$90.60
	1:3	Day	\$119.28
	1:2	Day	\$175.50

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Behavioral Day Services	1:3	Hour	\$33.02
	1:2	Hour	\$43.53
	1:3	Day	\$198.12
	1:2	Day	\$261.18
Medical Day Services	1:3	Hour	\$37.59
	1:2	Hour	\$49.84
	1:3	Day	\$225.54
	1:2	Day	\$299.04
In-home/Mobile Day Program	1:3	Hour	\$16.81
	1:2	Hour	\$25.01
	1:1	Hour	\$44.84
	1:3	Day	\$100.86
Participant-Directed Community-Based Training	1:2	Day	\$150.06
	1:1	Day	\$269.04
	1:3	Hour	\$10.14
	1:2	Hour	\$13.82
Participant-Directed Community-Based Training, OT Rate	1:1	Hour	\$25.12
	1:3	Hour	\$11.76
	1:2	Hour	\$16.18
	1:1	Hour	\$29.41
Supplemental Day Program Support		Hour	\$31.19

Transportation Services

Transportation, Company (Small)	Mile	\$3.46
Transportation, Company (Small), Non-Ambulatory	Mile	\$3.58
Transportation, Company (Medium)	Mile	\$4.50
Transportation, Company (Medium), Non-Ambulatory	Mile	\$4.61
Transportation, Company (Large)	Mile	\$5.34
Transportation, Company (Large), Non-Ambulatory	Mile	\$5.45
Transportation, Additional Component	Trip	\$19.18
Transportation, Additional Component, Non-Ambulatory	Trip	\$19.67
Transportation Assistant	Hour	\$33.34

Employment Services

Supported Employment-Group	1:8	Hour	\$54.99
	1:1	Hour	\$33.26
Participant-Directed Supported Employment	1:2	Hour	\$18.29
	1:3	Hour	\$13.42
Supported Employment, Job Development		Hour	\$66.18
Supported Employment, Job Coaching		Hour	\$54.99
Work Activity Program	1:35+	Hour	\$2.83
	1:30-34	Hour	\$2.95
	1:25-29	Hour	\$3.22
	1:20-24	Hour	\$3.61
	1:15-19	Hour	\$4.20
	1:10-14	Hour	\$5.33
	1:9	Hour	\$6.58
	1:8	Hour	\$7.23
	1:7	Hour	\$8.02
	1:6	Hour	\$9.13
	1:5	Hour	\$10.66
	1:4	Hour	\$12.95

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Professional Services

	1:1	Hour	\$143.38
Adaptive Skills Training, Professional	1:2	Hour	\$82.84
	1:3	Hour	\$61.53
	1:1	Hour	\$106.01
Adaptive Skills Training, Specialist	1:2	Hour	\$60.86
	1:3	Hour	\$46.07
	1:1	Hour	\$145.20
Behavior Analyst	1:2	Hour	\$83.89
	1:3	Hour	\$62.31
	1:1	Hour	\$74.50
Associate Behavior Analyst	1:2	Hour	\$42.77
	1:3	Hour	\$32.38
	1:1	Hour	\$74.50
Behavior Management Assistant	1:2	Hour	\$42.77
	1:3	Hour	\$32.38
	1:1	Hour	\$71.35
Behavior Technician - Paraprofessional	1:2	Hour	\$41.11
	1:3	Hour	\$30.97
	1:1	Hour	\$88.86
Behavior Management Consultant	1:2	Hour	\$51.34
	1:3	Hour	\$38.13

Specialized Services

Specialized Therapeutic Services, Professional, Home and Community-Based	1:1	Hour	\$143.38
	1:2	Hour	\$82.84
	1:3	Hour	\$61.53
Specialized Therapeutic Services, Assistant, Home and Community-Based	1:1	Hour	\$106.63
	1:2	Hour	\$61.50
	1:3	Hour	\$46.34
Specialized Therapeutic Services, Professional, Center/Facility-Based	1:1	Hour	\$112.35
	1:2	Hour	\$64.35
	1:3	Hour	\$47.43
Specialized Therapeutic Services, Assistant, Center/Facility-Based	1:1	Hour	\$84.35
	1:2	Hour	\$48.16
	1:3	Hour	\$36.28

Early Start Services

Infant Development Program, Early Intervention Specialist, Home and Community-Based	1:1	Hour	\$107.81
	1:2	Hour	\$62.26
	1:3	Hour	\$47.20
Infant Development Program, Early Intervention Assistant, Home and Community-Based	1:1	Hour	\$74.81
	1:2	Hour	\$42.93
	1:3	Hour	\$32.47
Infant Development Program, Early Intervention Technician, Home and Community-Based	1:1	Hour	\$57.22
	1:2	Hour	\$32.10
	1:3	Hour	\$23.78
Infant Development Program, PT/OT/SLP, Home and Community-Based	1:1	Hour	\$152.23
	1:2	Hour	\$88.15
	1:3	Hour	\$65.41
Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based	1:1	Hour	\$125.23
	1:2	Hour	\$72.55
	1:3	Hour	\$54.06
Infant Development Program, Audiologist, Home and Community-Based	1:1	Hour	\$164.90
	1:2	Hour	\$95.49
	1:3	Hour	\$70.86

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Infant Development Program, Family Therapist, Home and Community-Based	1:1	Hour	\$82.44
	1:2	Hour	\$47.75
	1:3	Hour	\$35.43
Infant Development Program, Registered Nurse, Home and Community-Based	1:1	Hour	\$167.63
	1:2	Hour	\$97.07
	1:3	Hour	\$72.03
Infant Development Program, Licensed Vocational Nurse, Home and Community-Based	1:1	Hour	\$112.36
	1:2	Hour	\$65.09
	1:3	Hour	\$48.50
Infant Development Program, Registered Dietitian, Home and Community-Based	1:1	Hour	\$123.06
	1:2	Hour	\$71.26
	1:3	Hour	\$52.88
Infant Development Program, Social Worker, Home and Community-Based	1:1	Hour	\$110.51
	1:2	Hour	\$64.00
	1:3	Hour	\$47.49
Infant Development Program, Psychologist, Home and Community-Based	1:1	Hour	\$154.16
	1:2	Hour	\$89.27
	1:3	Hour	\$66.24
Infant Development Program, Early Intervention Specialist, Center/Facility-Based	1:1	Hour	\$77.60
	1:2	Hour	\$44.75
	1:3	Hour	\$33.86
Infant Development Program, Early Intervention Assistant, Center/Facility-Based	1:1	Hour	\$55.68
	1:2	Hour	\$32.07
	1:3	Hour	\$24.22
Infant Development Program, Early Intervention Technician, Center/Facility-Based	1:1	Hour	\$42.19
	1:2	Hour	\$23.85
	1:3	Hour	\$17.81
Infant Development Program, PT/OT/SLP, Center/Facility-Based	1:1	Hour	\$115.60
	1:2	Hour	\$66.79
	1:3	Hour	\$49.70
Infant Development Program, PT/OT/SLP Assistant, Center/Facility-Based	1:1	Hour	\$93.99
	1:2	Hour	\$54.41
	1:3	Hour	\$40.56
Infant Development Program, Audiologist, Center/Facility-Based	1:1	Hour	\$125.80
	1:2	Hour	\$72.65
	1:3	Hour	\$54.05
Infant Development Program, Family Therapist, Center/Facility-Based	1:1	Hour	\$59.49
	1:2	Hour	\$34.50
	1:3	Hour	\$25.78
Infant Development Program, Registered Nurse, Center/Facility-Based	1:1	Hour	\$127.99
	1:2	Hour	\$73.91
	1:3	Hour	\$54.98
Infant Development Program, Licensed Vocational Nurse, Center/Facility-Based	1:1	Hour	\$83.66
	1:2	Hour	\$48.46
	1:3	Hour	\$36.14
Infant Development Program, Registered Dietitian, Center/Facility-Based	1:1	Hour	\$92.15
	1:2	Hour	\$53.30
	1:3	Hour	\$39.70
Infant Development Program, Social Worker, Center/Facility-Based	1:1	Hour	\$82.06
	1:2	Hour	\$47.49
	1:3	Hour	\$35.40
Infant Development Program, Psychologist, Center/Facility-Based	1:1	Hour	\$117.16
	1:2	Hour	\$67.68
	1:3	Hour	\$50.37

Excess Mileage

Personal Assistance	Mile	\$1.60
Supported Living Services	Mile	\$1.65
Respite	Mile	\$1.56

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Adaptive Skills Training, Professional	Mile	\$2.90
Adaptive Skills Training, Specialist	Mile	\$2.48
Behavior Analyst	Mile	\$2.93
Behavior Management Assistant	Mile	\$1.92
Behavior Technician - Paraprofessional	Mile	\$1.90
Specialized Therapeutic Services, Professional	Mile	\$2.90
Specialized Therapeutic Services, Assistant	Mile	\$2.52
Infant Development Program, Early Intervention Specialist	Mile	\$2.31
Infant Development Program, Early Intervention Assistant	Mile	\$1.90
Infant Development Program, Early Intervention Technician	Mile	\$1.69
Infant Development Program, PT/OT/SLP	Mile	\$2.91
Infant Development Program, PT/OT/SLP Assistant	Mile	\$2.52
Infant Development Program, Audiologist	Mile	\$3.10
Infant Development Program, Family Therapist	Mile	\$1.85
Infant Development Program, Registered Nurse	Mile	\$3.14
Infant Development Program, Licensed Vocational Nurse	Mile	\$2.32
Infant Development Program, Registered Dietitian	Mile	\$2.46
Infant Development Program, Social Worker	Mile	\$2.27
Infant Development Program, Psychologist	Mile	\$2.93

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Personal Assistance, 1:1

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.38	\$26.39
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$37.70	\$47.13
	Mileage Cost per Billable Hour	\$1.31	\$1.64
Admin. and Prog. Operations	- 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
Program Operations	- Number of Direct Care Staff Supervised	15	15
	Supervision Cost per Billable Hour	\$2.92	\$2.80
	Cost per Hour, Before Program Operations and Administration	\$31.61	\$30.83
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations Cost per Billable Hour		\$1.73	\$1.74
Administration	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$4.55	\$4.44
	Rate per Billable Hour	\$37.89	\$37.01

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Personal Assistance, 1:2

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.84	\$26.61
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$37.70	\$47.13
	Mileage Cost per Billable Hour	\$1.33	\$1.67
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$32.13	\$31.12
- 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		\$4.62	\$4.49
Cost per Billable Hour		\$38.51	\$37.38
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$21.18	\$20.56

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Personal Assistance, 1:3

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.84	\$26.83
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$37.70	\$47.13
	Mileage Cost per Billable Hour	\$1.33	\$1.68
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$32.15	\$31.37
	- 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	\$4.63	\$4.52
Cost per Billable Hour	Cost per Billable Hour	\$38.55	\$37.67
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$15.42	\$15.07

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Personal Assistance, Excess Mileage

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	26.24	25.08
	Weekly Staff Cost	\$786.94	\$752.15
Supervision	- Number of Miles Traveled per 40-Hour Week	1,150	1,150
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$833.75	\$833.75
	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
Admin. and Prog. Operations	- 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
	Weekly Supervision Cost	\$84.08	\$80.29
Cost per Week, Before Program Operations and Administration		\$1,704.77	\$1,666.19
- Daily Program Operations Costs		\$10.00	\$10.00
Weekly Program Operations Cost		\$50.00	\$50.00
Weekly Administration Cost		\$131.18	\$127.34
Rate per Mile		\$1.64	\$1.60

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Participant-Directed Personal Assistance, 1:1

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.33	\$24.21
	Cost per Hour, Before Program Operations and Administration	\$25.33	\$24.21
	- 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		\$25.33	\$24.21

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Participant-Directed Personal Assistance, 1:2

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.18	\$13.56

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Participant-Directed Personal Assistance, 1:3

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.32	\$9.86

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Parent Coordinated Personal Assistance, 1:1

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.33	\$24.21
	Cost per Hour, Before Program Operations and Administration	\$25.33	\$24.21
	- 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		\$25.33	\$24.21

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Parent Coordinated Personal Assistance, 1:2

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.18	\$13.56

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Parent Coordinated Personal Assistance, 1:3

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.32	\$9.86

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Parent Coordinated Personal Assistance, 1:1 - Overtime

		Base Model	Kern
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.94 7.65% 4.83% #	\$25.59 7.65% 4.83%
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent Administration Cost per Billable Hour	\$30.30 \$0.00 \$0.00 0.0%	\$28.78 \$0.00 \$0.00 0.0%
	Rate per Billable Hour	\$30.30	\$28.78

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Parent Coordinated Personal Assistance, 1:2 - Overtime

		Base Model	Kern
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.94 7.65% 4.83% # \$30.30	\$25.59 7.65% 4.83% \$28.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent Administration Cost per Billable Hour	\$30.30 \$0.00 \$0.00 0.0% \$0.00	\$28.78 \$0.00 \$0.00 0.0% \$0.00
	Cost per Billable Hour <ul style="list-style-type: none"> - Rate Premium - Number of Individuals Served Rate per Billable Hour	\$30.30 10% 2 \$16.67	\$28.78 10% 2 \$15.83

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Parent Coordinated Personal Assistance, 1:3 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) 	\$26.94	\$25.59
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	7.65%	7.65%
		4.83% #	4.83%
		\$30.30	\$28.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.30	\$28.78
	- 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	\$30.30	\$28.78
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$12.12	\$11.51

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Independent Living Program, 1:1

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
	<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
Mileage	- 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		\$38.27	\$37.09
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.53	\$4.52
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$46.52	\$46.21
- 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		\$6.60	\$6.56
Rate per Billable Hour		\$54.99	\$54.68

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Independent Living Program, 1:2

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
	<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
Mileage	- 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		\$38.86	\$37.94
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.61	\$4.62
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$47.30	\$47.26
	- 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	\$6.71	\$6.71
Cost per Billable Hour	Cost per Billable Hour	\$55.92	\$55.92
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$30.76	\$30.76

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Independent Living Program, 1:3

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
	<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
Mileage	- 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		\$39.45	\$38.50
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.66	\$4.69
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$48.01	\$47.97
	- 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	\$6.81	\$6.81
Cost per Billable Hour	Cost per Billable Hour	\$56.76	\$56.76
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$22.70	\$22.70

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Participant-Directed Independent Living, 1:1

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.37	\$22.33
	<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
Admin. and Prog. Operations	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.94	\$24.79
	Cost per Hour, Before Program Operations and Administration	\$25.94	\$24.79
	- 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		\$25.94	\$24.79

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Participant-Directed Independent Living, 1:2

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.37	\$22.33
	<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
Admin. and Prog. Operations	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.41	\$25.23
	Cost per Hour, Before Program Operations and Administration	\$26.41	\$25.23
	- 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		\$26.41	\$25.23
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.53	\$13.88

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Participant-Directed Independent Living, 1:3

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.37	\$22.33
	<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
Admin. and Prog. Operations	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.41	\$25.23
	Cost per Hour, Before Program Operations and Administration	\$26.41	\$25.23
	- 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		\$26.41	\$25.23
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.56	\$10.09

DDS Vendor Rate Study - Rate Models
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Independent Living Specialist, 1:1

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Mileage	"Billable" Hours	27.60	27.04
	Productivity Factor	1.25	1.28
	Staff Cost After Productivity Adj. per Billable Hour	\$36.80	\$35.97
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.41	\$4.37
Cost per Hour, Before Program Operations and Administration		\$40.21	\$40.34
- 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		\$2.57	\$2.57
Rate per Billable Hour		\$42.78	\$42.91

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Independent Living Specialist, 1:2

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Mileage	"Billable" Hours	27.03	26.48
	Productivity Factor	1.28	1.31
	Staff Cost After Productivity Adj. per Billable Hour	\$37.68	\$36.81
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.49	\$4.46
	Cost per Hour, Before Program Operations and Administration	\$41.17	\$41.27
	- 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	\$2.63	\$2.63
	Cost per Billable Hour	\$43.80	\$43.90
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$24.09	\$24.15

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Independent Living Specialist, 1:3

		Base Model	Kern
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	\$23.84	\$22.65
	- Employee Benefit Rate (as a percent of wages)	18.65%	19.23%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.44	\$28.10
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Mileage	"Billable" Hours	26.63	26.09
	Productivity Factor	1.30	1.33
	Staff Cost After Productivity Adj. per Billable Hour	\$38.27	\$37.37
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.54	\$4.53
	Cost per Hour, Before Program Operations and Administration	\$41.81	\$41.90
	- 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	\$2.67	\$2.67
	Cost per Billable Hour	\$44.48	\$44.57
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$17.79	\$17.83

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Parent Coordinated Supported Living, 1:1

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	<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
Admin. and Prog. Operations	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.63	\$24.50
	Cost per Hour, Before Program Operations and Administration	\$25.63	\$24.50
	- 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		\$25.63	\$24.50

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Parent Coordinated Supported Living, 1:2

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	<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
Admin. and Prog. Operations	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.09	\$24.94
	Cost per Hour, Before Program Operations and Administration	\$26.09	\$24.94
	- 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		\$26.09	\$24.94
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.35	\$13.72

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Parent Coordinated Supported Living, 1:3

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	<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
Admin. and Prog. Operations	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.09	\$24.94
	Cost per Hour, Before Program Operations and Administration	\$26.09	\$24.94
	- 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		\$26.09	\$24.94
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.44	\$9.98

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Parent Coordinated Supported Living, 1:1 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$27.30 \$25.94 - 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) \$30.71 \$29.18	\$30.71	\$29.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent 0.0% 0.0% Administration Cost per Billable Hour Rate per Billable Hour	\$30.71	\$29.18

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Parent Coordinated Supported Living, 1:2 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$27.30 \$25.94 - 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) \$30.71 \$29.18	\$30.71	\$29.18
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent \$0.00 \$0.00 Administration Cost per Billable Hour	\$30.71	\$29.18
	Cost per Billable Hour <ul style="list-style-type: none"> - Rate Premium 10% 10% - Number of Individuals Served 2 2 Rate per Billable Hour	\$16.89	\$16.05

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Parent Coordinated Supported Living, 1:3 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$27.30 \$25.94 - 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) \$30.71 \$29.18	\$30.71	\$29.18
Admin. and Program Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent \$0.00 \$0.00 Administration Cost per Billable Hour	\$30.71	\$29.18
	Cost per Billable Hour <ul style="list-style-type: none"> - Rate Premium 20% 20% - Number of Individuals Served 3 3 Rate per Billable Hour	\$12.28	\$11.67

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Supported Living Services, 1:1

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.71	\$29.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.47	\$22.43
<i>Productivity Adjustments</i>			
Total Hours		36.35	36.35
Mileage	- 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		\$27.93	\$26.69
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$62.35	\$77.58
	Mileage Cost per Billable Hour	\$2.04	\$2.55
	- 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
Staff Meal Costs	- 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
- 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
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

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Supported Living Services, 1:1

Admin. and Prog.
Operations

Unit of Service	Base Model	Kern
	Hour	Hour
Cost per Hour, Before Program Operations and Administration	\$34.74	\$33.83
- 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	\$4.96	\$4.84
Rate per Billable Hour	\$41.34	\$40.31

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Supported Living Services, 1:2

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.71	\$29.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.47	\$22.43
<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		\$28.16	\$27.14
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	\$0.730	\$0.730
	Weekly Mileage Cost	\$62.35	\$77.58
	Mileage Cost per Billable Hour	\$2.07	\$2.58
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
	- 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
- Number of Direct Care Staff Supervised		10	10
Supervision Cost per Billable Hour		\$4.46	\$4.28
Staff Meal Costs	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
	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

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Supported Living Services, 1:2

Admin. and Prog. Operations

Unit of Service	Base Model	Kern
	Hour	Hour
Cost per Hour, Before Program Operations and Administration	\$35.06	\$34.37
- 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	\$5.01	\$4.91
Cost per Billable Hour	\$41.73	\$40.94
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$22.95	\$22.52

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Supported Living Services, 1:3

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.71	\$29.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.47	\$22.43
<i>Productivity Adjustments</i>			
Total Hours		36.35	36.35
"Billable" Hours	- 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
Productivity Factor		29.99	29.85
Staff Cost After Productivity Adj. per Billable Hour		\$28.40	\$27.36
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	\$0.730	\$0.730
	Weekly Mileage Cost	\$62.35	\$77.58
	Mileage Cost per Billable Hour	\$2.08	\$2.60
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
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

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Supported Living Services, 1:3

Admin. and Prog. Operations

Unit of Service	Base Model	Kern
	Hour	Hour
Cost per Hour, Before Program Operations and Administration	\$35.34	\$34.64
- 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	\$5.05	\$4.95
Cost per Billable Hour	\$42.06	\$41.27
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$16.82	\$16.51

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Supported Living Services, Excess Mileage

		Base Model	Kern
	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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.71	\$29.18
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.47	\$22.43
	<i>Productivity Adjustments</i>		
	Total Hours	36.35	36.35
Mileage	- 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 Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.99	\$25.79
	Weekly Staff Cost	\$856.66	\$818.57
	- Number of Miles Traveled per 40-Hour Week	1,250	1,250
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$906.25	\$906.25
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 OT Wage	\$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 Staff Cost Before Productivity Adj. (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
Staff Meal Costs	Weekly Supervision Cost	\$1,346.36	\$1,285.32
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$134.64	\$128.53
	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
	Billable Hours	31.74	31.74
	- Number of Meals (one meal per 8-Hour shift)	3.97	3.97
	Weekly Staff Meal Cost	\$11.79	\$11.79

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Supported Living Services, Excess Mileage

	Unit of Service	Base Model	Kern
		Hour	Hour
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration - Daily Program Operations Costs	\$1,909.34 \$10.00	\$1,865.14 \$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$151.68	\$147.28
	Rate per Mile	\$1.69	\$1.65

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Parenting Support Services, 1:1

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.25	\$2.82
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$48.33	\$47.47
	- 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	\$7.08	\$6.96
Rate per Billable Hour		\$58.97	\$58.03

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Parenting Support Services, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.30	\$2.88
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$49.50	\$48.24
	- 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	\$7.25	\$7.08
Cost per Billable Hour	Cost per Billable Hour	\$60.39	\$59.00
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$33.21	\$32.45

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Parenting Support Services, 1:3

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.33	\$2.92
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$50.28	\$49.00
	- 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	\$7.36	\$7.19
Cost per Billable Hour	Cost per Billable Hour	\$61.33	\$59.92
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$24.53	\$23.97

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Respite, 1:1

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.16	\$26.17
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.17	\$2.71
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$32.23	\$31.66
- 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		\$4.40	\$4.32
Rate per Billable Hour		\$36.63	\$35.98

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Respite, 1:2

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.38	\$26.39
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.20	\$2.74
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$32.51	\$31.94
- 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		\$4.43	\$4.36
Cost per Billable Hour		\$36.94	\$36.30
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$20.32	\$19.97

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Respite, 1:3

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	- 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		\$27.61	\$26.61
Supervision	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.21	\$2.76
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$32.77	\$32.20
	- 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	\$4.47	\$4.39
Cost per Billable Hour	Cost per Billable Hour	\$37.24	\$36.59
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$14.90	\$14.64

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Respite, Excess Mileage

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	26.24	25.08
	Weekly Staff Cost	\$786.94	\$752.15
Supervision	- Number of Miles Traveled per 40-Hour Week	1,150	1,150
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$833.75	\$833.75
	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
Admin. and Prog. Operations	- 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
	Weekly Supervision Cost	\$84.08	\$80.29
Cost per Week, Before Program Operations and Administration		\$1,704.77	\$1,666.19
- Daily Program Operations Costs		\$0.00	\$0.00
Weekly Program Operations Cost		\$0.00	\$0.00
Weekly Administration Cost		\$127.69	\$124.72
Rate per Mile		\$1.59	\$1.56

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Participant-Directed Respite, 1:1

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	31.05	31.05
	Productivity Factor	1.11	1.11
	Staff Cost After Productivity Adj. per Billable Hour	\$25.33	\$24.21
	Cost per Hour, Before Program Operations and Administration	\$25.33	\$24.21
	- 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		\$25.33	\$24.21

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Participant-Directed Respite, 1:2

		Base Model	Kern
Direct Care Staff Wages and Benefits	Unit of Service	Hour	Hour
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.75	30.75
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.18	\$13.56

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Participant-Directed Respite, 1:3

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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
Admin. and Prog. Operations	"Billable" Hours	30.56	30.56
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$25.79	\$24.65
	Cost per Hour, Before Program Operations and Administration	\$25.79	\$24.65
	- 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		\$25.79	\$24.65
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.32	\$9.86

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Participant-Directed Respite, 1:1 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$26.94 \$25.59 - 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) \$30.30 \$28.78	\$30.30	\$28.78
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent 0.0% 0.0% Administration Cost per Billable Hour Rate per Billable Hour	\$30.30	\$28.78

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Participant-Directed Respite, 1:2 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$26.94 \$25.59 - 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) \$30.30 \$28.78	\$30.30	\$28.78
Admin. and Program Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent \$0.00 \$0.00 Administration Cost per Billable Hour	\$30.30	\$28.78
	Cost per Billable Hour <ul style="list-style-type: none"> - Rate Premium 10% 10% - Number of Individuals Served 2 2 Rate per Billable Hour	\$30.30	\$28.78
		\$16.67	\$15.83

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Participant-Directed Respite, 1:3 - Overtime

		Base Model	Kern
Unit of Service		Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) \$26.94 \$25.59 - 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) \$30.30 \$28.78		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration <ul style="list-style-type: none"> - Daily Program Operations Costs \$0.00 \$0.00 Program Operations Cost per Billable Hour <ul style="list-style-type: none"> - Administration Percent \$0.00 \$0.00 Administration Cost per Billable Hour Cost per Billable Hour <ul style="list-style-type: none"> - Rate Premium 20% 20% - Number of Individuals Served 3 3 Rate per Billable Hour \$12.12 \$11.51	\$30.30 \$0.00 \$0.00 0.0% \$0.00	\$28.78 \$0.00 \$0.00 0.0% \$0.00

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Tutor Services, 1:1

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.45	\$4.41
Cost per Hour, Before Program Operations and Administration		\$46.15	\$45.78
- 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		\$6.79	\$6.75
Rate per Billable Hour		\$56.60	\$56.26

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Tutor Services, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.52	\$4.51
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$46.89	\$46.84
	- 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	\$6.90	\$6.91
Cost per Billable Hour	Cost per Billable Hour	\$57.53	\$57.56
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$31.64	\$31.66

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Tutor Services, 1:3

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.57	\$4.57
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$47.61	\$47.54
	- 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	\$7.01	\$7.01
Cost per Billable Hour	Cost per Billable Hour	\$58.41	\$58.42
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$23.36	\$23.37

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Housekeeping, 1:1

		Base Model	Kern
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	\$18.85	\$17.91
	- Employee Benefit Rate (as a percent of wages)	21.57%	22.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.83	\$22.77
	<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
Mileage	"Billable" Hours	28.73	28.15
	Productivity Factor	1.20	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.60	\$28.01
	- Number of Miles Traveled per 40-Hour Week	150	188
Admin. and Prog. Operations	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.28	\$4.20
	Cost per Hour, Before Program Operations and Administration	\$31.88	\$32.21
- 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		\$2.03	\$2.06
Rate per Billable Hour		\$33.91	\$34.27

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Housekeeping, 1:2

		Base Model	Kern	
	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	\$18.85	\$17.91	
	- Employee Benefit Rate (as a percent of wages)	21.57%	22.29%	
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.83	\$22.77	
	<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	\$28.60	\$28.01		
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	\$0.730	\$0.730	
	Weekly Mileage Cost	\$94.25	\$118.18	
Mileage Cost per Billable Hour	\$3.28	\$4.20		
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$31.88	\$32.21	
	- 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	\$2.03	\$2.06	
	Cost per Billable Hour	\$33.91	\$34.27	
- Rate Premium	10%	10%		
- Number of Individuals Served	2	2		
Rate per Billable Hour	\$18.65	\$18.85		

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Housekeeping, 1:3

		Base Model	Kern
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	\$18.85	\$17.91
	- Employee Benefit Rate (as a percent of wages)	21.57%	22.29%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.83	\$22.77
	<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
Mileage	"Billable" Hours	28.73	28.15
	Productivity Factor	1.20	1.23
	Staff Cost After Productivity Adj. per Billable Hour	\$28.60	\$28.01
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.28	\$4.20
	Cost per Hour, Before Program Operations and Administration	\$31.88	\$32.21
	- 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	\$2.03	\$2.06
	Cost per Billable Hour	\$33.91	\$34.27
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$13.56	\$13.71

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Supplemental Prog. Supp. - Other Svcs

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.82	\$21.81
	<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	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.24	\$25.08
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
Admin. and Prog. Operations	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Billable Hour	\$4.21	\$4.02
Cost per Hour, Before Program Operations and Administration		\$30.45	\$29.10
- 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		\$1.94	\$1.86
Rate per Billable Hour		\$32.39	\$30.96

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)

	Unit of Service	Base Model	Kern
		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$16.90	\$16.90
	- Employee Benefit Rate	23.17%	23.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$21.43	\$21.43
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$393.65	\$389.45

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 2
(formerly Level 2)

		Base Model	Kern
Adult Facilities			
	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)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$47.40	\$47.40
	Weekly Staff Meal Cost per Participant	\$11.85	\$11.85
	Cost per Week Before Program Operations and Administration	\$1,008.14	\$987.55
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$147.02	\$144.21
	Total Cost per Participant per Week	\$1,225.16	\$1,201.76
	Rate per Month per Participant	\$5,327.26	\$5,225.51
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,771.33	\$6,669.58

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
Unit of Service		Month	Month
- Percent of Direct Care Staff Working Full-Time		70%	70%
<i>Regular Time</i>			
- Direct Care Staff Hourly Wage		\$18.20	\$17.29
- Employee Benefit Rate (as a percent of wages)		22.06%	22.82%
- Workers' Compensation Rate (as a percent of wages)		3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$22.88	\$21.87
<i>Overtime</i>			
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)		\$27.30	\$25.94
- 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)		\$30.38	\$28.87
- Overtime Rate (percent of work hours paid at time-and-a-half)		5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.26	\$22.22
<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		\$26.75	\$25.55
<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		\$690.15	\$659.19

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

		Base Model	Kern
Adult Facilities			
	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)	159	159
	- Weekly 8-Hour Shifts	19.9	19.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$59.70	\$59.70
	Weekly Staff Meal Cost per Participant	\$14.93	\$14.93
	Cost per Week Before Program Operations and Administration	\$1,345.40	\$1,298.32
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$193.01	\$186.59
	Total Cost per Participant per Week	\$1,608.41	\$1,554.91
	Rate per Month per Participant	\$6,993.71	\$6,761.08
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$8,437.78	\$8,205.15

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

		Base Model	Kern
Adult Facilities			
Unit of Service		Month	Month
- Percent of Direct Care Staff Working Full-Time		70%	70%
<i>Regular Time</i>			
- Direct Care Staff Hourly Wage		\$18.20	\$17.29
- Employee Benefit Rate (as a percent of wages)		22.06%	22.82%
- Workers' Compensation Rate (as a percent of wages)		3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$22.88	\$21.87
<i>Overtime</i>			
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)		\$27.30	\$25.94
- 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)		\$30.38	\$28.87
- Overtime Rate (percent of work hours paid at time-and-a-half)		5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.26	\$22.22
<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		\$26.75	\$25.55
<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		\$957.65	\$914.69

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	24	24
	Annual Consultant Cost per Participant	\$2,939.04	\$2,959.92
	Weekly Consultant Cost per Participant	\$56.52	\$56.92
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

DDS Vendor Rate Study - Rate Models
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	Kern
Adult Facilities			
	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)	199	199
	- Weekly 8-Hour Shifts	24.9	24.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$74.70	\$74.70
	Weekly Staff Meal Cost per Participant	\$18.68	\$18.68
	Cost per Week Before Program Operations and Administration	\$1,635.49	\$1,576.54
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$232.57	\$224.53
	Total Cost per Participant per Week	\$1,938.06	\$1,871.07
	Rate per Month per Participant	\$8,427.10	\$8,135.81
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$9,871.17	\$9,579.88

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)

Adult Facilities	Unit of Service	Base Model	Kern
		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,334.15	\$1,274.16

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$435.82	\$415.80
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
Adult Facilities			
	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)	239	239
	- Weekly 8-Hour Shifts	29.9	29.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$89.70	\$89.70
	Weekly Staff Meal Cost per Participant	\$22.43	\$22.43
	Cost per Week Before Program Operations and Administration	\$2,125.42	\$2,044.74
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$299.38	\$288.37
	Total Cost per Participant per Week	\$2,494.80	\$2,403.11
	Rate per Month per Participant	\$10,847.93	\$10,449.24
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$12,292.00	\$11,893.31

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
<i>Direct Care Staff Wages and Benefits - 'Line' Staff</i>	Unit of Service	Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,625.45	\$1,552.36

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

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

		Base Model	Kern
Adult Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
Administrator	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
Consultant Costs	<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	\$435.82	\$415.80
	- 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%
Mileage	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
Consultant Costs	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
Mileage	Weekly Consultant Cost per Participant	\$75.36	\$75.90
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

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

		Base Model	Kern
Adult Facilities			
	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)	279	279
	- Weekly 8-Hour Shifts	34.9	34.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$104.70	\$104.70
	Weekly Staff Meal Cost per Participant	\$26.18	\$26.18
	Cost per Week Before Program Operations and Administration	\$2,420.47	\$2,326.69
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$339.61	\$326.82
	Total Cost per Participant per Week	\$2,830.08	\$2,723.51
	Rate per Month per Participant	\$12,305.79	\$11,842.41
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$13,749.86	\$13,286.48

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

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$16.90	\$16.90
	- Employee Benefit Rate	23.17%	23.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$21.43	\$21.43
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$465.87	\$458.43

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

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

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

		Base Model	Kern
<i>Children Facilities</i>			
Staff Meals	Unit of Service	Month	Month
	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)	137	137
Admin. and Prog. Operations	- 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
	Cost per Week Before Program Operations and Administration	\$1,081.34	\$1,057.51
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$157.00	\$153.75
	Total Cost per Participant per Week	\$1,308.34	\$1,281.26
Rate per Month per Participant		\$5,688.94	\$5,571.19
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$7,133.01	\$7,015.26

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$765.05	\$730.73

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
	Mileage		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

		Base Model	Kern
<i>Children Facilities</i>			
Staff Meals	Unit of Service	Month	Month
	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)	171	171
	- Weekly 8-Hour Shifts	21.3	21.3
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$63.90	\$63.90
	Weekly Staff Meal Cost per Participant	\$15.98	\$15.98
	Cost per Week Before Program Operations and Administration	\$1,421.35	\$1,370.91
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
Administration Cost per Week per Participant		\$203.37	\$196.49
Total Cost per Participant per Week		\$1,694.72	\$1,637.40
Rate per Month per Participant		\$7,369.01	\$7,119.77
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$8,813.08	\$8,563.84

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

		Base Model	Kern
Children Facilities		Month	Month
	Unit of Service		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$1,051.28	\$1,004.12

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$399.70	\$381.78
	Administrator		
	<i>- Administrator Hourly Wage</i>	<i>\$25.24</i>	<i>\$23.98</i>
	<i>- Employee Benefit Rate (as a percent of wages)</i>	<i>20.08%</i>	<i>20.74%</i>
	<i>- Workers' Compensation Rate (as a percent of wages)</i>	<i>3.65%</i>	<i>3.65%</i>
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	<i>- Administrator Hourly Overtime Wage (time-and-a-half)</i>	<i>\$37.86</i>	<i>\$35.97</i>
	<i>- Administrator Benefit Rate (as a percent of wages)</i>	<i>7.65%</i>	<i>7.65%</i>
	<i>- Workers' Compensation Rate (as a percent of wages)</i>	<i>3.65%</i>	<i>3.65%</i>
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$166.69	\$159.16
	Consultant Costs		
	<i>- Consultant Hourly Cost</i>	<i>\$122.46</i>	<i>\$123.33</i>
	<i>- Number of Consultant Hours per Participant per Year</i>	<i>24</i>	<i>24</i>
	Annual Consultant Cost per Participant	\$2,939.04	\$2,959.92
	Weekly Consultant Cost per Participant	\$56.52	\$56.92
	Mileage		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

		Base Model	Kern
Children Facilities			
Staff Meals	Unit of Service	Month	Month
	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)	213	213
	- Weekly 8-Hour Shifts	26.6	26.6
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$79.80	\$79.80
	Weekly Staff Meal Cost per Participant	\$19.95	\$19.95
	Cost per Week Before Program Operations and Administration	\$1,730.39	\$1,667.24
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
Administration Cost per Week per Participant		\$245.51	\$236.90
Total Cost per Participant per Week		\$2,045.90	\$1,974.14
Rate per Month per Participant		\$8,896.01	\$8,583.98
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$10,340.08	\$10,028.05

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 4 or Less Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - 'Line' Staff	Unit of Service	Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,453.59	\$1,388.22

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$435.82	\$415.80
	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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
	Mileage		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>			
Staff Meals	Unit of Service	Month	Month
	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)	256	256
Admin. and Prog. Operations	- 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
	Cost per Week Before Program Operations and Administration	\$2,246.43	\$2,160.37
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$315.88	\$304.14
	Total Cost per Participant per Week	\$2,632.31	\$2,534.51
Rate per Month per Participant		\$11,445.85	\$11,020.59
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$12,889.92	\$12,464.66

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,765.28	\$1,685.89

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

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$435.82	\$415.80
Administrator	Unit of Service		
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$221.41	\$211.14
Consultant Costs	Unit of Service		
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
Mileage	Unit of Service		
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31

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

		Base Model	Kern
<i>Children Facilities</i>			
	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)	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	\$2,562.10	\$2,462.02
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$358.92	\$345.28
	Total Cost per Participant per Week	\$2,991.02	\$2,877.30
	Rate per Month per Participant	\$13,005.60	\$12,511.12
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$14,449.67	\$13,955.19

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

	<i>Adult Facilities</i>	
	Base Model	Kern
	Unit of Service	Month
	- Percent of Direct Care Staff Working Full-Time	70%
	<i>Regular Time</i>	
	- Direct Care Staff Hourly Wage	\$18.20
	- Employee Benefit Rate (as a percent of wages)	22.06%
	- Workers' Compensation Rate (as a percent of wages)	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88
	<i>Overtime</i>	
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30
	- Employee Benefit Rate (payroll taxes only)	7.65%
	- Workers' Compensation Rate (as a percent of wages)	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.38
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26
	<i>Productivity Assumptions</i>	
	Total Hours	36.35
	- Supervision and Other Employer Time	0.90
	- Training	0.67
	- Paid Time Off	3.04
	"Billable" Hours	31.74
	Productivity Adjustment	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.75
	<i>Overnight Hours</i>	
	- Direct Care Staff Hourly Wage	\$16.90
	- Employee Benefit Rate	23.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%
	Hourly Staff Cost (wages + benefits)	\$21.43
	<i>Staffing</i>	
	- Staff Hours per Facility per Week	168.0
	- Offset for Overnight Hours	(56.0)
	- Offset for Lead Staff Hours	(56.0)
	- Offset for Administrator Hours	(42.0)
	Allocated Line Staff Hours per Participant per Week	2.5
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$285.08
		168.0
		(56.0)
		(56.0)
		(42.0)
		2.5
		\$282.08

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

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
	Administrator		
	<i>- Administrator Hourly Wage</i>	<i>\$25.24</i>	<i>\$23.98</i>
	<i>- Employee Benefit Rate (as a percent of wages)</i>	<i>20.08%</i>	<i>20.74%</i>
	<i>- Workers' Compensation Rate (as a percent of wages)</i>	<i>3.65%</i>	<i>3.65%</i>
	Hourly Administrator Cost (wages + benefits)	\$31.23	\$29.83
	<i>- Administrator Hourly Overtime Wage (time-and-a-half)</i>	<i>\$37.86</i>	<i>\$35.97</i>
	<i>- Administrator Benefit Rate (as a percent of wages)</i>	<i>7.65%</i>	<i>7.65%</i>
	<i>- Workers' Compensation Rate (as a percent of wages)</i>	<i>3.65%</i>	<i>3.65%</i>
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
Adult Facilities			
	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)	126	126
	- Weekly 8-Hour Shifts	15.8	15.8
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$47.40	\$47.40
	Weekly Staff Meal Cost per Participant	\$8.62	\$8.62
	Cost per Week Before Program Operations and Administration	\$732.50	\$717.55
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$109.43	\$107.39
	Total Cost per Participant per Week	\$911.93	\$894.94
	Rate per Month per Participant	\$3,965.27	\$3,891.39
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$5,409.34	\$5,335.46

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

		Base Model	Kern
		Month	Month
	Adult Facilities		
	Unit of Service		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<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	\$695.50	\$664.30

Direct Care Staff Wages and Benefits - 'Line' Staff

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
Adult Facilities			
	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)	199	199
	- Weekly 8-Hour Shifts	24.9	24.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$74.70	\$74.70
	Weekly Staff Meal Cost per Participant	\$13.58	\$13.58
	Cost per Week Before Program Operations and Administration	\$1,185.56	\$1,142.68
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$171.21	\$165.37
	Total Cost per Participant per Week	\$1,426.77	\$1,378.05
	Rate per Month per Participant	\$6,203.90	\$5,992.06
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$7,647.97	\$7,436.13

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

		Base Model	Kern
Adult Facilities			
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
<i>Regular Time</i>			
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
<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	\$26.75	\$25.55
<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		\$987.08	\$942.80

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	24	24
	Annual Consultant Cost per Participant	\$2,939.04	\$2,959.92
	Weekly Consultant Cost per Participant	\$56.52	\$56.92
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

DDS Vendor Rate Study - Rate Models
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	Kern
Adult Facilities			
Staff Meals	Unit of Service	Month	Month
	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)	259	259
	- Weekly 8-Hour Shifts	32.4	32.4
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$97.20	\$97.20
	Weekly Staff Meal Cost per Participant	\$17.67	\$17.67
	Cost per Week Before Program Operations and Administration	\$1,500.07	\$1,444.24
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$214.10	\$206.49
	Total Cost per Participant per Week	\$1,784.17	\$1,720.73
	Rate per Month per Participant	\$7,757.95	\$7,482.10
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$9,202.02	\$8,926.17

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,392.41	\$1,329.80

DDS Vendor Rate Study - Rate Models
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	Kern
Adult Facilities			
	Unit of Service	Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
Administrator	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
Consultant Costs	<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	\$317.53	\$302.94
	- 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%
Mileage	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
Consultant Costs	Weekly Administrator Cost per Participant	\$161.02	\$153.55
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
Mileage	Weekly Consultant Cost per Participant	\$75.36	\$75.90
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
Adult Facilities			
	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)	319	319
	- Weekly 8-Hour Shifts	39.9	39.9
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$119.70	\$119.70
	Weekly Staff Meal Cost per Participant	\$21.76	\$21.76
	Cost per Week Before Program Operations and Administration	\$1,994.44	\$1,916.90
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$281.51	\$270.94
	Total Cost per Participant per Week	\$2,345.95	\$2,257.84
	Rate per Month per Participant	\$10,200.69	\$9,817.57
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$11,644.76	\$11,261.64

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
<i>Direct Care Staff Wages and Benefits - 'Line' Staff</i>	Unit of Service		
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,709.93	\$1,633.03

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

		Base Model	Kern
<i>Adult Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$317.53	\$302.94
	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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
	Mileage		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
Adult Facilities			
	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)	379	379
	- Weekly 8-Hour Shifts	47.4	47.4
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$142.20	\$142.20
	Weekly Staff Meal Cost per Participant	\$25.85	\$25.85
	Cost per Week Before Program Operations and Administration	\$2,316.05	\$2,224.22
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$325.37	\$312.85
	Total Cost per Participant per Week	\$2,711.42	\$2,607.07
	Rate per Month per Participant	\$11,789.84	\$11,336.10
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$13,233.91	\$12,780.17

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<i>Overnight Hours</i>		
	- Direct Care Staff Hourly Wage	\$16.90	\$16.90
	- Employee Benefit Rate	23.17%	23.17%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost (wages + benefits)	\$21.43	\$21.43
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$338.58	\$333.18

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
Administrator	Unit of Service		
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
Consultant Costs	Unit of Service		
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	Unit of Service		
	<i>Mileage</i>		
	- Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
<i>Children Facilities</i>			
	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)	137	137
	- Weekly 8-Hour Shifts	17.1	17.1
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$51.30	\$51.30
	Weekly Staff Meal Cost per Participant	\$9.33	\$9.33
	Cost per Week Before Program Operations and Administration	\$786.71	\$769.36
Admin. and Prog. Operations	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$116.82	\$114.46
	Total Cost per Participant per Week	\$973.53	\$953.82
	Rate per Month per Participant	\$4,233.12	\$4,147.41
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$5,677.19	\$5,591.48

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
- Percent of Direct Care Staff Working Full-Time		70%	70%
<i>Regular Time</i>			
- Direct Care Staff Hourly Wage		\$18.20	\$17.29
- Employee Benefit Rate (as a percent of wages)		22.06%	22.82%
- Workers' Compensation Rate (as a percent of wages)		3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$22.88	\$21.87
<i>Overtime</i>			
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)		\$27.30	\$25.94
- 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)		\$30.38	\$28.87
- Overtime Rate (percent of work hours paid at time-and-a-half)		5.00%	5.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.		\$23.26	\$22.22
<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		\$26.75	\$25.55
<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		\$765.05	\$730.73

Direct Care Staff Wages and Benefits - 'Line' Staff

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
Administrator	Unit of Service		
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
Consultant Costs	Unit of Service		
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
Mileage	Unit of Service		
	<i>Mileage</i>		
	- Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
<i>Children Facilities</i>			
	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)	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	\$1,256.04	\$1,210.04
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$180.82	\$174.55
	Total Cost per Participant per Week	\$1,506.86	\$1,454.59
	Rate per Month per Participant	\$6,552.15	\$6,324.87
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$7,996.22	\$7,768.94

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
	<p>Unit of Service</p> <p>- Percent of Direct Care Staff Working Full-Time</p> <p><i>Regular Time</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) <p>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</p> <p><i>Overtime</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Overtime Wage (time-and-a-half) - Employee Benefit Rate (payroll taxes only) - Workers' Compensation Rate (as a percent of wages) <p>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</p> <p>- Overtime Rate (percent of work hours paid at time-and-a-half)</p> <p>Weighted Average Hourly Staff Cost Before Productivity Adj.</p> <p><i>Productivity Assumptions</i></p> <p>Total Hours</p> <ul style="list-style-type: none"> - Supervision and Other Employer Time - Training - Paid Time Off <p>"Billable" Hours</p> <p>Productivity Adjustment</p> <p>Staff Cost After Productivity Adj. per Billable Hour</p> <p><i>Staffing</i></p> <ul style="list-style-type: none"> - Staff Hours per Facility per Week - Offset for Lead Staff Hours - Offset for Administrator Hours <p>Allocated Line Staff Hours per Participant per Week</p> <p>Weekly Line Staff Cost per Participant</p>	Month	Month
		70%	70%
		\$18.20	\$17.29
		22.06%	22.82%
		3.65%	3.65%
		\$22.88	\$21.87
		\$27.30	\$25.94
		7.65%	7.65%
		3.65%	3.65%
		\$30.38	\$28.87
		5.00%	5.00%
		\$23.26	\$22.22
		36.35	36.35
		0.90	0.90
		0.67	0.67
		3.04	3.04
		31.74	31.74
		1.15	1.15
		\$26.75	\$25.55
		297.9	297.9
		(56.0)	(56.0)
		(21.0)	(21.0)
		40.2	40.2
		\$1,075.35	\$1,027.11

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$19.58	\$18.60
	- Employee Benefit Rate (as a percent of wages)	21.05%	21.75%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.42	\$23.32
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$29.37	\$27.90
	- 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)	\$32.69	\$31.05
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$24.83	\$23.71
	<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	\$28.55	\$27.27
	<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	\$291.21	\$278.15
	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
	Weekly Administrator Cost (two homes per Administrator)	\$666.74	\$636.63
	Weekly Administrator Cost per Participant	\$121.23	\$115.75
	Consultant Costs		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	24	24
	Annual Consultant Cost per Participant	\$2,939.04	\$2,959.92
	Weekly Consultant Cost per Participant	\$56.52	\$56.92
	Mileage		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Children Facilities</i>		Month	Month
	Unit of Service		
Staff Meals	Cost of Food per Person per Month - Meal Cost per 8-Hour Shift (one meal per shift)	\$270.00 \$3.00	\$270.00 \$3.00
	Weekly Staff Hours (excludes administrator) - Weekly 8-Hour Shifts - Weekly Staff Meal Costs	277 34.6 \$103.80	277 34.6 \$103.80
	Weekly Staff Meal Cost per Participant	\$18.87	\$18.87
Admin. and Prog. Operations	Cost per Week Before Program Operations and Administration - Program Operations Cost per Week per Participant - Administration Percent	\$1,589.54 \$70.00 12.0%	\$1,529.75 \$70.00 12.0%
	Administration Cost per Week per Participant	\$226.30	\$218.15
	Total Cost per Participant per Week Rate per Month per Participant	\$1,885.84 \$8,200.04	\$1,817.90 \$7,904.62
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$9,644.11	\$9,348.69

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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
Direct Care Staff Wages and Benefits - 'Line' Staff	Weekly Line Staff Cost per Participant	\$1,508.93	\$1,441.08

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$317.53	\$302.94
Administrator	Unit of Service		
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
Consultant Costs	Unit of Service		
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
Mileage	Unit of Service		
	<i>Mileage</i>		
	- Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

DDS Vendor Rate Study - Rate Models
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Residential Facility - Staff Operated, 5 or More Beds, Level 5
(formerly Levels 4F, 4G and 4H)

		Base Model	Kern
<i>Children Facilities</i>			
	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)	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	\$2,112.44	\$2,029.66
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$297.61	\$286.32
	Total Cost per Participant per Week	\$2,480.05	\$2,385.98
	Rate per Month per Participant	\$10,783.79	\$10,374.75
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$12,227.86	\$11,818.82

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Unit of Service		Month	Month
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$20.02	\$19.02
	- Employee Benefit Rate (as a percent of wages)	20.75%	21.44%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.90	\$23.79
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$30.03	\$28.53
	- 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)	\$33.42	\$31.75
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$25.33	\$24.19
	<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	\$29.13	\$27.82
	<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	\$1,846.84	\$1,763.79

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

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

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Direct Care Staff Wages and Benefits - Lead Staff	Unit of Service		
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.54	\$20.46
	- Employee Benefit Rate (as a percent of wages)	19.83%	20.47%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.60	\$25.39
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.31	\$30.69
	- 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)	\$35.96	\$34.16
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.07	\$25.83
	<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	\$31.13	\$29.70
	<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	\$317.53	\$302.94
Administrator	Unit of Service		
	<i>Administrator</i>		
	- 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
	Weekly Administrator Cost (two homes per Administrator)	\$885.62	\$844.55
	Weekly Administrator Cost per Participant	\$161.02	\$153.55
Consultant Costs	Unit of Service		
	<i>Consultant Costs</i>		
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	32	32
	Annual Consultant Cost per Participant	\$3,918.72	\$3,946.56
	Weekly Consultant Cost per Participant	\$75.36	\$75.90
Mileage	Unit of Service		
	<i>Mileage</i>		
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95

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

		Base Model	Kern
Children Facilities			
Staff Meals	Unit of Service	Month	Month
	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)	405	405
	- Weekly 8-Hour Shifts	50.6	50.6
Admin. and Prog. Operations	- Weekly Staff Meal Costs	\$151.80	\$151.80
	Weekly Staff Meal Cost per Participant	\$27.60	\$27.60
	Cost per Week Before Program Operations and Administration	\$2,454.71	\$2,356.73
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
Administration Cost per Week per Participant		\$344.28	\$330.92
Total Cost per Participant per Week		\$2,868.99	\$2,757.65
Rate per Month per Participant		\$12,474.98	\$11,990.85
Monthly Allowance for SSI/SSP		\$1,444.07	\$1,444.07
Total Rate per Month per Participant		\$13,919.05	\$13,434.92

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)

		Base Model	Kern
Adult Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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
	- Percent of Direct Care Staff Working Full-Time	70%	70%
<i>Regular Time</i>			
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
<i>Overtime</i>			
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
<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	\$26.75	\$25.55
<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	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$36.25	\$45.31
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
prepared for California Department of Developmental Services

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

		Base Model	Kern
<i>Adult Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$844.94	\$817.16
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$124.76	\$120.98
	Total Cost per Participant per Week	\$1,039.70	\$1,008.14
	Rate per Month per Participant	\$4,520.84	\$4,383.61
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$5,964.91	\$5,827.68

DDS Vendor Rate Study - Rate Models
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	Kern
Adult Facilities			
	Unit of Service	Month	Month
Home Manager	<ul style="list-style-type: none"> - Home Manager Payment - Home Manager, hourly wage equivalent - Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Annual Cost of Home Manager Payment and Benefits Weekly Home Manager Cost per Participant	\$146,000 \$70.19 11.56% 3.65% \$168,207 \$808.69	\$138,700 \$66.68 12.10% 3.65% \$160,545 \$771.85
Direct Care Staff Wages and Benefits - 'Line' Staff	<ul style="list-style-type: none"> - Percent of Direct Care Staff Working Full-Time <p><i>Regular Time</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits) <p><i>Overtime</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Overtime Wage (time-and-a-half) - Employee Benefit Rate (payroll taxes only) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits) <ul style="list-style-type: none"> - Overtime Rate (percent of work hours paid at time-and-a-half) Weighted Average Hourly Staff Cost Before Productivity Adj. <p><i>Productivity Assumptions</i></p> Total Hours <ul style="list-style-type: none"> - Supervision and Other Employer Time - Training - Paid Time Off "Billable" Hours Productivity Adjustment Staff Cost After Productivity Adj. per Billable Hour <p><i>Staffing</i></p> <ul style="list-style-type: none"> - Staff Hours per Facility per Week - Offset for Home Manager Hours Allocated Line Staff Hours per Participant per Week Weekly Line Staff Cost per Participant	70% \$18.20 22.06% 3.65% \$22.88 \$27.30 7.65% 3.65% \$30.38 5.00% \$23.26	70% \$17.29 22.82% 3.65% \$21.87 \$25.94 7.65% 3.65% \$28.87 5.00% \$22.22
Consultant Costs	<ul style="list-style-type: none"> - Consultant Hourly Cost - Number of Consultant Hours per Participant per Year Annual Consultant Cost per Participant Weekly Consultant Cost per Participant	\$122.46 16 \$1,959.36 \$37.68	\$123.33 16 \$1,973.28 \$37.95
Mileage	Amount per Mile <ul style="list-style-type: none"> - Number of Miles per Home per Week Weekly Mileage Cost per Participant	\$0.730 200 \$36.25	\$0.730 250 \$45.31
Staff Meals	Cost of Food per Person per Month <ul style="list-style-type: none"> - Meal Cost per 8-Hour Shift (one meal per shift) Weekly Staff Hours (excludes home manager) <ul style="list-style-type: none"> - Weekly 8-Hour Shifts - Weekly Staff Meal Costs Weekly Staff Meal Cost per Participant	\$270.00 \$3.00 12 1.5 \$4.50 \$1.13	\$270.00 \$3.00 12 1.5 \$4.50 \$1.13

DDS Vendor Rate Study - Rate Models
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	Kern
<i>Adult Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$964.00	\$932.89
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$141.00	\$136.76
	Total Cost per Participant per Week	\$1,175.00	\$1,139.65
	Rate per Month per Participant	\$5,109.15	\$4,955.44
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,553.22	\$6,399.51

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)

		Base Model	Kern
Children Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Productivity Assumptions	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<i>Staffing</i>		
Consultant Costs	- 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	\$72.23	\$68.99
	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
Staff Meals	Weekly Mileage Cost per Participant	\$36.25	\$45.31
	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
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Residential Facility - Owner Operated, 4 or Less Beds, Level 2
(formerly Level 2)

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$918.22	\$887.20
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$134.76	\$130.53
	Total Cost per Participant per Week	\$1,122.98	\$1,087.73
	Rate per Month per Participant	\$4,882.96	\$4,729.68
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,327.03	\$6,173.75

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 4 or Less Beds, Level 3
(formerly Level 3, 4A, and 4B)

		Base Model	Kern
Children Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
Productivity Assumptions	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<i>Staffing</i>		
Consultant Costs	- 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	\$157.83	\$150.75
	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
Mileage	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
Staff Meals	Weekly Mileage Cost per Participant	\$36.25	\$45.31
	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
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	Kern
<i>Children Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$1,042.63	\$1,008.04
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$151.72	\$147.01
	Total Cost per Participant per Week	\$1,264.35	\$1,225.05
	Rate per Month per Participant	\$5,497.66	\$5,326.78
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,941.73	\$6,770.85

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)

		Base Model	Kern
Adult Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
	<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	\$26.75	\$25.55
	<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	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95
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
prepared for California Department of Developmental Services

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

		Base Model	Kern
<i>Adult Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$614.49	\$594.30
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$93.34	\$90.59
	Total Cost per Participant per Week	\$777.83	\$754.89
	Rate per Month per Participant	\$3,382.17	\$3,282.42
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$4,826.24	\$4,726.49

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)

		Base Model	Kern
Adult Facilities			
	Unit of Service	Month	Month
Home Manager	<ul style="list-style-type: none"> - Home Manager Payment - Home Manager, hourly wage equivalent - Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Annual Cost of Home Manager Payment and Benefits Weekly Home Manager Cost per Participant	\$146,000 \$70.19 11.56% 3.65% \$168,207 \$588.13	\$138,700 \$66.68 12.10% 3.65% \$160,545 \$561.35
Direct Care Staff Wages and Benefits - 'Line' Staff	<ul style="list-style-type: none"> - Percent of Direct Care Staff Working Full-Time <p><i>Regular Time</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Wage - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits) <p><i>Overtime</i></p> <ul style="list-style-type: none"> - Direct Care Staff Hourly Overtime Wage (time-and-a-half) - Employee Benefit Rate (payroll taxes only) - Workers' Compensation Rate (as a percent of wages) Hourly Staff Cost Before Productivity Adj. (wages + benefits) <ul style="list-style-type: none"> - Overtime Rate (percent of work hours paid at time-and-a-half) Weighted Average Hourly Staff Cost Before Productivity Adj. <p><i>Productivity Assumptions</i></p> Total Hours <ul style="list-style-type: none"> - Supervision and Other Employer Time - Training - Paid Time Off "Billable" Hours Productivity Adjustment Staff Cost After Productivity Adj. per Billable Hour <p><i>Staffing</i></p> <ul style="list-style-type: none"> - Staff Hours per Facility per Week - Offset for Home Manager Hours Allocated Line Staff Hours per Participant per Week Weekly Line Staff Cost per Participant	70% \$18.20 22.06% 3.65% \$22.88 \$27.30 7.65% 3.65% \$30.38 5.00% \$23.26 36.35 0.90 0.67 3.04 31.74 1.15 \$26.75 220.0 (168.0) 9.5 \$254.13 \$122.46 16 \$1,959.36 \$37.68	70% \$17.29 22.82% 3.65% \$21.87 \$25.94 7.65% 3.65% \$28.87 5.00% \$22.22 36.35 0.90 0.67 3.04 31.74 1.15 \$25.55 220.0 (168.0) 9.5 \$242.73 \$123.33 16 \$1,973.28 \$37.95
Consultant Costs	<ul style="list-style-type: none"> - Consultant Hourly Cost - Number of Consultant Hours per Participant per Year Annual Consultant Cost per Participant Weekly Consultant Cost per Participant	\$270.00 \$3.00 52 6.5 \$19.50 \$26.36	\$270.00 \$3.00 52 6.5 \$19.50 \$32.95
Mileage	Amount per Mile <ul style="list-style-type: none"> - Number of Miles per Home per Week Weekly Mileage Cost per Participant	\$0.730 200 \$26.36	\$0.730 250 \$32.95
Staff Meals	Cost of Food per Person per Month <ul style="list-style-type: none"> - Meal Cost per 8-Hour Shift (one meal per shift) Weekly Staff Hours (excludes home manager) <ul style="list-style-type: none"> - Weekly 8-Hour Shifts - Weekly Staff Meal Costs Weekly Staff Meal Cost per Participant	\$270.00 \$3.00 52 6.5 \$19.50 \$3.55	\$270.00 \$3.00 52 6.5 \$19.50 \$3.55

DDS Vendor Rate Study - Rate Models
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	Kern
		Month	Month
Adult Facilities			
Admin. and Prog. Operations	Unit of Service		
	Cost per Week Before Program Operations and Administration	\$909.85	\$878.53
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$133.62	\$129.35
	Total Cost per Participant per Week	\$1,113.47	\$1,077.88
	Rate per Month per Participant	\$4,841.61	\$4,686.85
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,285.68	\$6,130.92

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

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

		Base Model	Kern
Children Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
Staffing	<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	\$26.75	\$25.55
	<i>Allocated Line Staff Hours per Participant per Week</i>	2.0	2.0
	Weekly Line Staff Cost per Participant	\$53.50	\$51.10
Consultant Costs	- Consultant Hourly Cost	\$122.46	\$123.33
	- 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	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95
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
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Residential Facility - Owner Operated, 5 or More Beds, Level 2
(formerly Level 2)

		Base Model	Kern
<i>Children Facilities</i>		Month	Month
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$668.75	\$646.16
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$100.74	\$97.66
	Total Cost per Participant per Week	\$839.49	\$813.82
	Rate per Month per Participant	\$3,650.28	\$3,538.66
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$5,094.35	\$4,982.73

DDS Vendor Rate Study - Rate Models
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Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)

		Base Model	Kern
Children Facilities			
	Unit of Service	Month	Month
Home Manager	- Home Manager Payment	\$146,000	\$138,700
	- Home Manager, hourly wage equivalent	\$70.19	\$66.68
	- 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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.88	\$21.87
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$27.30	\$25.94
	- 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)	\$30.38	\$28.87
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$23.26	\$22.22
Staffing	<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	\$26.75	\$25.55
	<i>Allocated Line Staff Hours per Participant per Week</i>	12.0	12.0
	Weekly Line Staff Cost per Participant	\$321.00	\$306.60
Consultant Costs	- Consultant Hourly Cost	\$122.46	\$123.33
	- Number of Consultant Hours per Participant per Year	16	16
	Annual Consultant Cost per Participant	\$1,959.36	\$1,973.28
	Weekly Consultant Cost per Participant	\$37.68	\$37.95
Mileage	Amount per Mile	\$0.730	\$0.730
	- Number of Miles per Home per Week	200	250
	Weekly Mileage Cost per Participant	\$26.36	\$32.95
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
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Residential Facility - Owner Operated, 5 or More Beds, Level 3
(formerly Level 3, 4A, and 4B)

		Base Model	Kern
<i>Children Facilities</i>			
Admin. and Prog. Operations	Unit of Service	Month	Month
	Cost per Week Before Program Operations and Administration	\$977.70	\$943.38
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$142.87	\$138.19
	Total Cost per Participant per Week	\$1,190.57	\$1,151.57
	Rate per Month per Participant	\$5,176.85	\$5,007.27
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$6,620.92	\$6,451.34

DDS Vendor Rate Study - Rate Models
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Residential Facility (Non-HDO), Adults and Children, Level 7

Size	Unit of Service	Base Model	Kern
		Month	Month
Direct Care Staff Wages and Benefits - DSPs	- Number of Individuals		
	- Percent of Direct Care Staff Working Full-Time	100%	100%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.84	\$20.75
	- Employee Benefit Rate (as a percent of wages)	22.02%	22.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.45	\$26.23
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.76	\$31.13
	- 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)	\$36.46	\$34.65
	- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$28.35	\$27.07
	<i>Productivity Assumptions</i>		
Direct Care Staff Wages and Benefits - CNAs	Total Hours	44.00	44.00
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.85	3.85
	"Billable" Hours	38.58	38.58
	Productivity Adjustment	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$32.32	\$30.86
	<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
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$24.62	\$23.39
	- Employee Benefit Rate (as a percent of wages)	20.40%	21.07%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.54	\$29.17
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$36.93	\$35.09
	- 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)	\$41.10	\$39.06
	- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$31.60	\$30.16
	<i>Productivity Assumptions</i>		
Direct Care Staff Wages and Benefits - CNAs	Total Hours	44.00	44.00
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.85	3.85
	"Billable" Hours	38.58	38.58
	Productivity Adjustment	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$36.02	\$34.38
	<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
	<i>Regular Time</i>		

DDS Vendor Rate Study - Rate Models
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Residential Facility (Non-HDO), Adults and Children, Level 7

	Base Model	Kern
Unit of Service		
- Direct Care Staff Hourly Wage	\$25.75	\$24.47
- Employee Benefit Rate (as a percent of wages)	19.84%	20.47%
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.80	\$30.37
Overtime		
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$38.63	\$36.71
- 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)	\$43.00	\$40.86
- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$32.92	\$31.42
<i>Productivity Assumptions</i>		
Total Hours	44.00	44.00
- Supervision and Other Employer Time	0.90	0.90
- Training	0.67	0.67
- Paid Time Off	3.85	3.85
"Billable" Hours	38.58	38.58
Productivity Adjustment	1.14	1.14
Staff Cost After Productivity Adj. per Billable Hour	\$37.53	\$35.82
<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
Regular Time		
- Direct Care Staff Hourly Wage	\$34.09	\$32.39
- Employee Benefit Rate (as a percent of wages)	16.85%	17.34%
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.08	\$39.19
Overtime		
- 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)	10.00%	10.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$42.66	\$40.68
<i>Productivity Assumptions</i>		
Total Hours	44.00	44.00
- Supervision and Other Employer Time	0.90	0.90
- Training	0.67	0.67
- Paid Time Off	3.85	3.85
"Billable" Hours	38.58	38.58
Productivity Adjustment	1.14	1.14
Staff Cost After Productivity Adj. per Billable Hour	\$48.63	\$46.38
<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 - RBTs

Direct Care Staff Wages and Benefits - LVNs

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Residential Facility (Non-HDO), Adults and Children, Level 7

	Base Model	Kern
Unit of Service	Month	Month
<i>Regular Time</i>		
- Direct Care Staff Hourly Wage	\$32.99	\$31.34
- Employee Benefit Rate (as a percent of wages)	17.16%	17.66%
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.86	\$38.02
<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)	10.00%	10.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$41.38	\$39.45
<i>Productivity Assumptions</i>		
Total Hours	44.00	44.00
- Supervision and Other Employer Time	0.90	0.90
- Training	0.67	0.67
- Paid Time Off	3.85	3.85
"Billable" Hours	38.58	38.58
Productivity Adjustment	1.14	1.14
Staff Cost After Productivity Adj. per Billable Hour	\$47.17	\$44.97
<i>Staffing</i>		
- Staff Hours per Facility per Week	0.0	0.0
Allocated LPT Staff Hours per Participant per Week	\$0.00	\$0.00
Weekly LPT Staff Cost per Participant	\$0.00	\$0.00
Administrator		
- Number of Homes Administered	\$34.39	\$32.67
- Administrator Hourly Wage	16.77%	17.26%
- Employee Benefit Rate (as a percent of wages)	3.65%	3.65%
- 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)	10.00%	10.00%
Weighted Average Hourly Administrator Cost	\$43.01	\$41.01
Weekly Administrator Cost (two homes per Administrator)	\$1,886.08	\$1,798.20
Weekly Administrator Cost per Participant	\$0.00	\$0.00
Consultant Costs		
- Consultant Hourly Wage	\$122.46	\$123.33
- Number of Consultant Hours per Participant per Year	\$0.00	\$0.00
Annual Consultant Cost per Participant	\$0.00	\$0.00
Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage		
- Number of Vehicles Assigned to Facility	\$0.730	\$0.730
Amount per Mile	200	250
- Number of Miles per Home per Week	\$0.00	\$0.00
Weekly Mileage Cost per Participant	\$0.00	\$0.00

DDS Vendor Rate Study - Rate Models
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Residential Facility (Non-HDO), Adults and Children, Level 7

		Base Model	Kern
	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
Admin. and Prog. Operations	- Program Operations Cost per Week	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$9.55	\$9.55
	Total Cost per Participant per Week	\$79.55	\$79.55
	Rate per Month per Participant		
	Monthly Allowance for SSI/SSP	\$1,444.07	\$1,444.07
	Total Rate per Month per Participant	\$1,444.07	\$1,444.07

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Residential Facility (HDO), Adults and Children, Level 7

Size	Unit of Service	Base Model	Kern
		Month	Month
	- Number of Individuals		
	- Percent of Direct Care Staff Working Full-Time	100%	100%
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$21.84	\$20.75
	- Employee Benefit Rate (as a percent of wages)	22.02%	22.77%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$27.45	\$26.23
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.76	\$31.13
	- 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)	\$36.46	\$34.65
	- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$28.35	\$27.07
	<i>Productivity Assumptions</i>		
	Total Hours	44.00	44.00
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.85	3.85
	"Billable" Hours	38.58	38.58
	Productivity Adjustment	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$32.32	\$30.86
	<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
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$24.62	\$23.39
	- Employee Benefit Rate (as a percent of wages)	20.40%	21.07%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.54	\$29.17
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$36.93	\$35.09
	- 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)	\$41.10	\$39.06
	- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$31.60	\$30.16
	<i>Productivity Assumptions</i>		
	Total Hours	44.00	44.00
	- Supervision and Other Employer Time	0.90	0.90
	- Training	0.67	0.67
	- Paid Time Off	3.85	3.85
	"Billable" Hours	38.58	38.58
	Productivity Adjustment	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$36.02	\$34.38
	<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
	<i>Regular Time</i>		

DDS Vendor Rate Study - Rate Models
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Residential Facility (HDO), Adults and Children, Level 7

		Base Model	Kern
		Month	Month
Unit of Service			
- Direct Care Staff Hourly Wage	\$25.75	\$24.47	
- Employee Benefit Rate (as a percent of wages)	19.84%	20.47%	
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$31.80	\$30.37	
<i>Overtime</i>			
- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$38.63	\$36.71	
- 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)	\$43.00	\$40.86	
- Overtime Rate (percent of work hours paid at time-and-a-half)	10.00%	10.00%	
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$32.92	\$31.42	
<i>Productivity Assumptions</i>			
Total Hours	44.00	44.00	
- Supervision and Other Employer Time	0.90	0.90	
- Training	0.67	0.67	
- Paid Time Off	3.85	3.85	
"Billable" Hours	38.58	38.58	
Productivity Adjustment	1.14	1.14	
Staff Cost After Productivity Adj. per Billable Hour	\$37.53	\$35.82	
<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 - RBTs			
<i>Regular Time</i>			
- Direct Care Staff Hourly Wage	\$34.09	\$32.39	
- Employee Benefit Rate (as a percent of wages)	16.85%	17.34%	
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%	
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.08	\$39.19	
<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)	10.00%	10.00%	
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$42.66	\$40.68	
<i>Productivity Assumptions</i>			
Total Hours	44.00	44.00	
- Supervision and Other Employer Time	0.90	0.90	
- Training	0.67	0.67	
- Paid Time Off	3.85	3.85	
"Billable" Hours	38.58	38.58	
Productivity Adjustment	1.14	1.14	
Staff Cost After Productivity Adj. per Billable Hour	\$48.63	\$46.38	
<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 - LVNs			

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Residential Facility (HDO), Adults and Children, Level 7

	Base Model	Kern
Unit of Service	Month	Month
<i>Regular Time</i>		
- Direct Care Staff Hourly Wage	\$32.99	\$31.34
- Employee Benefit Rate (as a percent of wages)	17.16%	17.66%
- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.86	\$38.02
<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)	10.00%	10.00%
Weighted Average Hourly Staff Cost Before Productivity Adj.	\$41.38	\$39.45
<i>Productivity Assumptions</i>		
Total Hours	44.00	44.00
- Supervision and Other Employer Time	0.90	0.90
- Training	0.67	0.67
- Paid Time Off	3.85	3.85
"Billable" Hours	38.58	38.58
Productivity Adjustment	1.14	1.14
Staff Cost After Productivity Adj. per Billable Hour	\$47.17	\$44.97
<i>Staffing</i>		
- Staff Hours per Facility per Week	0.0	0.0
Allocated LPT Staff Hours per Participant per Week	\$0.00	\$0.00
Weekly LPT Staff Cost per Participant	\$0.00	\$0.00
Administrator		
- Number of Homes Administered	\$34.39	\$32.67
- Administrator Hourly Wage	16.77%	17.26%
- Employee Benefit Rate (as a percent of wages)	3.65%	3.65%
- Workers' Compensation Rate (as a percent of wages)	\$41.41	\$39.50
Hourly Administrator Cost (wages + benefits)		
- 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)	10.00%	10.00%
Weighted Average Hourly Administrator Cost	\$43.01	\$41.01
Weekly Administrator Cost (two homes per Administrator)	\$1,886.08	\$1,798.20
Weekly Administrator Cost per Participant	\$0.00	\$0.00
Consultant Costs		
- Consultant Hourly Wage	\$122.46	\$123.33
- Number of Consultant Hours per Participant per Year	\$0.00	\$0.00
Annual Consultant Cost per Participant	\$0.00	\$0.00
Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage		
- Number of Vehicles Assigned to Facility	\$0.730	\$0.730
Amount per Mile		
- Number of Miles per Home per Week	200	250
Weekly Mileage Cost per Participant	\$0.00	\$0.00

DDS Vendor Rate Study - Rate Models
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Residential Facility (HDO), Adults and Children, Level 7

		Base Model	Kern
	Unit of Service	Month	Month
Staff Meals	Cost of Food per Person per Month - Meal Cost per 8-Hour Shift (one meal per shift)	\$270.00 \$3.00	\$270.00 \$3.00
	Weekly Staff Hours (excludes administrator) - Weekly 8-Hour Shifts - Weekly Staff Meal Costs	0 0.0 \$0.00	0 0.0 \$0.00
	Weekly Staff Meal Cost per Participant	\$0.00	\$0.00
Facility	<i>Monthly Home Lease/Mortgage and Property Tax Cost</i> - Monthly Lease/Mortgage Cost - Monthly Property Tax Cost		
	<i>Monthly Home Operating Expenses</i> - Monthly Utilities Cost - Monthly Telephone/ Cable/ Internet Cost - Monthly Repair and Maintenance Cost	\$500.00 \$200.00 \$500.00	\$500.00 \$200.00 \$500.00
	<i>Monthly Other Home Expenses</i> - Monthly Allowance for SSI/SSP per Participant - Monthly Portion of SSI/SSP for Facility Costs per Participant	\$1,444.07 (\$983.02)	\$1,444.07 (\$983.02)
	Monthly Portion of SSI/SSP for Other Home Costs per Participant	\$461.05	\$461.05
	Monthly Portion of SSI/SSP for Other Home Costs per Home	\$0.00	\$0.00
	Monthly Facility Cost	\$1,200.00	\$1,200.00
	Weekly Facility Cost per Participant		
Admin. and Prog. Operations	- Program Operations Cost per Week - Administration Percent	\$70.00 12.0%	\$70.00 12.0%
	Administration Cost per Week per Participant	\$9.55	\$9.55
	Total Cost per Participant per Week	\$79.55	\$79.55
	Total Rate per Month per Participant		

**DDS Vendor Rate Study - Rate Models
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**Residential Facility for Persons w/ Special Health Care Needs
(ARFPSHN)**

Size	Unit of Service	Base Model	Kern
		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	\$21.84	\$20.75
	- Employee Benefit Rate (as a percent of wages)	19.66%	20.29%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$26.93	\$25.72
	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$32.76	\$31.13
	- 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)	\$36.46	\$34.65
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$27.41	\$26.17
Direct Care Staff Wages and Benefits - CNAs	<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	\$31.80	\$30.36
	<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
	<i>Regular Time</i>		
	- Direct Care Staff Hourly Wage	\$24.62	\$23.39
	- Employee Benefit Rate (as a percent of wages)	18.31%	18.87%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.03	\$28.66
Direct Care Staff Wages and Benefits - CNAs	<i>Overtime</i>		
	- Direct Care Staff Hourly Overtime Wage (time-and-a-half)	\$36.93	\$35.09
	- 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)	\$41.10	\$39.06
	- Overtime Rate (percent of work hours paid at time-and-a-half)	5.00%	5.00%
	Weighted Average Hourly Staff Cost Before Productivity Adj.	\$30.58	\$29.18
	<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	\$35.47	\$33.85
	<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
prepared for California Department of Developmental Services**

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

		Base Model	Kern
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

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

		Base Model	Kern
Unit of Service		Month	Month
Administrator	- Specialized Administrator Qualifications - Administrator Hourly Wage - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages)	None \$39.35 15.62% 3.65%	None \$37.38 16.04% 3.65%
	Weekly Administrator Cost	\$1,877.31	\$1,789.60
	Weekly Administrator Cost per Participant	\$0.00	\$0.00
MD Consult	Average Monthly Payment for MD Consultation		
	Weekly MD Consultation Cost per Participant	\$0.00	\$0.00
Consultant Costs	- Consultant Hourly Wage - Number of Consultant Hours per Participant per Year	\$122.46	\$123.33
	Annual Consultant Cost per Participant	\$0.00	\$0.00
	Weekly Consultant Cost per Participant	\$0.00	\$0.00
Mileage	- Number of Vehicles Assigned to Facility - Maintenance Cost per Mile - Fuel Cost per Mile - Insurance and Registration Cost per Mile	\$0.10 \$0.30 \$0.20	\$0.10 \$0.30 \$0.20
	Vehicle Operating Cost per Mile	\$0.60	\$0.60
	- Vehicle Acquisition Cost per Mile (Standard) - Additional Acquisition Cost - Vehicle Useful Life, Miles	\$0.35 \$15,000 150,000	\$0.35 \$15,000 150,000
	Adjusted Vehicle Acquisition Cost per Mile	\$0.45	\$0.45
	Total Cost per Mile	\$1.05	\$1.05
	- Number of Miles per Vehicle 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) Home		
	<i>Monthly Home Lease/Mortgage and Property Tax Cost</i>		
	- Monthly Lease/Mortgage Cost - Monthly Property Tax Cost		
	<i>Monthly Home Operating Expenses</i>		
	- Monthly Utilities Cost - Monthly Telephone/ Cable/ Internet Cost - Monthly Repair and Maintenance Cost	\$200.00 \$500.00	\$200.00 \$500.00
	<i>Monthly Other Home Expenses</i>		
	- Monthly Allowance for SSI/SSP per Participant - Monthly Portion of SSI/SSP for Facility Costs per Participant	\$1,444.07 (\$983.02)	\$1,444.07 (\$983.02)
	Monthly Portion of SSI/SSP for Other Home Costs per Participant	\$461.05	\$461.05
	Monthly Portion of SSI/SSP for Other Home Costs per Home	\$0.00	\$0.00
	Monthly Facility Cost	\$700.00	\$700.00
	Weekly Facility Cost per Participant	\$700.00	\$700.00

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**Residential Facility for Persons w/ Special Health Care Needs
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Admin. and Prog. Operations	Unit of Service	Base Model	Kern
		Month	Month
	- Program Operations Cost per Week per Participant	\$70.00	\$70.00
	- Administration Percent	12.0%	12.0%
	Administration Cost per Week per Participant	\$9.55	\$9.55
	Total Cost per Participant per Week	\$79.55	\$79.55
	Total Rate per Month per Participant		

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Supplemental Residential Prog. Supp.

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	3.65%	3.65%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.61	\$21.61
	<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
Supervision	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.00	\$24.85
	- Supervisor Hourly Wage	\$25.24	\$23.98
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$30.17	\$28.83
- 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		\$1.93	\$1.84
Rate per Billable Hour		\$32.10	\$30.67

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Day Services, 1:10

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
	<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
Attendance	- 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		
Facility	- 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		\$3.48	\$3.32
Supervision	- 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
Admin. and Prog. Operations	- 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
Admin. and Prog. Operations	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.54	\$0.52
	Cost per Hour, Before Program Operations and Administration	\$4.87	\$4.52
Program Operations	- 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		\$0.72	\$0.68
Rate per Billable Hour		\$6.02	\$5.63

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Day Services, 1:9

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
	<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
Attendance	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	26.90	26.90
	Productivity Factor	1.29	1.29
	<i>Staffing Ratio</i>		
	- 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	\$3.83	\$3.66
Facility	- 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
	- 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
	Cost per Hour, Before Program Operations and Administration	\$5.28	\$4.91
	- Daily Program Operations Costs	\$20.00	\$20.00
Admin. and Prog. Operations	Program Operations Cost per Billable Hour	\$0.48	\$0.48
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$0.79	\$0.74
	Rate per Billable Hour	\$6.55	\$6.13

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Day Services, 1:8

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
<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	\$4.28	\$4.09
	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	\$5.80	\$5.41
	- 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	\$0.81
	Rate per Billable Hour	\$7.20	\$6.76

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Day Services, 1:7

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
<i>Productivity Adjustments</i>			
"Billable" Hours	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			
Attendance	- 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		\$4.85	\$4.64
Facility	- 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
Supervision	- 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
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$6.46	\$6.04
	- 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	\$0.91
Rate per Billable Hour		\$8.03	\$7.56

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Day Services, 1:6

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
	<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
Attendance	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.48	27.48
	Productivity Factor	1.26	1.26
	<i>Staffing Ratio</i>		
	- 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	\$5.62	\$5.37
Facility	- 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
	- 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
	Cost per Hour, Before Program Operations and Administration	\$7.35	\$6.89
	- Daily Program Operations Costs	\$20.00	\$20.00
Admin. and Prog. Operations	Program Operations Cost per Billable Hour	\$0.72	\$0.72
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$1.10	\$1.04
	Rate per Billable Hour	\$9.17	\$8.65

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Day Services, 1:5

		Base Model	Kern
Unit of Service		Hour	Hour
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
	<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
	<i>Staffing Ratio</i>		
	- 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	\$6.68	\$6.39
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	\$8.57	\$8.07
	- 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	\$1.29	\$1.22
	Rate per Billable Hour	\$10.72	\$10.15

DDS Vendor Rate Study - Rate Models
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Day Services, 1:4

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Productivity Factor	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
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		\$8.22	\$7.86
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	\$0.730	\$0.730
	- 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)	\$2,574.48	\$3,223.35
Mileage Cost per Participant per Billable Hour		\$1.95	\$2.44
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
Supervision	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$1.29	\$1.23
	Cost per Hour, Before Program Operations and Administration	\$12.31	\$12.21
Admin. and Prog. Operations	- 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		\$1.83	\$1.81
Rate per Billable Hour		\$15.22	\$15.10

DDS Vendor Rate Study - Rate Models
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Day Services, 1:3

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Staffing Ratio	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
Attendance	- 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		\$10.96	\$10.48
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
Facility	Amount per Mile	\$0.730	\$0.730
	- 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)	\$3,432.88	\$4,297.80
Mileage Cost per Participant per Billable Hour		\$2.60	\$3.26
Supervision	- 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
Admin. and Prog. Operations	- 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
	Cost per Hour, Before Program Operations and Administration	\$16.13	\$16.06
	- 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	\$2.39	\$2.39
Rate per Billable Hour		\$19.95	\$19.88

DDS Vendor Rate Study - Rate Models
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Day Services, 1:2

		Base Model	Kern
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	\$18.44	\$17.52
	- Employee Benefit Rate (as a percent of wages)	21.88%	22.62%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.53	\$22.49
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Productivity Factor	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
Staff Cost After Productivity Adj. per Billable Hour	- 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		\$16.31	\$15.59
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
Mileage	Amount per Mile	\$0.730	\$0.730
	- 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)	\$5,149.31	\$6,446.70
Mileage Cost per Participant per Billable Hour		\$3.90	\$4.88
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
Supervision Cost per Participant per Billable Hour	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$2.56	\$2.44
	Cost per Hour, Before Program Operations and Administration	\$23.62	\$23.59
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		\$3.51	\$3.51
Rate per Billable Hour		\$29.28	\$29.25

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Behavioral Day Services, 1:3

		Base Model	Kern
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
Attendance	- 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
	- Annual Days of Program Operations	250.0	250.0
Mileage	- 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
	Amount per Mile	\$0.730	\$0.730
	- 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)	\$3,432.88	\$4,297.80
	Mileage Cost per Participant per Billable Hour	\$2.60	\$3.26
	- Square Feet of Service Space per Participant	100	100
Facility	- 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
	- 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
	- BCBA Hourly Cost	\$122.46	\$123.33
Oversight	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.10	\$9.17
	Cost per Hour, Before Program Operations and Administration	\$27.80	\$27.63
	- 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	\$3.99	\$3.96
	Rate per Billable Hour	\$33.22	\$33.02

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Behavioral Day Services, 1:2

		Base Model	Kern
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
Attendance	- 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
	- Annual Days of Program Operations	250.0	250.0
Mileage	- 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
	Amount per Mile	\$0.730	\$0.730
	- 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)	\$5,149.31	\$6,446.70
	Mileage Cost per Participant per Billable Hour	\$3.90	\$4.88
	- Square Feet of Service Space per Participant	100	100
Facility	- 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
	- 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
	- BCBA Hourly Cost	\$122.46	\$123.33
Oversight	- Hours of Oversight per Week	2.00	2.00
	Oversight Cost per Billable Hour	\$9.04	\$9.11
	Cost per Hour, Before Program Operations and Administration	\$36.35	\$36.16
	- 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	\$5.25	\$5.22
	Rate per Billable Hour	\$43.75	\$43.53

DDS Vendor Rate Study - Rate Models
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Medical Day Services, 1:3

		Base Model	Kern
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
Attendance	- 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		
Mileage	- 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
	Hours per Year of Participant Attendance	1,200	1,200
Facility	Amount per Mile	\$0.730	\$0.730
	- 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)	\$3,776.16	\$4,727.73
Supervision	Mileage Cost per Participant per Billable Hour	\$3.15	\$3.94
	- 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
LVN Support	- 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
LVN Support	Supervision Cost per Participant per Billable Hour	\$1.97	\$1.88
	- 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 Supported	20	20
	LVN Support Cost per Participant per Billable Hour	\$1.29	\$1.23

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Medical Day Services, 1:3

		Base Model	Kern
	Unit of Service	Hour	Hour
Over-sight	<ul style="list-style-type: none"> - RN Hourly Cost - Hours of Oversight per Week 	\$133.66 2.00 \$9.94	\$134.49 2.00 \$10.00
Admin. and Prog. Operations	Oversight Cost per Billable Hour	\$1.74	\$1.74
	Cost per Hour, Before Program Operations and Administration	\$31.52	\$31.34
	<ul style="list-style-type: none"> - Daily Program Operations Costs 	\$20.00 \$1.74	\$20.00 \$1.74
	Program Operations Cost per Billable Hour	\$4.54	\$4.51
	Administration Cost per Billable Hour	12.0%	12.0%
	Rate per Billable Hour	\$37.80	\$37.59

DDS Vendor Rate Study - Rate Models
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Medical Day Services, 1:2

		Base Model	Kern
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	"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	\$0.730	\$0.730
	- 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)	\$5,664.06	\$7,091.59
Mileage Cost per Participant per Billable Hour		\$4.72	\$5.91
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 Supported	20	20
LVN Support Cost per Participant per Billable Hour		\$1.93	\$1.84

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Medical Day Services, 1:2

		Base Model	Kern
	Unit of Service	Hour	Hour
Over-sight	<ul style="list-style-type: none"> - RN Hourly Cost - Hours of Oversight per Week 	\$133.66 2.00 \$9.87	\$134.49 2.00 \$9.93
Admin. and Prog. Operations	<ul style="list-style-type: none"> Cost per Hour, Before Program Operations and Administration - Daily Program Operations Costs 	\$41.41 \$20.00 \$2.60	\$41.26 \$20.00 \$2.60
	Program Operations Cost per Billable Hour		
	<ul style="list-style-type: none"> - Administration Percent 	12.0%	12.0%
	Administration Cost per Billable Hour	\$6.00	\$5.98
	Rate per Billable Hour	\$50.01	\$49.84

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In-home/Mobile Day Program, 1:3

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	<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
Mileage	"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		\$10.41	\$9.95
Supervision	Amount per Mile	\$0.730	\$0.730
	- 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)	\$2,059.73	\$2,581.36
Mileage Cost per Participant per Billable Hour		\$1.56	\$1.96
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration	\$13.62	\$13.48	
- 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		\$2.04	\$2.02
Rate per Billable Hour		\$16.97	\$16.81

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In-home/Mobile Day Program, 1:2

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
<i>Productivity Adjustments</i>			
Productivity Factor	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
Mileage	"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%
Supervision	- Adjusted Weighted Avg. of No. of Participants per Staff	1.76	1.76
	Staff Cost After Productivity Adj. per Billable Hour	\$15.48	\$14.80
	Amount per Mile	\$0.730	\$0.730
	- Number of Miles Traveled per Vehicle per Week	150	188
	- Number of Participants per Vehicle	1.76	1.76
Admin. and Prog. Operations	Allocated Miles per Participant per Week	85.2	106.8
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$3,089.59	\$3,872.23
	Mileage Cost per Participant per Billable Hour	\$2.34	\$2.93
	- Supervisor Hourly Wage	\$25.24	\$23.98
	- Supervisor Benefit Rate (as a percent of wages)	20.08%	20.74%
Program Operations	- 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
Administration	Cost per Hour, Before Program Operations and Administration	\$20.27	\$20.07
	- 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	\$3.03	\$3.00
Rate per Billable Hour		\$25.24	\$25.01

DDS Vendor Rate Study - Rate Models
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In-home/Mobile Day Program, 1:1

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	4.83%	4.83%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.09	\$22.07
	<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
Mileage	- 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		\$28.17	\$26.93
Supervision	- Number of Miles Traveled per Week	150	188
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$108.75	\$136.30
	Mileage Cost per Billable Hour	\$3.82	\$4.79
	- Supervisor Hourly Wage	\$25.24	\$23.98
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$36.42	\$35.95
- 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		\$5.45	\$5.38
Rate per Billable Hour		\$45.38	\$44.84

DDS Vendor Rate Study - Rate Models
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Participant-Directed Community-Based Training, 1:3

		Base Model	Kern
Direct Care Staff Wages and Benefits	Unit of Service	Hour	Hour
	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.26	\$22.23
	<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
Admin. and Prog. Operations	"Billable" Hours	30.45	30.45
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$26.52	\$25.34
	Cost per Hour, Before Program Operations and Administration	\$26.52	\$25.34
	- 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		\$26.52	\$25.34
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$10.61	\$10.14

DDS Vendor Rate Study - Rate Models
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Participant-Directed Community-Based Training, 1:2

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.26	\$22.23
	<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
Admin. and Prog. Operations	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.28	\$25.12
	Cost per Hour, Before Program Operations and Administration	\$26.28	\$25.12
	- 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		\$26.28	\$25.12
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$14.45	\$13.82

DDS Vendor Rate Study - Rate Models
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Participant-Directed Community-Based Training, 1:1

		Base Model	Kern
Unit of Service		Hour	Hour
Admin. and Prog. Operations	- Percent of Direct Care Staff Working Full-Time	70%	70%
	- Direct Care Staff Hourly Wage	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.26	\$22.23
	<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
Direct Care Staff Wages and Benefits	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$26.28	\$25.12
	Cost per Hour, Before Program Operations and Administration	\$26.28	\$25.12
	- 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
Rate per Billable Hour		\$26.28	\$25.12

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Participant-Directed Community-Based Training, 1:3 - Overtime

		Base Model	Kern
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) 	\$27.30 7.65% 5.74%	\$25.94 7.65% 5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.96	\$29.41
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.96	\$29.41
	- 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	\$30.96	\$29.41
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$12.38	\$11.76

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

		Base Model	Kern
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) 	\$27.30 7.65% 5.74%	\$25.94 7.65% 5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.96	\$29.41
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.96	\$29.41
	- 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	\$30.96	\$29.41
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$17.03	\$16.18

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Participant-Directed Community-Based Training, 1:1 - Overtime

		Base Model	Kern
	Unit of Service	Hour	Hour
Direct Care Staff Wages and Benefits	<ul style="list-style-type: none"> - Direct Care Staff Hourly Wage (time-and-a-half) - Employee Benefit Rate (as a percent of wages) - Workers' Compensation Rate (as a percent of wages) 	\$27.30 7.65% 5.74%	\$25.94 7.65% 5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.96	\$29.41
Admin. and Prog. Operations	Cost per Hour, Before Program Operations and Administration	\$30.96	\$29.41
	- 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	\$30.96	\$29.41

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Supplemental Day Program Support

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.99	\$21.97
	<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
Supervision	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$26.44	\$25.27
	- Supervisor Hourly Wage	\$25.24	\$23.98
Admin. and Prog. Operations	- 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
Cost per Hour, Before Program Operations and Administration		\$30.68	\$29.32
- 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		\$1.96	\$1.87
Rate per Billable Hour		\$32.64	\$31.19

DDS Vendor Rate Study - Rate Models
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Transportation, Company (Small)

		Base Model	Kern
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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
	- Number of Miles Traveled per Week	700.0	700.0
Supervision	- Maintenance Cost per Mile	\$0.10	\$0.10
	- Fuel Cost per Mile	\$0.30	\$0.30
	- Insurance and Registration Cost per Mile	\$0.20	\$0.20
	Operating Cost per Mile	\$0.60	\$0.60
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
Admin. and Prog. Operations	Total Cost per Mile	\$0.95	\$0.95
	Weekly Mileage Cost	\$665.00	\$665.00
	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
Program Operations	- 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
Administration	Cost per Week, Before Program Operations and Administration	\$2,100.24	\$2,033.65
	- 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	\$300.03	\$290.95
		Total Cost per Week	\$2,500.27
		Total Rate per Mile	\$3.57
		\$2,424.60	\$3.46

DDS Vendor Rate Study - Rate Models
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Transportation, Company (Small), Non-Ambulatory

		Base Model	Kern
Direct Care Staff Wages and Benefits	Unit of Service	Mile	Mile
	- 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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
	- Number of Miles Traveled per Week	700.0	700.0
Supervision	- Maintenance Cost per Mile	\$0.10	\$0.10
	- Fuel Cost per Mile	\$0.30	\$0.30
	- Insurance and Registration Cost per Mile	\$0.20	\$0.20
	Operating Cost per Mile	\$0.60	\$0.60
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
	- Additional Acquisition Cost	\$15,000	\$15,000
	- Vehicle Useful Life, Miles	150,000	150,000
Admin. and Prog. Operations	Adjusted Vehicle Acquisition Cost per Mile	\$0.45	\$0.45
	Total Cost per Mile	\$1.05	\$1.05
	Weekly Mileage Cost	\$735.00	\$735.00
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
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,170.24	\$2,103.65
	- Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Week	\$100.00	\$100.00
Administration	- Administration Percent	12.0%	12.0%
	Administration Cost per Week	\$309.58	\$300.50
	Total Cost per Week	\$2,579.82	\$2,504.15
Total Rate per Mile		\$3.69	\$3.58

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

Transportation, Company (Medium)

		Base Model	Kern
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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
	- Number of Miles Traveled per Week	650.0	650.0
Supervision	- Maintenance Cost per Mile	\$0.30	\$0.30
	- Fuel Cost per Mile	\$0.50	\$0.50
	- Insurance and Registration Cost per Mile	\$0.35	\$0.35
	Operating Cost per Mile	\$1.15	\$1.15
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
	- Additional Acquisition Cost	\$30,000	\$30,000
	- Vehicle Useful Life, Miles	150,000	150,000
	Adjusted Vehicle Acquisition Cost per Mile	\$0.55	\$0.55
	Total Cost per Mile	\$1.70	\$1.70
	Weekly Mileage Cost	\$1,105.00	\$1,105.00
Admin. and Prog. Operations	- 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
	Cost per Week, Before Program Operations and Administration	\$2,540.24	\$2,473.65
	- 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		\$360.03	\$350.95
Total Cost per Week		\$3,000.27	\$2,924.60
Total Rate per Mile		\$4.62	\$4.50

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

Transportation, Company (Medium), Non-Ambulatory

		Base Model	Kern
Direct Care Staff Wages and Benefits	Unit of Service	Mile	Mile
	- 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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Supervision	- Number of Miles Traveled per Week	650.0	650.0
	- Maintenance Cost per Mile	\$0.30	\$0.30
	- Fuel Cost per Mile	\$0.50	\$0.50
	- Insurance and Registration Cost per Mile	\$0.35	\$0.35
	Operating Cost per Mile	\$1.15	\$1.15
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
	- Additional Acquisition Cost	\$45,000	\$45,000
	- Vehicle Useful Life, Miles	150,000	150,000
	Adjusted Vehicle Acquisition Cost per Mile	\$0.65	\$0.65
	Total Cost per Mile	\$1.80	\$1.80
Admin. and Prog. Operations	Weekly Mileage Cost	\$1,170.00	\$1,170.00
	- Supervisor Hourly Wage	\$35.74	\$33.95
	- Supervisor Benefit Rate (as a percent of wages)	16.43%	16.89%
Program Operations	- 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
Cost per Week, Before Program Operations and Administration		\$2,605.24	\$2,538.65
- 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		\$368.90	\$359.82
Total Cost per Week		\$3,074.14	\$2,998.47
Total Rate per Mile		\$4.73	\$4.61

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

Transportation, Company (Large)

		Base Model	Kern
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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
	- Number of Miles Traveled per Week	600.0	600.0
Supervision	- Maintenance Cost per Mile	\$0.40	\$0.40
	- Fuel Cost per Mile	\$0.65	\$0.65
	- Insurance and Registration Cost per Mile	\$0.45	\$0.45
	Operating Cost per Mile	\$1.50	\$1.50
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
	- Additional Acquisition Cost	\$60,000	\$60,000
	- Vehicle Useful Life, Miles	150,000	150,000
Admin. and Prog. Operations	Adjusted Vehicle Acquisition Cost per Mile	\$0.75	\$0.75
	Total Cost per Mile	\$2.25	\$2.25
	Weekly Mileage Cost	\$1,350.00	\$1,350.00
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
Admin. and Prog. Operations	Supervision Cost per Week per Direct Care Staff	\$178.13	\$169.83
	Cost per Week, Before Program Operations and Administration	\$2,785.24	\$2,718.65
	- 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	Administration Cost per Week	\$393.44	\$384.36
	Total Cost per Week	\$3,278.68	\$3,203.01
	Total Rate per Mile	\$5.46	\$5.34

DDS Vendor Rate Study - Rate Models
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Transportation, Company (Large), Non-Ambulatory

		Base Model	Kern
Direct Care Staff Wages and Benefits	Unit of Service	Mile	Mile
	- 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
Mileage	"Billable" Hours	29.99	29.99
	Productivity Factor	1.15	1.15
	Weekly Staff Cost After Productivity Adjustments	\$1,257.11	\$1,198.82
Supervision	- Number of Miles Traveled per Week	600.0	600.0
	- Maintenance Cost per Mile	\$0.40	\$0.40
	- Fuel Cost per Mile	\$0.65	\$0.65
	- Insurance and Registration Cost per Mile	\$0.45	\$0.45
	Operating Cost per Mile	\$1.50	\$1.50
	- Vehicle Acquisition Cost per Mile (Standard)	\$0.35	\$0.35
	- Additional Acquisition Cost	\$75,000	\$75,000
	- Vehicle Useful Life, Miles	150,000	150,000
	Adjusted Vehicle Acquisition Cost per Mile	\$0.85	\$0.85
	Total Cost per Mile	\$2.35	\$2.35
Admin. and Prog. Operations	Weekly Mileage Cost	\$1,410.00	\$1,410.00
	- 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%
Program Operations	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
Cost per Week, Before Program Operations and Administration		\$2,845.24	\$2,778.65
- 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		\$401.62	\$392.54
Total Cost per Week		\$3,346.86	\$3,271.19
Total Rate per Mile		\$5.58	\$5.45

DDS Vendor Rate Study - Rate Models
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Transportation, Additional Component

		Base Model	Kern	
	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	\$18.20	\$17.29	
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.26	\$22.23	
	<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	\$26.75	\$25.56		
Mileage	- Number of Miles Traveled per Trip	15.0	18.8	
	- Amount per Mile	\$0.730	\$0.730	
	Mileage Cost per Trip	\$10.88	\$13.63	
	- Number of Staff Hours per Trip	0.57	0.68	
	- Amount per Staff Hour	\$26.75	\$25.56	
Staff Cost per Trip	\$15.25	\$17.38		
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	\$28.54	\$33.76	
	- 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	\$3.89	\$4.60	
	Cost per Trip	\$32.43	\$38.36	
	- Number of Individuals Served	2	2	
	Rate per Participant per Trip	\$16.22	\$19.18	

DDS Vendor Rate Study - Rate Models
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Transportation, Additional Component, Non-Ambulatory

		Base Model	Kern	
	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	\$18.20	\$17.29	
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%	
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.26	\$22.23	
	<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	\$26.75	\$25.56		
Mileage	- Number of Miles Traveled per Trip	15.0	18.8	
	- Amount per Mile (less vehicle acquisition)	\$0.380	\$0.380	
	- 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	\$0.400	
	- Adjusted amount per Mile	\$0.770	\$0.770	
	Mileage Cost per Trip	\$11.57	\$14.49	
	- Number of Staff Hours per Trip	0.57	0.68	
	- Amount per Staff Hour	\$26.75	\$25.56	
Staff Cost per Trip	\$15.25	\$17.38		
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	\$29.23	\$34.62
		- 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		\$3.99	\$4.72	
Cost per Trip		\$33.22	\$39.34	
- Number of Individuals Served		2	2	
Rate per Participant per Trip		\$16.61	\$19.67	

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Transportation Assistant

		Base Model	Kern
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	\$17.96	\$17.06
	- Employee Benefit Rate (as a percent of wages)	22.25%	23.02%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$22.99	\$21.97
	<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
Supervision	- 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	\$28.05	\$27.02
Admin. and Program Operations	- 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
	Cost per Hour, Before Program Operations and Administration	\$32.52	\$31.34
	- 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		\$2.08	\$2.00
Rate per Billable Hour		\$34.60	\$33.34

DDS Vendor Rate Study - Rate Models
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Supported Employment-Group

		Base Model	Kern
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	\$24.88	\$23.64
	- Employee Benefit Rate (as a percent of wages)	18.19%	18.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.83	\$29.43
	<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
Mileage	- 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 Staff Hour		\$40.39	\$39.44
CARF Accreditation	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Staff Hour	\$3.58	\$4.58
Admin. and Prog. Operations	- 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 Staff Hour		\$0.49	\$0.50
Cost per Hour, Before Program Operations and Administration	Cost per Hour, Before Program Operations and Administration	\$44.46	\$44.52
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Staff Hour	\$3.80	\$3.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Staff Hour	\$6.58	\$6.60
Rate per Billable Staff Hour		\$54.84	\$54.99

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Participant-Directed Supported Employment, 1:1

		Base Model	Kern
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	\$24.88	\$23.64
	- Employee Benefit Rate (as a percent of wages)	18.19%	18.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.83	\$29.43
	<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
Admin. and Prog. Operations	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$34.84	\$33.26
	Cost per Hour, Before Program Operations and Administration	\$34.84	\$33.26
	- 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		\$34.84	\$33.26

DDS Vendor Rate Study - Rate Models
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Participant-Directed Supported Employment, 1:2

		Base Model	Kern
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	\$24.88	\$23.64
	- Employee Benefit Rate (as a percent of wages)	18.19%	18.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.83	\$29.43
	<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
Admin. and Prog. Operations	"Billable" Hours	30.65	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$34.84	\$33.26
	Cost per Hour, Before Program Operations and Administration	\$34.84	\$33.26
	- 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		\$34.84	\$33.26
- Rate Premium		10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$19.16	\$18.29

DDS Vendor Rate Study - Rate Models
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Participant-Directed Supported Employment, 1:3

		Base Model	Kern
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	\$24.88	\$23.64
	- Employee Benefit Rate (as a percent of wages)	18.19%	18.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.83	\$29.43
	<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
Admin. and Prog. Operations	"Billable" Hours	30.45	30.45
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$35.15	\$33.55
	Cost per Hour, Before Program Operations and Administration	\$35.15	\$33.55
	- 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		\$35.15	\$33.55
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$14.06	\$13.42

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Supported Employment-Individual, Job Development

		Base Model	Kern
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	\$30.77	\$29.23
	- Employee Benefit Rate (as a percent of wages)	16.18%	16.63%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$37.51	\$35.77
	<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
Mileage	- 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		\$52.14	\$50.44
CARF Accreditation	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$63.08	\$78.30
	Mileage Cost per Billable Hour	\$2.54	\$3.20
Admin. and Prog. Operations	- 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
	Cost per Hour, Before Program Operations and Administration	\$55.20	\$54.16
Program Operations Cost per Billable Hour		\$20.00	\$20.00
Administration Cost per Billable Hour		\$4.03	\$4.08
- Administration Percent		12.0%	12.0%
Rate per Billable Hour		\$8.08	\$7.94
		\$67.31	\$66.18

DDS Vendor Rate Study - Rate Models
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Supported Employment-Individual, Job Coaching

		Base Model	Kern
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	\$24.88	\$23.64
	- Employee Benefit Rate (as a percent of wages)	18.19%	18.74%
	- Workers' Compensation Rate (as a percent of wages)	5.74%	5.74%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$30.83	\$29.43
	<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
Mileage	- 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
CARF Accreditation	Productivity Factor	1.31	1.34
	Staff Cost After Productivity Adj. per Billable Hour	\$40.39	\$39.44
	- Number of Miles Traveled per 40-Hour Week	150	188
Admin. and Prog. Operations	- Number of Miles Adjusted for Mix of FT and PT Staff	130	163
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$94.25	\$118.18
	Mileage Cost per Billable Hour	\$3.58	\$4.58
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
Program Operations	Cost per Hour, Before Program Operations and Administration	\$44.46	\$44.52
	- 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	Administration Cost per Billable Hour	\$6.58	\$6.60
	Rate per Billable Hour	\$54.84	\$54.99

DDS Vendor Rate Study - Rate Models
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Work Activity Program, 1:35+

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
	<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
Attendance	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	27.08	27.08
	Productivity Factor	1.28	1.28
	<i>Staffing Ratio</i>		
	- 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	\$0.96	\$0.92
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
	<i>Amount per Mile</i>	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
	Mileage Cost per Participant per Billable Hour	\$0.86	\$1.07
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
	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
Facility	- 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
	Cost per Hour, Before Program Operations and Administration	\$2.26	\$2.37
Admin. and Prog. Operations	- 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	\$0.34
	Rate per Billable Hour	\$2.70	\$2.83

DDS Vendor Rate Study - Rate Models
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Work Activity Program, 1:30-34

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Staffing Ratio	"Billable" Hours	27.28	27.28
	Productivity Factor	1.27	1.27
	Staffing Ratio		
Attendance	- 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		\$1.04	\$1.00
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
Supervision	Amount per Mile	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
Facility	- 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
Admin. and Prog. Operations	- Number of Direct Care Staff Supervised	10	10
	Supervision Cost per Participant per Billable Hour	\$0.18	\$0.17
	Cost per Hour, Before Program Operations and Administration	\$2.36	\$2.47
Program Operations	- 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	\$0.34	\$0.35
Rate per Billable Hour		\$2.83	\$2.95

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Work Activity Program, 1:25-29

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
"Billable" Hours	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
Productivity Factor	"Billable" Hours	27.48	27.48
	Productivity Factor	1.26	1.26
	Staffing Ratio		
Staff Cost After Productivity Adj. per Billable Hour	- 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		\$1.23	\$1.17
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision Cost per Participant per Billable Hour	- 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	\$2.58	\$2.67
	- 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	\$0.39
Rate per Billable Hour		\$3.11	\$3.22

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Work Activity Program, 1:20-24

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Productivity Adjustments	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	"Billable" Hours	27.67	27.67
	Productivity Factor	1.25	1.25
	Staffing Ratio		
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		\$1.50	\$1.43
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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 Program Operations	Cost per Hour, Before Program Operations and Administration	\$2.90	\$2.98
	- 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	\$0.42	\$0.43
Rate per Billable Hour		\$3.52	\$3.61

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Work Activity Program, 1:15-19

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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	"Billable" Hours	27.86	27.86
	Productivity Factor	1.24	1.24
	Staffing Ratio		
"Billable" Hours	- 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		\$1.92	\$1.83
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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	\$3.39	\$3.45
	- 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	\$0.50	\$0.50
Rate per Billable Hour		\$4.14	\$4.20

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Work Activity Program, 1:10-14

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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	"Billable" Hours	28.05	28.05
	Productivity Factor	1.23	1.23
	Staffing Ratio		
"Billable" Hours	- 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		\$2.70	\$2.58
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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	\$4.31	\$4.33
	- 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	\$0.64	\$0.64
Rate per Billable Hour		\$5.31	\$5.33

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Work Activity Program, 1:9

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
	<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
Attendance	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	<i>Staffing Ratio</i>		
	- 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	\$3.57	\$3.41
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
	<i>Amount per Mile</i>	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
	Mileage Cost per Participant per Billable Hour	\$0.86	\$1.07
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
	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
Facility	- 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	\$5.34	\$5.31
	- 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	\$0.79	\$0.79
	Rate per Billable Hour	\$6.61	\$6.58

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Work Activity Program, 1:8

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
"Billable" Hours	- 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		\$4.01	\$3.84
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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	\$5.86	\$5.82
	- 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	\$0.87	\$0.87
Rate per Billable Hour		\$7.27	\$7.23

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Work Activity Program, 1:7

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
"Billable" Hours	- 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		\$4.59	\$4.38
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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	\$6.54	\$6.45
	- 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	\$0.98	\$0.96
Rate per Billable Hour		\$8.13	\$8.02

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Work Activity Program, 1:6

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
	<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
Attendance	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	<i>Staffing Ratio</i>		
	- 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	\$5.35	\$5.11
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
	<i>Amount per Mile</i>	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
	Mileage Cost per Participant per Billable Hour	\$0.86	\$1.07
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
	- Square Feet of Service Space per Participant	50	50
	- Annual Cost per Square Foot	\$15.00	\$12.00
Facility	- 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	\$7.43	\$7.31
	- 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	\$1.11	\$1.10
	Rate per Billable Hour	\$9.26	\$9.13

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Work Activity Program, 1:5

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Productivity Adjustments	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	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
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		\$6.42	\$6.14
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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	\$8.69	\$8.52
	- 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	\$1.30	\$1.28
Rate per Billable Hour		\$10.85	\$10.66

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Work Activity Program, 1:4

		Base Model	Kern
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	\$18.20	\$17.29
	- Employee Benefit Rate (as a percent of wages)	22.06%	22.82%
	- Workers' Compensation Rate (as a percent of wages)	5.20%	5.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.16	\$22.13
<i>Productivity Adjustments</i>			
Productivity Adjustments	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	"Billable" Hours	28.25	28.25
	Productivity Factor	1.22	1.22
	Staffing Ratio		
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		\$8.03	\$7.67
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	\$0.730	\$0.730
	- 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	\$1,132.81	\$1,418.46
Mileage Cost per Participant per Billable Hour		\$0.86	\$1.07
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
Supervision	- 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 Program Operations	Cost per Hour, Before Program Operations and Administration	\$10.59	\$10.32
	- 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	\$1.59	\$1.55
Rate per Billable Hour		\$13.26	\$12.95

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Adaptive Skills Training, Professional, 1:1

		Base Model	Kern
	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>			
Mileage	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
Admin. and Program Operations	"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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.20	\$8.07
Admin. and Program Operations	Cost per Hour, Before Program Operations and Administration	\$120.84	\$121.72
	- 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	\$17.06	\$17.21
		\$142.17	\$143.38

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Adaptive Skills Training, Professional, 1:2

		Base Model	Kern
	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
Mileage	- 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
Admin. and Program Operations	"Billable" Hours	22.28	21.40
	Productivity Factor	1.80	1.87
	Staff Cost After Productivity Adj. per Billable Hour	\$120.67	\$119.40
	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.51	\$8.47
	Cost per Hour, Before Program Operations and Administration	\$127.18	\$127.87
	- 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	\$17.96	\$18.07
	Cost per Billable Hour	\$149.63	\$150.61
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$82.30	\$82.84

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Adaptive Skills Training, Professional, 1:3

		Base Model	Kern
	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
Mileage	- 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
Admin. and Program Operations	"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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
Admin. and Program Operations	Mileage Cost per Billable Hour	\$6.64	\$8.64
	Cost per Hour, Before Program Operations and Administration	\$129.32	\$130.59
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
	- Administration Percent	12.0%	12.0%
Admin. and Program Operations	Administration Cost per Billable Hour	\$18.26	\$18.46
	Cost per Billable Hour	\$152.16	\$153.82
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$60.86	\$61.53

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Adaptive Skills Training, Professional, Excess Mileage

		Base Model	Kern	
	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	
	- Supervision and Other Employer Time	0.45	0.43	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$76.43	\$72.79		
Weekly Staff Cost	\$2,691.86	\$2,565.12		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,706.86	\$3,580.12	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	Weekly Program Operations Cost	\$100.00	\$100.00	
	Weekly Administration Cost	\$399.20	\$386.71	
Rate per Mile	\$3.00	\$2.90		

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Adaptive Skills Training, Specialist, 1:1

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$48.01	\$45.77
	<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
Mileage	- 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
Supervision	"Billable" Hours	25.85	24.82
	Productivity Factor	1.55	1.61
	Staff Cost After Productivity Adj. per Billable Hour	\$74.42	\$73.69
Admin. and Program Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.61	\$7.30
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
Admin. and Program Operations	Supervision Cost per Billable Hour	\$10.37	\$10.29
	Cost per Hour, Before Program Operations and Administration	\$90.40	\$91.28
	- 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	Administration Cost per Billable Hour	\$12.59	\$12.72
	Rate per Billable Hour	\$104.92	\$106.01

DDS Vendor Rate Study - Rate Models
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Adaptive Skills Training, Specialist, 1:2

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$48.01	\$45.77
	<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
Mileage	- 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
Supervision	"Billable" Hours	24.74	23.75
	Productivity Factor	1.62	1.68
	Staff Cost After Productivity Adj. per Billable Hour	\$77.78	\$76.89
Admin. and Program Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.86	\$7.63
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
Admin. and Program Operations	Supervision Cost per Billable Hour	\$10.84	\$10.75
	Cost per Hour, Before Program Operations and Administration	\$94.48	\$95.27
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
Admin. and Program Operations	Administration Cost per Billable Hour	\$13.16	\$13.28
	Cost per Billable Hour	\$109.66	\$110.66
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$60.31	\$60.86

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Adaptive Skills Training, Specialist, 1:3

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$48.01	\$45.77
	<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
Mileage	- 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
Supervision	"Billable" Hours	23.84	22.89
	Productivity Factor	1.68	1.75
	Staff Cost After Productivity Adj. per Billable Hour	\$80.66	\$80.10
Admin. and Program Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.08	\$7.92
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
Admin. and Program Operations	Supervision Cost per Billable Hour	\$11.25	\$11.16
	Cost per Hour, Before Program Operations and Administration	\$97.99	\$99.18
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
Admin. and Program Operations	Administration Cost per Billable Hour	\$13.65	\$13.82
	Cost per Billable Hour	\$113.74	\$115.18
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$45.50	\$46.07

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Adaptive Skills Training, Specialist, Excess Mileage

		Base Model	Kern	
	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	\$40.62	\$38.59	
	- 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)	\$48.01	\$45.77	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Supervision and Other Employer Time	0.45	0.43	
	- Training	0.48	0.48	
	- Paid Time Off	3.85	3.85	
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$54.73	\$52.18		
Weekly Staff Cost	\$1,927.59	\$1,838.82		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
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%	
	Hourly Supervisor Cost (wages + benefits)	\$67.04	\$63.85	
	Weekly Supervision Cost	\$2,681.60	\$2,554.00	
	- Number of Direct Care Staff Supervised	10	10	
Weekly Supervision Cost	\$268.16	\$255.40		
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,210.75	\$3,109.22	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	Weekly Program Operations Cost	\$50.00	\$50.00	
	Weekly Administration Cost	\$325.45	\$315.71	
Rate per Mile	\$2.56	\$2.48		

DDS Vendor Rate Study - Rate Models
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Behavior Analyst, 1:1

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.71	1.78
	Staff Cost After Productivity Adj. per Billable Hour	\$116.26	\$115.26
	- 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	\$0.730	\$0.730
Admin. and Prog. Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.20	\$8.07
	Cost per Hour, Before Program Operations and Administration	\$122.46	\$123.33
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$17.28	\$17.42
	Rate per Billable Hour	\$144.01	\$145.20

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Behavior Analyst, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.80	1.87
	Staff Cost After Productivity Adj. per Billable Hour	\$122.38	\$121.08
	- 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	\$0.730	\$0.730
Mileage	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.51	\$8.47
	Cost per Hour, Before Program Operations and Administration	\$128.89	\$129.55
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.19	\$18.30
	Cost per Billable Hour	\$151.57	\$152.52
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
Rate per Billable Hour	Rate per Billable Hour	\$83.36	\$83.89

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Behavior Analyst, 1:3

		Base Model	Kern
	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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.83	1.91
	Staff Cost After Productivity Adj. per Billable Hour	\$124.42	\$123.67
	- 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	\$0.730	\$0.730
Admin. and Prog. Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.64	\$8.64
	Cost per Hour, Before Program Operations and Administration	\$131.06	\$132.31
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$18.50	\$18.69
	Cost per Billable Hour	\$154.14	\$155.77
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
Admin. and Prog. Operations	Rate per Billable Hour	\$61.66	\$62.31

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Behavior Analyst, Excess Mileage

		Base Model	Kern
	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>			
Mileage	Total Hours	40.00	40.00
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Admin. and Prog. Operations	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$77.51	\$73.82
	Weekly Staff Cost	\$2,729.90	\$2,601.42
	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
	Cost per Week, Before Program Operations and Administration	\$3,744.90	\$3,616.42
	- Daily Program Operations Costs	\$20.00	\$20.00
	Weekly Program Operations Cost	\$100.00	\$100.00
	Weekly Administration Cost	\$404.35	\$391.43
Rate per Mile		\$3.04	\$2.93

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Associate Behavior Analyst, 1:1

		Base Model	Kern
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
Mileage	- 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
	- 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	\$0.730	\$0.730
Admin. and Program Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.61	\$7.30
	- Supervision Hourly Cost	\$122.46	\$123.33
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.74	\$4.97
	Cost per Hour, Before Program Operations and Administration	\$62.06	\$63.55
	- 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	\$8.73	\$8.94
Rate per Billable Hour		\$72.72	\$74.50

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Associate Behavior Analyst, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Program Operations	Productivity Factor	1.62	1.68
	Staff Cost After Productivity Adj. per Billable Hour	\$54.04	\$53.51
	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.86	\$7.63
	- Supervision Hourly Cost	\$122.46	\$123.33
Cost per Hour, Before Program Operations and Administration	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.95	\$5.19
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations Cost per Billable Hour	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.12	\$9.33
Cost per Billable Hour	Cost per Billable Hour	\$75.99	\$77.77
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
Rate per Billable Hour	Rate per Billable Hour	\$41.79	\$42.77

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Associate Behavior Analyst, 1:3

		Base Model	Kern
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
Mileage	- 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
Admin. and Program Operations	Productivity Factor	1.68	1.75
	Staff Cost After Productivity Adj. per Billable Hour	\$56.04	\$55.74
	- Number of Miles Traveled per 40-Hour Week	200	250
Supervision	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.08	\$7.92
	- Supervision Hourly Cost	\$122.46	\$123.33
Cost per Hour, Before Program Operations and Administration	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$5.14	\$5.39
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations Cost per Billable Hour	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.46	\$9.71
Cost per Billable Hour	Cost per Billable Hour	\$78.82	\$80.94
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
Rate per Billable Hour	Rate per Billable Hour	\$31.53	\$32.38

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Behavior Management Assistant, 1:1

		Base Model	Kern
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
Mileage	- 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
	- 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	\$0.730	\$0.730
Admin. and Program Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.61	\$7.30
	- Supervision Hourly Cost	\$122.46	\$123.33
	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.74	\$4.97
	Cost per Hour, Before Program Operations and Administration	\$62.06	\$63.55
	- 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	\$8.73	\$8.94
Rate per Billable Hour		\$72.72	\$74.50

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Behavior Management Assistant, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Program Operations	Productivity Factor	1.62	1.68
	Staff Cost After Productivity Adj. per Billable Hour	\$54.04	\$53.51
	- Number of Miles Traveled per 40-Hour Week	200	250
Supervision	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$5.86	\$7.63
	- Supervision Hourly Cost	\$122.46	\$123.33
Cost per Hour, Before Program Operations and Administration	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$4.95	\$5.19
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations Cost per Billable Hour	Program Operations Cost per Billable Hour	\$2.02	\$2.11
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.12	\$9.33
Cost per Billable Hour	Cost per Billable Hour	\$75.99	\$77.77
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$41.79	\$42.77

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Behavior Management Assistant, 1:3

		Base Model	Kern
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
Mileage	- 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
Admin. and Program Operations	Productivity Factor	1.68	1.75
	Staff Cost After Productivity Adj. per Billable Hour	\$56.04	\$55.74
	- Number of Miles Traveled per 40-Hour Week	200	250
	- Number of Miles Adjusted for Mix of FT and PT Staff	200	250
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.08	\$7.92
	- Supervision Hourly Cost	\$122.46	\$123.33
Cost per Hour, Before Program Operations and Administration	- Hours of Supervision per Week	1.00	1.00
	Supervision Cost per Billable Hour	\$5.14	\$5.39
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations Cost per Billable Hour	Program Operations Cost per Billable Hour	\$2.10	\$2.18
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$9.46	\$9.71
Cost per Billable Hour	Cost per Billable Hour	\$78.82	\$80.94
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
Rate per Billable Hour		\$31.53	\$32.38

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Behavior Management Assistant, Excess Mileage

		Base Model	Kern
	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
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Mileage	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$38.03	\$36.31
	Weekly Staff Cost	\$1,339.42	\$1,279.56
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
Supervision	- Supervision Hourly Cost	\$122.46	\$123.33
	- Hours of Supervision per Week	1.00	1.00
	Weekly Supervision Cost	\$122.46	\$123.33
	Admin. and Prog. Operations		
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$2,476.88	\$2,417.89
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$225.67	\$221.89
	Rate per Mile	\$1.97	\$1.92

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Behavior Technician - Paraprofessional, 1:1

		Base Model	Kern
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
Mileage	- 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
	<i>Mileage</i>		
	- 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	\$0.730	\$0.730
Supervision	Weekly Mileage Cost	\$125.43	\$156.60
	Mileage Cost per Billable Hour	\$5.72	\$7.44
	<i>Supervision</i>		
	- Supervision Hourly Cost	\$122.46	\$123.33
	- Hours of Supervision per Week	2.00	2.00
	Supervision Cost per Billable Hour	\$11.17	\$11.72
	<i>Admin. and Prog. Operations</i>		
	Cost per Hour, Before Program Operations and Administration	\$58.49	\$60.41
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.28	\$2.38
Administration	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$8.29	\$8.56
	Rate per Billable Hour	\$69.06	\$71.35

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Behavior Technician - Paraprofessional, 1:2

		Base Model	Kern
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
Admin. and Prog. Operations	- 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
	<i>Mileage</i>		
	- 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	\$0.730	\$0.730
Supervision	Weekly Mileage Cost	\$125.43	\$156.60
	Mileage Cost per Billable Hour	\$5.98	\$7.78
	<i>Supervision</i>		
	- Supervision Hourly Cost	\$122.46	\$123.33
	- Hours of Supervision per Week	2.00	2.00
	Supervision Cost per Billable Hour	\$11.68	\$12.25
	<i>Cost per Hour, Before Program Operations and Administration</i>		
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.38	\$2.48
	- Administration Percent	12.0%	12.0%
Rate per Billable Hour	Administration Cost per Billable Hour	\$8.66	\$8.97
	<i>Cost per Billable Hour</i>		
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$39.68	\$41.11

DDS Vendor Rate Study - Rate Models
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Behavior Technician - Paraprofessional, 1:3

		Base Model	Kern
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
Mileage	- 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
	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
Admin. and Prog. Operations	Mileage Cost per Billable Hour	\$6.21	\$8.07
	- Supervision Hourly Cost	\$122.46	\$123.33
		2.00	2.00
	Supervision Cost per Billable Hour	\$12.12	\$12.71
	Cost per Hour, Before Program Operations and Administration		\$63.35
	- Daily Program Operations Costs		\$10.00
	Program Operations Cost per Billable Hour	\$2.47	\$2.58
	- Administration Percent		12.0%
	Administration Cost per Billable Hour	\$8.98	\$9.29
	Cost per Billable Hour	\$74.80	\$77.42
Supervision	- Rate Premium	20%	20%
		3	3
	Rate per Billable Hour	\$29.92	\$30.97

DDS Vendor Rate Study - Rate Models
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Behavior Technician - Paraprofessional, Excess Mileage

		Base Model	Kern	
	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	
	- Supervision and Other Employer Time	1.78	1.71	
	- Training	0.96	0.96	
	- Paid Time Off	3.04	3.04	
"Billable" Hours	28.82	28.89		
Productivity Factor	1.20	1.20		
Staff Cost After Productivity Adj. per Billable Hour	\$31.60	\$30.18		
Weekly Staff Cost	\$910.71	\$871.90		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,150	1,150	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$833.75	\$833.75	
Supervision	- Supervision Hourly Cost	\$122.46	\$123.33	
	- Hours of Supervision per Week	2.00	2.00	
	Weekly Supervision Cost	\$244.92	\$246.66	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$1,989.38	\$1,952.31	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	Weekly Program Operations Cost	\$50.00	\$50.00	
	Weekly Administration Cost	\$181.72	\$180.19	
	Rate per Mile	\$1.93	\$1.90	

DDS Vendor Rate Study - Rate Models
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Behavior Management Consultant, 1:1

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.71	1.78
	Staff Cost After Productivity Adj. per Billable Hour	\$66.13	\$65.68
	- 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	\$0.730	\$0.730
Admin. and Prog. Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.20	\$8.07
	Cost per Hour, Before Program Operations and Administration	\$72.33	\$73.75
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.27	\$4.45
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.45	\$10.66
	Rate per Billable Hour	\$87.05	\$88.86

DDS Vendor Rate Study - Rate Models
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Behavior Management Consultant, 1:2

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.80	1.87
	Staff Cost After Productivity Adj. per Billable Hour	\$69.61	\$69.00
	- 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	\$0.730	\$0.730
Admin. and Prog. Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.51	\$8.47
	Cost per Hour, Before Program Operations and Administration	\$76.12	\$77.47
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.49	\$4.67
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$10.99	\$11.20
	Cost per Billable Hour	\$91.60	\$93.34
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
Admin. and Prog. Operations	Rate per Billable Hour	\$50.38	\$51.34

DDS Vendor Rate Study - Rate Models
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Behavior Management Consultant, 1:3

		Base Model	Kern
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
Mileage	- 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
Admin. and Prog. Operations	Productivity Factor	1.83	1.91
	Staff Cost After Productivity Adj. per Billable Hour	\$70.77	\$70.48
	- 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	\$0.730	\$0.730
Admin. and Prog. Operations	Weekly Mileage Cost	\$145.00	\$181.25
	Mileage Cost per Billable Hour	\$6.64	\$8.64
	Cost per Hour, Before Program Operations and Administration	\$77.41	\$79.12
	- Daily Program Operations Costs	\$20.00	\$20.00
	Program Operations Cost per Billable Hour	\$4.58	\$4.77
Admin. and Prog. Operations	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$11.18	\$11.44
	Cost per Billable Hour	\$93.17	\$95.33
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
Admin. and Prog. Operations	Rate per Billable Hour	\$37.27	\$38.13

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.20	\$8.07
Admin. and Program Operations		
Cost per Hour, Before Program Operations and Administration	\$120.84	\$121.72
- 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	\$17.06	\$17.21
Rate per Billable Hour	\$142.17	\$143.38

**DDS Vendor Rate Study - Rate Models
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**Specialized Therapeutic Services, Professional, Home and
Community-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.51	\$8.47
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$127.18	\$127.87
- 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	\$17.96	\$18.07
Cost per Billable Hour	\$149.63	\$150.61
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$82.30	\$82.84

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.64	\$8.64
Admin. and Program Operations		
Cost per Hour, Before Program Operations and Administration	\$129.32	\$130.59
- 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	\$18.26	\$18.46
Cost per Billable Hour	\$152.16	\$153.82
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$60.86	\$61.53

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Professional, Excess Mileage

		Base Model	Kern
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
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Admin. and Prog. Operations	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$76.43	\$72.79
	Weekly Staff Cost	\$2,691.86	\$2,565.12
	Mileage		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,706.86	\$3,580.12
	- Daily Program Operations Costs	\$20.00	\$20.00
	Weekly Program Operations Cost	\$100.00	\$100.00
Weekly Administration Cost		\$399.20	\$386.71
Rate per Mile		\$3.00	\$2.90

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$73.15	\$72.40
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$5.59	\$7.26
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	\$11.95	\$11.85
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$90.69	\$91.51
- 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	\$12.67	\$12.80
Rate per Billable Hour	\$105.59	\$106.63

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$76.48	\$76.02
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$5.84	\$7.59
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	\$94.80	\$95.98
- 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	\$13.25	\$13.42
Cost per Billable Hour	\$110.38	\$111.82
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$60.71	\$61.50

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Assistant, Home and Community-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$79.33	\$78.74
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$6.06	\$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	\$12.95	\$12.84
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$98.34	\$99.45
- 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	\$13.74	\$13.90
Cost per Billable Hour	\$114.49	\$115.86
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$45.80	\$46.34

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Assistant, Excess Mileage

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
Mileage	"Billable" Hours	30.63	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$53.68	\$51.13
	Weekly Staff Cost	\$1,644.22	\$1,567.13
	- Number of Miles Traveled per 40-Hour Week	1,200	1,200
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$870.00	\$870.00
	- 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%
Admin. and Prog. Operations	Hourly Supervisor Cost (wages + benefits)	\$67.04	\$63.85
	Weekly Supervision Cost	\$2,681.60	\$2,554.00
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$268.16	\$255.40
	Cost per Week, Before Program Operations and Administration	\$2,782.38	\$2,692.53
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$284.44	\$275.97
	Rate per Mile	\$2.60	\$2.52

DDS Vendor Rate Study - Rate Models
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Specialized Therapeutic Services, Professional, Center/Facility-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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Specialized Therapeutic Services, Professional, Center/Facility-Based, 1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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Specialized Therapeutic Services, Professional, Center/Facility-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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

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Specialized Therapeutic Services, Assistant, Center/Facility-Based,

1:1

		Base Model	Kern
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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
<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	\$62.70	\$59.73
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	\$76.49	\$72.32
	- 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		\$89.09	\$84.35

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Specialized Therapeutic Services, Assistant, Center/Facility-Based,

1:2

		Base Model	Kern
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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
<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	\$65.08	\$61.99
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	\$79.40	\$75.06
	- 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		\$92.49	\$87.56
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$50.87	\$48.16

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Specialized Therapeutic Services, Assistant, Center/Facility-Based,

1:3

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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
<i>"Billable" Hours</i>		24.40	24.40
<i>Productivity Factor</i>		1.42	1.42
Staff Cost After Productivity Adj. per Billable Hour		\$67.45	\$64.26
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	\$82.22	\$77.76
	- 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		\$95.76	\$90.69
- Rate Premium		20%	20%
- Number of Individuals Served		3	3
Rate per Billable Hour		\$38.30	\$36.28

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.26	\$8.15
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	\$11.57	\$11.48
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$91.39	\$92.62
- 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	\$12.76	\$12.94
Rate per Billable Hour	\$106.31	\$107.81

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

		Base Model	Kern
	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>			
Direct Care Staff Wages and Benefits	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	\$0.730	\$0.730
	Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour		\$6.57	\$8.56
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 Program Operations	Cost per Hour, Before Program Operations and Administration	\$95.69	\$97.26
	- 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	\$13.36	\$13.58
	Cost per Billable Hour	\$111.32	\$113.20
	- Rate Premium	10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$61.23	\$62.26

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.85	\$8.92
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	\$99.88	\$101.37
- 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	\$13.94	\$14.16
Cost per Billable Hour	\$116.18	\$117.99
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$46.47	\$47.20

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**Infant Development Program, Early Intervention Specialist, Excess
Mileage**

		Base Model	Kern
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
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Mileage	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$48.47	\$46.23
	Weekly Staff Cost	\$1,707.11	\$1,629.15
	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
	- 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%
Admin. and Prog. Operations	Hourly Supervisor Cost (wages + benefits)	\$67.04	\$63.85
	Weekly Supervision Cost	\$2,681.60	\$2,554.00
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$268.16	\$255.40
	Cost per Week, Before Program Operations and Administration	\$2,990.27	\$2,899.55
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$295.65	\$287.92
Rate per Mile		\$2.38	\$2.31

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
	- Number of Miles Adjusted for Mix of FT and PT Staff	173
Supervision	- Amount per Mile	\$0.730
	Weekly Mileage Cost	\$125.43
Admin. and Prog. Operations	Mileage Cost per Billable Hour	\$5.74
	- Supervisor Hourly Wage	\$35.65
Supervision	- Supervisor Benefit Rate (as a percent of wages)	16.45%
	- Workers' Compensation Rate (as a percent of wages)	2.82%
Admin. and Prog. Operations	Weekly Supervision Cost	\$1,700.79
	- Number of Direct Care Staff Supervised	10
Admin. and Prog. Operations	Supervision Cost per Billable Hour	\$7.78
	Cost per Hour, Before Program Operations and Administration	\$61.96
Program Operations Cost per Billable Hour	- Daily Program Operations Costs	\$10.00
	Program Operations Cost per Billable Hour	\$2.29
Administration Cost per Billable Hour	- Administration Percent	12.0%
	Administration Cost per Billable Hour	\$8.76
Rate per Billable Hour		\$73.01
		\$74.81

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$6.00	\$7.79
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	\$64.72	\$66.19
- 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	\$9.15	\$9.37
Cost per Billable Hour	\$76.26	\$78.05
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$41.94	\$42.93

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

	Base Model	Kern
	Hour	Hour
Unit of Service		
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$6.22	\$8.09
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	\$67.40	\$68.85
- 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	\$9.53	\$9.74
Cost per Billable Hour	\$79.41	\$81.17
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$31.76	\$32.47

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**Infant Development Program, Early Intervention Assistant, Excess
Mileage**

		Base Model	Kern
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
	- Supervision and Other Employer Time	0.90	0.86
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
Mileage	"Billable" Hours	29.99	30.03
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$35.26	\$33.65
	Weekly Staff Cost	\$1,057.45	\$1,010.51
	- Number of Miles Traveled per 40-Hour Week	1,150	1,200
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$833.75	\$870.00
	- 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%
Admin. and Prog. Operations	Hourly Supervisor Cost (wages + benefits)	\$42.52	\$40.55
	Weekly Supervision Cost	\$1,700.80	\$1,622.00
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$170.08	\$162.20
	Cost per Week, Before Program Operations and Administration	\$2,061.28	\$2,042.71
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$191.58	\$188.67
Rate per Mile		\$2.00	\$1.90

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

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$19.33	\$18.36
- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
<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	\$34.53	\$34.35
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$5.23	\$6.79
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	\$46.85	\$48.18
- 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	\$6.67	\$6.87
Rate per Billable Hour	\$55.60	\$57.22

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Early Intervention Technician, Home
 and Community-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$19.33	\$18.36
- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
<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	\$35.25	\$35.04
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$5.33	\$6.93
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	\$47.81	\$49.15
- 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	\$6.81	\$7.00
Cost per Billable Hour	\$56.75	\$58.36
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$31.21	\$32.10

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

		Base Model	Kern
	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	\$19.33	\$18.36
	- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
	<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
Mileage	- 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
Supervision	"Billable" Hours	23.13	22.21
	Productivity Factor	1.50	1.56
	Staff Cost After Productivity Adj. per Billable Hour	\$35.97	\$35.72
Admin. and Prog. Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
	Mileage Cost per Billable Hour	\$5.42	\$7.05
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
Admin. and Prog. Operations	Supervision Cost per Billable Hour	\$7.35	\$7.30
	Cost per Hour, Before Program Operations and Administration	\$48.74	\$50.07
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.16	\$2.25
	- Administration Percent	12.0%	12.0%
Cost per Billable Hour	Administration Cost per Billable Hour	\$6.94	\$7.13
	Cost per Billable Hour	\$57.84	\$59.45
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$23.14	\$23.78

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Early Intervention Technician, Excess
Mileage**

		Base Model	Kern
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	\$19.33	\$18.36
	- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
	- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.90	0.86
	- Training	0.67	0.67
	- Paid Time Off	3.04	3.04
Mileage	"Billable" Hours	29.99	30.03
	Productivity Factor	1.15	1.15
	Staff Cost After Productivity Adj. per Billable Hour	\$27.58	\$26.34
	Weekly Staff Cost	\$827.12	\$790.99
	- Number of Miles Traveled per 40-Hour Week	1,150	1,200
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$833.75	\$870.00
	- 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%
Admin. and Prog. Operations	Hourly Supervisor Cost (wages + benefits)	\$42.52	\$40.55
	Weekly Supervision Cost	\$1,700.80	\$1,622.00
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$170.08	\$162.20
	Cost per Week, Before Program Operations and Administration	\$1,830.95	\$1,823.19
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$160.08	\$158.35
Rate per Mile		\$1.77	\$1.69

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
"Billable" Hours	22.06	21.18
Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour	\$121.34	\$120.68
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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$127.91	\$129.24
- 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	\$18.06	\$18.27
Rate per Billable Hour	\$150.50	\$152.23

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$134.97	\$136.07
- 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	\$19.06	\$19.23
Cost per Billable Hour	\$158.81	\$160.27
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$87.35	\$88.15

DDS Vendor Rate Study - Rate Models
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Infant Development Program, PT/OT/SLP, Home and Community-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$137.81	\$138.83
- 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	\$19.46	\$19.62
Cost per Billable Hour	\$162.15	\$163.53
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$64.86	\$65.41

DDS Vendor Rate Study - Rate Models
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Infant Development Program, PT/OT/SLP, Excess Mileage

		Base Model	Kern	
	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	
- Supervision and Other Employer Time	0.45	0.43		
- Training	0.48	0.48		
- Paid Time Off	3.85	3.85		
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$76.43	\$72.79		
Weekly Staff Cost	\$2,691.86	\$2,565.12		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,706.86	\$3,580.12	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	Weekly Program Operations Cost	\$100.00	\$100.00	
	Weekly Administration Cost	\$398.40	\$386.96	
Rate per Mile	\$3.00	\$2.91		

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

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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		\$85.98	\$85.07
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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour		\$6.55	\$8.52
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	\$106.53	\$107.48
	- 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	\$14.88	\$15.03
Rate per Billable Hour		\$124.02	\$125.23

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, PT/OT/SLP Assistant, Home and
Community-Based, 1:2**

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
<i>Productivity Adjustments</i>			
Direct Care Staff Wages and Benefits	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		\$90.25	\$89.60
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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour		\$6.90	\$8.97
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 Program Operations	Cost per Hour, Before Program Operations and Administration	\$111.91	\$113.21
	- 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	\$15.64	\$15.83
	Cost per Billable Hour	\$130.30	\$131.91
	- Rate Premium	10%	10%
- Number of Individuals Served		2	2
Rate per Billable Hour		\$71.67	\$72.55

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, PT/OT/SLP Assistant, Home and
Community-Based, 1:3**

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$92.63	\$91.86
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$7.05	\$9.17
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	\$114.76	\$115.99
- 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	\$16.03	\$16.22
Cost per Billable Hour	\$133.60	\$135.14
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$53.44	\$54.06

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Infant Development Program, PT/OT/SLP Assistant, Excess Mileage

		Base Model	Kern
	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	\$40.62	\$38.59
	- 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)	\$47.50	\$45.25
	<i>Productivity Adjustments</i>		
	Total Hours	34.60	34.60
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.04	3.04
Mileage	"Billable" Hours	30.63	30.65
	Productivity Factor	1.13	1.13
	Staff Cost After Productivity Adj. per Billable Hour	\$53.68	\$51.13
	Weekly Staff Cost	\$1,644.22	\$1,567.13
	- Number of Miles Traveled per 40-Hour Week	1,200	1,200
Supervision	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$870.00	\$870.00
	- 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%
Admin. and Prog. Operations	Hourly Supervisor Cost (wages + benefits)	\$67.04	\$63.85
	Weekly Supervision Cost	\$2,681.60	\$2,554.00
	- Number of Direct Care Staff Supervised	10	10
	Weekly Supervision Cost	\$268.16	\$255.40
	Cost per Week, Before Program Operations and Administration	\$2,782.38	\$2,692.53
	- Daily Program Operations Costs	\$10.00	\$10.00
	Weekly Program Operations Cost	\$50.00	\$50.00
	Weekly Administration Cost	\$284.95	\$276.40
	Rate per Mile	\$2.60	\$2.52

DDS Vendor Rate Study - Rate Models
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Infant Development Program, Audiologist, Home and Community-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$139.15	\$140.39
- 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	\$19.59	\$19.79
Rate per Billable Hour	\$163.27	\$164.90

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$146.83	\$147.81
- 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	\$20.67	\$20.83
Cost per Billable Hour	\$172.28	\$173.61
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$94.75	\$95.49

DDS Vendor Rate Study - Rate Models
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Infant Development Program, Audiologist, Home and Community-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$149.92	\$150.80
- 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	\$21.11	\$21.26
Cost per Billable Hour	\$175.91	\$177.14
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$70.36	\$70.86

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Infant Development Program, Audiologist, Excess Mileage

		Base Model	Kern	
	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	
- Supervision and Other Employer Time	0.45	0.43		
- Training	0.48	0.48		
- Paid Time Off	3.85	3.85		
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$83.51	\$79.52		
Weekly Staff Cost	\$2,941.22	\$2,802.28		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,956.22	\$3,817.28	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	Weekly Program Operations Cost	\$100.00	\$100.00	
	Weekly Administration Cost	\$432.16	\$419.15	
Rate per Mile	\$3.21	\$3.10		

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$66.01	\$67.83
- 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	\$9.62	\$9.89
Rate per Billable Hour	\$80.16	\$82.44

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Family Therapist, Home and
Community-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$69.64	\$71.42
- 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	\$10.15	\$10.42
Cost per Billable Hour	\$84.57	\$86.81
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$46.51	\$47.75

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Family Therapist, Home and
Community-Based, 1:3**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$71.12	\$72.87
- 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	\$10.36	\$10.63
Cost per Billable Hour	\$86.36	\$88.58
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$34.54	\$35.43

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Infant Development Program, Family Therapist, Excess Mileage

		Base Model	Kern	
	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	
- Supervision and Other Employer Time	0.45	0.43		
- Training	0.48	0.48		
- Paid Time Off	3.85	3.85		
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$37.44	\$35.75		
Weekly Staff Cost	\$1,318.64	\$1,259.83		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$2,333.64	\$2,274.83	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	Weekly Program Operations Cost	\$100.00	\$100.00	
	Weekly Administration Cost	\$212.22	\$209.47	
	Rate per Mile	\$1.89	\$1.85	

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$141.49	\$142.79
- 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	\$19.91	\$20.12
Rate per Billable Hour	\$165.93	\$167.63

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Registered Nurse, Home and
Community-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$149.29	\$150.34
- 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	\$21.01	\$21.18
Cost per Billable Hour	\$175.08	\$176.49
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$96.29	\$97.07

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$152.43	\$153.38
- 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	\$21.45	\$21.61
Cost per Billable Hour	\$178.76	\$180.07
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$71.50	\$72.03

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Infant Development Program, Registered Nurse, Excess Mileage

		Base Model	Kern
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
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Admin. and Prog. Operations	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$84.98	\$80.96
	Weekly Staff Cost	\$2,993.00	\$2,853.03
	Mileage		
Admin. and Prog. Operations	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
	Cost per Week, Before Program Operations and Administration	\$4,008.00	\$3,868.03
- Daily Program Operations Costs		\$20.00	\$20.00
Weekly Program Operations Cost		\$100.00	\$100.00
Weekly Administration Cost		\$439.21	\$426.14
Rate per Mile		\$3.25	\$3.14

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
"Billable" Hours	19.15	18.39
Productivity Factor	1.81	1.88
Staff Cost After Productivity Adj. per Billable Hour	\$72.91	\$72.19
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	\$0.730	\$0.730
Weekly Mileage Cost	\$125.43	\$156.60
Mileage Cost per Billable Hour	\$6.55	\$8.52
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	\$15.57	\$15.45
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$95.03	\$96.16
- 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	\$13.31	\$13.48
Rate per Billable Hour	\$110.95	\$112.36

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

		Base Model	Kern
	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
Mileage	- 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
Supervision	"Billable" Hours	18.17	17.45
	Productivity Factor	1.90	1.98
	Staff Cost After Productivity Adj. per Billable Hour	\$76.53	\$76.03
Admin. and Program Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
	Mileage Cost per Billable Hour	\$6.90	\$8.97
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
Admin. and Program Operations	Supervision Cost per Billable Hour	\$16.41	\$16.28
	Cost per Hour, Before Program Operations and Administration	\$99.84	\$101.28
	- Daily Program Operations Costs	\$10.00	\$10.00
Program Operations	Program Operations Cost per Billable Hour	\$2.75	\$2.87
	- Administration Percent	12.0%	12.0%
	Administration Cost per Billable Hour	\$13.99	\$14.20
Administration	Cost per Billable Hour	\$116.58	\$118.35
	- Rate Premium	10%	10%
	- Number of Individuals Served	2	2
	Rate per Billable Hour	\$64.12	\$65.09

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

		Base Model	Kern
	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
Mileage	- 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
Supervision	"Billable" Hours	17.78	17.07
	Productivity Factor	1.95	2.03
	Staff Cost After Productivity Adj. per Billable Hour	\$78.55	\$77.95
Admin. and Program Operations	- 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	\$0.730	\$0.730
	Weekly Mileage Cost	\$125.43	\$156.60
	Mileage Cost per Billable Hour	\$7.05	\$9.17
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
Admin. and Program Operations	Supervision Cost per Billable Hour	\$16.77	\$16.64
	Cost per Hour, Before Program Operations and Administration	\$102.37	\$103.76
	- Daily Program Operations Costs	\$10.00	\$10.00
	Program Operations Cost per Billable Hour	\$2.81	\$2.93
	- Administration Percent	12.0%	12.0%
Admin. and Program Operations	Administration Cost per Billable Hour	\$14.34	\$14.55
	Cost per Billable Hour	\$119.52	\$121.24
	- Rate Premium	20%	20%
	- Number of Individuals Served	3	3
	Rate per Billable Hour	\$47.81	\$48.50

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**Infant Development Program, Licensed Vocational Nurse, Excess
Mileage**

		Base Model	Kern	
	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	
	- Supervision and Other Employer Time	0.45	0.43	
	- Training	0.48	0.48	
	- Paid Time Off	3.04	3.04	
"Billable" Hours	30.63	30.65		
Productivity Factor	1.13	1.13		
Staff Cost After Productivity Adj. per Billable Hour	\$45.52	\$43.39		
Weekly Staff Cost	\$1,394.28	\$1,329.90		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,200	1,200	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$870.00	\$870.00	
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%	
	Hourly Supervisor Cost (wages + benefits)	\$74.54	\$71.02	
	Weekly Supervision Cost	\$2,981.60	\$2,840.80	
	- Number of Direct Care Staff Supervised	10	10	
Weekly Supervision Cost	\$298.16	\$284.08		
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$2,562.44	\$2,483.98	
	- Daily Program Operations Costs	\$10.00	\$10.00	
	Weekly Program Operations Cost	\$50.00	\$50.00	
	Weekly Administration Cost	\$254.89	\$247.90	
Rate per Mile	\$2.39	\$2.32		

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
"Billable" Hours	22.06	21.18
Productivity Factor	1.81	1.89
Staff Cost After Productivity Adj. per Billable Hour	\$95.46	\$95.01
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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$102.03	\$103.57
- 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	\$14.53	\$14.77
Rate per Billable Hour	\$121.09	\$123.06

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$107.65	\$109.05
- 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	\$15.33	\$15.55
Cost per Billable Hour	\$127.76	\$129.57
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$70.27	\$71.26

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$109.92	\$111.26
- 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	\$15.65	\$15.86
Cost per Billable Hour	\$130.45	\$132.20
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$52.18	\$52.88

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Infant Development Program, Registered Dietitian, Excess Mileage

		Base Model	Kern
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>		
"Billable" Hours	Total Hours	40.00	40.00
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Productivity Factor	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$60.12	\$57.31
Weekly Staff Cost		\$2,117.43	\$2,019.60
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,132.43	\$3,034.60
	- Daily Program Operations Costs	\$20.00	\$20.00
	Weekly Program Operations Cost	\$100.00	\$100.00
	Weekly Administration Cost	\$320.53	\$312.83
Rate per Mile		\$2.54	\$2.46

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$90.93	\$92.53
- 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	\$13.02	\$13.26
Rate per Billable Hour	\$108.48	\$110.51

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Social Worker, Home and
Community-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$95.95	\$97.43
- 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	\$13.74	\$13.96
Cost per Billable Hour	\$114.47	\$116.36
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$62.96	\$64.00

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Social Worker, Home and
Community-Based, 1:3**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$97.97	\$99.40
- 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	\$14.03	\$14.25
Cost per Billable Hour	\$116.88	\$118.73
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$46.75	\$47.49

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Infant Development Program, Social Worker, Excess Mileage

		Base Model	Kern
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
	- Supervision and Other Employer Time	0.45	0.43
	- Training	0.48	0.48
	- Paid Time Off	3.85	3.85
Admin. and Prog. Operations	"Billable" Hours	35.22	35.24
	Productivity Factor	1.14	1.14
	Staff Cost After Productivity Adj. per Billable Hour	\$53.14	\$50.65
	Weekly Staff Cost	\$1,871.59	\$1,784.91
	Mileage		
Admin. and Prog. Operations	- Number of Miles Traveled per 40-Hour Week	1,400	1,400
	- Amount per Mile	\$0.730	\$0.730
	Weekly Mileage Cost	\$1,015.00	\$1,015.00
	Cost per Week, Before Program Operations and Administration	\$2,886.59	\$2,799.91
- Daily Program Operations Costs		\$20.00	\$20.00
Weekly Program Operations Cost		\$100.00	\$100.00
Weekly Administration Cost		\$287.22	\$280.85
Rate per Mile		\$2.34	\$2.27

**DDS Vendor Rate Study - Rate Models
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Infant Development Program, Psychologist, Home and Community-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.57	\$8.56
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$129.63	\$130.94
- 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	\$18.29	\$18.50
Rate per Billable Hour	\$152.45	\$154.16

DDS Vendor Rate Study - Rate Models
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Infant Development Program, Psychologist, Home and Community-Based, 1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$6.92	\$9.01
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$136.78	\$137.86
- 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	\$19.30	\$19.48
Cost per Billable Hour	\$160.86	\$162.31
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$88.47	\$89.27

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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	\$0.730	\$0.730
Weekly Mileage Cost	\$145.00	\$181.25
Mileage Cost per Billable Hour	\$7.08	\$9.21
Admin. and Prog. Operations		
Cost per Hour, Before Program Operations and Administration	\$139.66	\$140.65
- 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	\$19.71	\$19.87
Cost per Billable Hour	\$164.25	\$165.60
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$65.70	\$66.24

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Infant Development Program, Psychologist, Excess Mileage

		Base Model	Kern	
	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	
- Supervision and Other Employer Time	0.45	0.43		
- Training	0.48	0.48		
- Paid Time Off	3.85	3.85		
"Billable" Hours	35.22	35.24		
Productivity Factor	1.14	1.14		
Staff Cost After Productivity Adj. per Billable Hour	\$77.51	\$73.82		
Weekly Staff Cost	\$2,729.90	\$2,601.42		
Mileage	- Number of Miles Traveled per 40-Hour Week	1,400	1,400	
	- Amount per Mile	\$0.730	\$0.730	
	Weekly Mileage Cost	\$1,015.00	\$1,015.00	
Admin. and Prog. Operations	Cost per Week, Before Program Operations and Administration	\$3,744.90	\$3,616.42	
	- Daily Program Operations Costs	\$20.00	\$20.00	
	Weekly Program Operations Cost	\$100.00	\$100.00	
	Weekly Administration Cost	\$403.48	\$391.83	
Rate per Mile	\$3.03	\$2.93		

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, Early Intervention Specialist,
 Center/Facility-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, Early Intervention Specialist,
 Center/Facility-Based, 1:3**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, Early Intervention Assistant,
 Center/Facility-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, Early Intervention Assistant,
 Center/Facility-Based, 1:3**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

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

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$19.33	\$18.36
- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
<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	\$29.98	\$28.63
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	\$37.17	\$35.32
- 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	\$5.32	\$5.06
Rate per Billable Hour	\$44.30	\$42.19

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Early Intervention Technician,
 Center/Facility-Based, 1:2**

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$19.33	\$18.36
- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
<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	\$30.45	\$29.08
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	\$38.30	\$36.32
- 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	\$5.47	\$5.20
Cost per Billable Hour	\$45.61	\$43.36
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$25.09	\$23.85

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

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$19.33	\$18.36
- Employee Benefit Rate (as a percent of wages)	21.22%	21.93%
- Workers' Compensation Rate (as a percent of wages)	2.82%	2.82%
Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$23.98	\$22.90
<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	\$30.93	\$29.54
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	\$39.43	\$37.31
- 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	\$5.63	\$5.34
Cost per Billable Hour	\$46.93	\$44.52
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$18.77	\$17.81

DDS Vendor Rate Study - Rate Models
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Infant Development Program, PT/OT/SLP, Center/Facility-Based,

1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
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Infant Development Program, PT/OT/SLP, Center/Facility-Based,

1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

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

1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, PT/OT/SLP Assistant, Center/Facility-
 Based, 1:1**

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$71.73	\$68.33
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	\$84.73	\$80.52
- 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	\$98.77	\$93.99

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$75.05	\$71.50
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	\$89.29	\$84.76
- 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	\$104.07	\$98.92
- Rate Premium	10%	10%
- Number of Individuals Served	2	2
Rate per Billable Hour	\$57.24	\$54.41

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

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

	Base Model	Kern
Unit of Service	Hour	Hour
- Percent of Direct Care Staff Working Full-Time	70%	70%
- Direct Care Staff Hourly Wage	\$40.62	\$38.59
- 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)	\$47.50	\$45.25
<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	\$76.48	\$72.85
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	\$91.64	\$86.89
- 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	\$106.78	\$101.39
- Rate Premium	20%	20%
- Number of Individuals Served	3	3
Rate per Billable Hour	\$42.71	\$40.56

DDS Vendor Rate Study - Rate Models
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Infant Development Program, Audiologist, Center/Facility-Based,

1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
prepared for California Department of Developmental Services

Infant Development Program, Audiologist, Center/Facility-Based,

1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

Infant Development Program, Audiologist, Center/Facility-Based,

1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services**

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
prepared for California Department of Developmental Services

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
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Infant Development Program, Family Therapist, Center/Facility-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
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Infant Development Program, Registered Nurse, Center/Facility-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
prepared for California Department of Developmental Services**

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services**

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
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**Infant Development Program, Licensed Vocational Nurse,
 Center/Facility-Based, 1:1**

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

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

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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
prepared for California Department of Developmental Services

Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
prepared for California Department of Developmental Services

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

1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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

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

1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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
<i>Facility</i>		
- 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
<i>Admin. and Program Operations</i>		
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

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

1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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

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Infant Development Program, Psychologist, Center/Facility-Based,

1:1

	Base Model	Kern
Unit of Service	Hour	Hour
- 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 Program 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

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Infant Development Program, Psychologist, Center/Facility-Based,

1:2

	Base Model	Kern
Unit of Service	Hour	Hour
- 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

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Infant Development Program, Psychologist, Center/Facility-Based,

1:3

	Base Model	Kern
Unit of Service	Hour	Hour
- 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

Vendor Rate Study

Appendices to Rate Models

- prepared for -

California Department of Developmental Services

- prepared by -

Burns & Associates, A Division of Health Management Associates
<https://www.healthmanagement.com/about/burns-associates/>

January 1, 2026

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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

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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
11-9151 Social/ community svc. mgr.	Bachelor's	Under 5 yrs	None	\$19.17	\$25.76	\$34.64	\$46.03	\$59.80
19-3031 Clinic./ counsel./ school psychologist	Doctoral/ prof	None	Intern/ resident	\$27.76	\$40.18	\$51.67	\$65.50	\$82.97
21-1012 Edu./ guidance/ school/ voc. counselor	Master's	None	None	\$20.46	\$26.01	\$37.44	\$50.96	\$62.20
21-1013 Marriage and family therapist	Master's	None	Intern/ resident	\$15.74	\$18.12	\$23.67	\$31.59	\$44.29
21-1015 Rehabilitation counselor	Master's	None	None	\$13.31	\$14.11	\$15.56	\$21.35	\$29.96
21-1018 Substance/ behav./ mental hlth. counselor	Bachelor's	None	None	\$15.76	\$18.24	\$24.08	\$31.78	\$46.59
21-1021 Child/ family/ school social worker	Bachelor's	None	None	\$16.67	\$19.79	\$25.21	\$34.11	\$45.86
21-1022 Healthcare social worker	Master's	None	Intern/ resident	\$21.35	\$27.66	\$37.34	\$49.82	\$62.92
21-1023 Mental hlth/ substance abuse social worker	Master's	None	Intern/ resident	\$17.15	\$22.47	\$32.96	\$47.55	\$57.08
21-1091 Health educator	Bachelor's	None	None	\$17.82	\$22.73	\$30.84	\$44.28	\$52.85
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$13.90	\$15.76	\$19.69	\$25.72	\$32.87
21-1094 Community health worker	High school	None	Short-term OTJ	\$15.74	\$18.46	\$23.18	\$30.22	\$39.00
25-2051 Special ed. teachers, preschool 2/	Bachelor's	None	None	\$19.36	\$26.32	\$31.38	\$48.83	\$62.33
25-3097 Teachers and instructors, all other 2/	Bachelor's	None	None	\$17.48	\$19.56	\$25.16	\$48.28	\$66.39
25-9045 Teaching assistants, except postsecondary	Bachelor's	None	None	\$17.31	\$19.01	\$22.34	\$26.49	\$31.03
29-1031 Dietitian/ nutritionist	Bachelor's	None	Intern/ resident	\$24.86	\$33.18	\$39.52	\$46.43	\$51.95
29-1122 Occupational therapist	Master's	None	None	\$30.35	\$41.55	\$49.62	\$58.71	\$65.11
29-1123 Physical therapist	Doctoral/ prof	None	None	\$32.72	\$41.29	\$50.92	\$60.70	\$68.50
29-1125 Recreational therapist	Bachelor's	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 svc. wor	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.

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

Current minimum wage	\$13.00
Future minimum wage	\$16.90
Tipping point ¹ at which formula does not produce an increase	\$21.32

Adjustment for Minimum Wage 'Spillover'

Current Wage	Dollar Amount from Previous 'Step'	Percentage of Dollar Amount from Previous Step		Dollar Amount from Previous Step 'Captured' as Part of Wage Increase	Revised Wage
		'Captured' as Part of Wage Increase	Previous Step 'Captured' as Part of Wage Increase		
\$13.00					\$16.90
\$13.01 - \$14.00	\$1.00	90%	\$0.90	\$16.91 - \$17.80	
\$14.01 - \$15.00	\$1.00	80%	\$0.80	\$17.81 - \$18.60	
\$15.01 - \$16.00	\$1.00	70%	\$0.70	\$18.61 - \$19.30	
\$16.01 - \$17.00	\$1.00	60%	\$0.60	\$19.31 - \$19.90	
\$17.01 - \$18.00	\$1.00	50%	\$0.50	\$19.91 - \$20.40	
\$18.01 - \$19.00	\$1.00	40%	\$0.40	\$20.40 - \$20.80	
\$19.01 - \$20.00	\$1.00	30%	\$0.30	\$20.80 - \$21.10	
\$20.01 - \$21.00	\$1.00	20%	\$0.20	\$21.10 - \$21.30	
\$21.01 - \$21.32	\$1.00	10%	\$0.10	\$21.30 - \$21.33	

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>

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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
11-9151 Social/ community svc. mgr.	\$21.78	\$29.27	\$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	\$42.54	\$57.90	\$70.67
21-1013 Marriage and family therapist	\$19.12	\$20.59	\$26.89	\$35.89	\$50.32
21-1015 Rehabilitation counselor	\$17.18	\$17.89	\$18.99	\$24.26	\$34.04
21-1018 Substance/ behav./ mental hlth. counselor	\$19.13	\$20.72	\$27.36	\$36.11	\$52.93
21-1021 Child/ family/ school social worker	\$19.70	\$22.48	\$28.64	\$38.75	\$52.10
21-1022 Healthcare social worker	\$24.26	\$31.42	\$42.42	\$56.60	\$71.48
21-1023 Mental hlth/ substance abuse social worker	\$19.98	\$25.53	\$37.45	\$54.02	\$64.85
21-1091 Health educator	\$20.31	\$25.82	\$35.04	\$50.31	\$60.04
21-1093 Social and human service assistant	\$17.71	\$19.13	\$22.37	\$29.22	\$37.34
21-1094 Community health worker	\$19.12	\$20.97	\$26.33	\$34.33	\$44.31
25-2051 Special ed. teachers, preschool	\$21.99	\$29.90	\$35.65	\$55.48	\$70.81
25-3097 Teachers and instructors, all other	\$20.14	\$22.22	\$28.58	\$54.85	\$75.43
25-9045 Teaching assistants, except postsecondary	\$20.06	\$21.60	\$25.38	\$30.10	\$35.25
29-1031 Dietitian/ nutritionist	\$28.24	\$37.70	\$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	\$58.23
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	\$40.96	\$52.14	\$63.47	\$71.96	\$80.97
29-1223 Psychiatrist	\$62.70	\$95.38	1/	1/	1/
29-2053 Psychiatric technician	\$19.61	\$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	\$16.91	\$16.92	\$17.84	\$18.78	\$21.36
31-1131 Nursing assistants	\$17.71	\$18.96	\$20.52	\$24.37	\$28.75
31-1132 Orderlies	\$17.80	\$19.29	\$22.09	\$29.14	\$35.14
31-1133 Psychiatric aides	\$17.41	\$18.22	\$19.29	\$21.46	\$31.32
31-2011 Occupational therapy assistant	\$30.15	\$34.90	\$40.62	\$45.67	\$52.43
31-2012 Occupational therapy aides	\$16.92	\$17.55	\$18.65	\$21.30	\$30.82
31-2021 Physical therapist assistant	\$23.35	\$33.04	\$39.81	\$45.24	\$51.49
31-2022 Physical therapist aide	\$16.92	\$17.17	\$18.38	\$19.93	\$22.48
31-9092 Medical assistant	\$17.62	\$19.17	\$21.59	\$28.55	\$34.71
37-2011 Janitor/ cleaner	\$16.92	\$17.81	\$19.46	\$23.30	\$29.44
37-2012 Maids and housekeeping cleaners	\$16.92	\$17.58	\$18.85	\$21.56	\$28.06
39-1098 First-line supervisors of personal svc. work	\$18.38	\$20.08	\$25.24	\$34.39	\$43.58
39-9032 Recreation worker	\$16.92	\$17.64	\$18.80	\$21.43	\$26.95
39-9041 Residential advisor	\$17.48	\$18.65	\$20.16	\$23.89	\$31.12
53-3052 Bus drivers, transit and intercity	\$19.62	\$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.

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

BLS Code and Title	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
11-9151 Social/ community svc. mgr.										
19-3031 Clinic./ counsel./ school psychologist										
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist										
21-1015 Rehabilitation counselor				30%		30%				50%
21-1018 Substance/ behav./ mental hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other				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 of personal svc. workers										
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%	100%

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

BLS Code and Title	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 LPNs	Residential Facility - Staff Operated RBTs	Residential Facility - Staff Operated Line Staff
11-9151 Social/ community svc. mgr.										
19-3031 Clinic./ counsel./ school psychologist										
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist										
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other	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 of personal svc. workers										
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%	100%

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

BLS Code and Title	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 Home Administrator	Residential Facility for Persons with Special Health Care Needs Home Administrator
11-9151 Social/ community svc. mgr.										100%
19-3031 Clinic./ counsel./ school psychologist										
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist										
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other										
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%	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	70%	70%			70%					
31-1131 Nursing assistants						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 of personal svc. workers			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%	100%

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

BLS Code and Title	Supplemental Residential Prog. Supp.	Day Services	Behavioral Day Services	Medical Day Services	Medical Day Services, LVNs	In-home/Mobile Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company (Small)	Transportation, Company (Medium)
11-9151 Social/ community svc. mgr.										
19-3031 Clinic./ counsel./ school psychologist										
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist										
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other										
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	90%	50%				70%	70%	90%		
31-1131 Nursing assistants				100%						
31-1132 Orderlies										
31-1133 Psychiatric aides	5%	25%	100%			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 of personal svc. workers										
39-9032 Recreation worker	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%	100%	100%	100%

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

BLS Code and Title	Transportation, Company (Large)	Transportation, Company, Supervisor	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment	Supported Employment-Individual, Job Development	Supported Employment-Individual, Job Coaching	Work Activity Program	Specialized Therapeutic Services, Professional
11-9151 Social/ community svc. mgr.										
19-3031 Clinic./ counsel./ school psychologist										
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 hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other										
25-9045 Teaching assistants, except postsecondary										
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										
29-1223 Psychiatrist										
29-2053 Psychiatric technician										
29-2061 Licensed practical/ vocational nurse										
31-1120 Home health and personal care aides			70%	90%					70%	
31-1131 Nursing assistants										
31-1132 Orderlies										
31-1133 Psychiatric aides			15%	5%					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 of personal svc. workers										
39-9032 Recreation worker			15%	5%					15%	
39-9041 Residential advisor										
53-3052 Bus drivers, transit and intercity	100%	100%							100%	100%
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

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

BLS Code and Title	Specialized Therapeutic Services, Assistant	Adaptive Skills Training, Professional	Adaptive Skills Training, Specialist	Behavior Analyst	Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional	Behavior Management Consultant	Infant Development Program, Early Intervention Specialist	Infant Development Program, Early Intervention Assistant
11-9151 Social/ community svc. mgr.										
19-3031 Clinic./ counsel./ school psychologist				100%						
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist								50%		
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hth. counselor					100%	100%				
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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									100%	
25-3097 Teachers and instructors, all other										
25-9045 Teaching assistants, except postsecondary										100%
29-1031 Dietitian/ nutritionist										
29-1122 Occupational therapist										
29-1123 Physical therapist	100%									
29-1125 Recreational therapist										
29-1127 Speech-language pathologist										
29-1141 Registered nurse										
29-1181 Audiologists										
29-1223 Psychiatrist										
29-2053 Psychiatric technician										
29-2061 Licensed practical/ vocational nurse										
31-1120 Home health and personal care aides										
31-1131 Nursing assistants										
31-1132 Orderlies										
31-1133 Psychiatric aides							100%			
31-2011 Occupational therapy assistant	100%		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 of personal svc. workers										
39-9032 Recreation worker										
39-9041 Residential advisor										
53-3052 Bus drivers, transit and intercity										
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

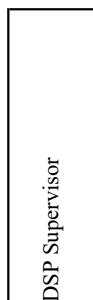
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Appendix B: Wage Assumptions
Development of Job Requirements by Service
(Using BLS Job Codes)

BLS Code and Title	Infant Development Program, Early Intervention Technician	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist	Infant Development Program, Family Therapist	Infant Development Program, Registered Nurse	Infant Development Program, Licensed Vocational Nurse	Infant Development Program, Registered Dietitian	Infant Development Program, Social Worker	Infant Development Program, Psychologist
11-9151 Social/ community svc. mgr.									100%	
19-3031 Clinic./ counsel./ school psychologist									100%	
21-1012 Edu./ guidance/ school/ voc. counselor										
21-1013 Marriage and family therapist					100%					
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hth. counselor										
21-1021 Child/ family/ school social worker										
21-1022 Healthcare social worker										
21-1023 Mental hth/ 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										
25-3097 Teachers and instructors, all other										
25-9045 Teaching assistants, except postsecondary	15%									
29-1031 Dietitian/ nutritionist							100%			
29-1122 Occupational therapist										
29-1123 Physical therapist		100%								
29-1125 Recreational therapist										
29-1127 Speech-language pathologist										
29-1141 Registered nurse						100%				
29-1181 Audiologists				100%						
29-1223 Psychiatrist										
29-2053 Psychiatric technician										
29-2061 Licensed practical/ vocational nurse							100%			
31-1120 Home health and personal care aides	55%									
31-1131 Nursing assistants										
31-1132 Orderlies										
31-1133 Psychiatric aides	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 of personal svc. workers										
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%	100%

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



BLS Code and Title

11-9151	Social/ community svc. mgr.	
19-3031	Clinic./ counsel./ school psychologist	
21-1012	Edu./ guidance/ school/ voc. counselor	
21-1013	Marriage and family therapist	
21-1015	Rehabilitation counselor	
21-1018	Substance/ behav./ mental hlth. counselor	
21-1021	Child/ family/ school social worker	
21-1022	Healthcare social worker	
21-1023	Mental hlth/ substance abuse social worker	
21-1091	Health educator	
21-1093	Social and human service assistant	
21-1094	Community health worker	
25-2051	Special ed. teachers, preschool	
25-3097	Teachers and instructors, all other	
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	
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 of personal svc. workers	100%
39-9032	Recreation worker	
39-9041	Residential advisor	
53-3052	Bus drivers, transit and intercity	
		100%

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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	\$16.94	\$16.94	\$16.94	\$18.52	\$17.04	\$18.52	\$16.99	\$16.99	\$19.72	\$16.94
25th Percentile	\$17.02	\$17.02	\$17.02	\$19.99	\$17.43	\$19.99	\$17.22	\$17.22	\$23.21	\$17.02
50th Percentile (Median)	\$17.96	\$17.96	\$17.96	\$23.84	\$18.44	\$23.84	\$18.20	\$18.20	\$30.97	\$17.96
75th Percentile	\$19.05	\$19.05	\$19.05	\$37.98	\$20.11	\$37.98	\$19.58	\$19.58	\$43.10	\$19.05
90th Percentile	\$22.14	\$22.14	\$22.14	\$51.59	\$25.25	\$51.59	\$23.69	\$23.69	\$55.18	\$22.14
Rate Model Assumptions	\$17.96	\$17.96	\$17.96	\$23.84	\$18.44	\$23.84	\$18.20	\$18.20	\$30.97	\$17.96

Wage Category A (x 95%)

10th Percentile	\$16.09	\$16.09	\$16.09	\$17.59	\$16.19	\$17.59	\$16.14	\$16.14	\$18.73	\$16.09
25th Percentile	\$16.17	\$16.17	\$16.17	\$18.99	\$16.56	\$18.99	\$16.36	\$16.36	\$22.05	\$16.17
50th Percentile (Median)	\$17.06	\$17.06	\$17.06	\$22.65	\$17.52	\$22.65	\$17.29	\$17.29	\$29.42	\$17.06
75th Percentile	\$18.10	\$18.10	\$18.10	\$36.08	\$19.10	\$36.08	\$18.60	\$18.60	\$40.95	\$18.10
90th Percentile	\$21.03	\$21.03	\$21.03	\$49.01	\$23.99	\$49.01	\$22.51	\$22.51	\$52.42	\$21.03
Rate Model Assumptions	\$17.06	\$17.06	\$17.06	\$22.65	\$17.52	\$22.65	\$17.29	\$17.29	\$29.42	\$17.06

Wage Category B (x 100%)

10th Percentile	\$16.94	\$16.94	\$16.94	\$18.52	\$17.04	\$18.52	\$16.99	\$16.99	\$19.72	\$16.94
25th Percentile	\$17.02	\$17.02	\$17.02	\$19.99	\$17.43	\$19.99	\$17.22	\$17.22	\$23.21	\$17.02
50th Percentile (Median)	\$17.96	\$17.96	\$17.96	\$23.84	\$18.44	\$23.84	\$18.20	\$18.20	\$30.97	\$17.96
75th Percentile	\$19.05	\$19.05	\$19.05	\$37.98	\$20.11	\$37.98	\$19.58	\$19.58	\$43.10	\$19.05
90th Percentile	\$22.14	\$22.14	\$22.14	\$51.59	\$25.25	\$51.59	\$23.69	\$23.69	\$55.18	\$22.14
Rate Model Assumptions	\$17.06	\$17.06	\$17.06	\$22.65	\$17.52	\$22.65	\$17.29	\$17.29	\$29.42	\$17.06

Wage Category C (x 115%)

10th Percentile	\$19.48	\$19.48	\$19.48	\$21.30	\$19.60	\$21.30	\$19.54	\$19.54	\$22.68	\$19.48
25th Percentile	\$19.57	\$19.57	\$19.57	\$22.99	\$20.04	\$22.99	\$19.80	\$19.80	\$26.69	\$19.57
50th Percentile (Median)	\$20.65	\$20.65	\$20.65	\$27.42	\$21.21	\$27.42	\$20.93	\$20.93	\$35.62	\$20.65
75th Percentile	\$21.91	\$21.91	\$21.91	\$43.68	\$23.13	\$43.68	\$22.52	\$22.52	\$49.57	\$21.91
90th Percentile	\$25.46	\$25.46	\$25.46	\$59.33	\$29.04	\$59.33	\$27.24	\$27.24	\$63.46	\$25.46
Rate Model Assumptions	\$20.65	\$20.65	\$20.65	\$27.42	\$21.21	\$27.42	\$20.93	\$20.93	\$35.62	\$20.65

1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

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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 3/	Residential Facility - Staff Operated CNAs 3/	Residential Facility - Staff Operated LVNs	Residential Facility - Staff Operated LPNs	Residential Facility - Staff Operated RBTs 2/ 3/	Residential Facility - Staff Operated Line Staff
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Based on Statewide BLS

10th Percentile	\$16.94	\$20.14	\$16.92	\$16.94	\$16.99	\$17.71	\$24.65	\$19.61	\$17.41	\$16.99
25th Percentile	\$17.02	\$22.22	\$17.58	\$17.02	\$17.22	\$18.96	\$29.00	\$23.99	\$18.22	\$17.22
50th Percentile (Median)	\$17.96	\$28.58	\$18.85	\$17.96	\$18.20	\$20.52	\$34.09	\$32.99	\$19.29	\$18.20
75th Percentile	\$19.05	\$54.85	\$21.56	\$19.05	\$19.58	\$24.37	\$41.22	\$39.26	\$21.46	\$19.58
90th Percentile	\$22.14	\$75.43	\$28.06	\$22.14	\$23.69	\$28.75	\$46.82	\$44.50	\$31.32	\$23.69
Rate Model Assumptions	\$17.96	\$28.58	\$18.85	\$17.96	\$21.84	\$24.62	\$34.09	\$32.99	\$25.75	\$18.20

Wage Category A (x 95%)

10th Percentile	\$16.09	\$19.13	\$16.07	\$16.09	\$16.14	\$16.82	\$23.42	\$18.63	\$16.54	\$16.14
25th Percentile	\$16.17	\$21.11	\$16.70	\$16.17	\$16.36	\$18.01	\$27.55	\$22.79	\$17.31	\$16.36
50th Percentile (Median)	\$17.06	\$27.15	\$17.91	\$17.06	\$17.29	\$19.49	\$32.39	\$31.34	\$18.33	\$17.29
75th Percentile	\$18.10	\$52.11	\$20.48	\$18.10	\$18.60	\$23.15	\$39.16	\$37.30	\$20.39	\$18.60
90th Percentile	\$21.03	\$71.66	\$26.66	\$21.03	\$22.51	\$27.31	\$44.48	\$42.28	\$29.75	\$22.51
Rate Model Assumptions	\$17.06	\$27.15	\$17.91	\$17.06	\$20.75	\$23.39	\$32.39	\$31.34	\$24.47	\$17.29

Wage Category B (x 100%)

10th Percentile	\$16.94	\$20.14	\$16.92	\$16.94	\$16.99	\$17.71	\$24.65	\$19.61	\$17.41	\$16.99
25th Percentile	\$17.02	\$22.22	\$17.58	\$17.02	\$17.22	\$18.96	\$29.00	\$23.99	\$18.22	\$17.22
50th Percentile (Median)	\$17.96	\$28.58	\$18.85	\$17.96	\$18.20	\$20.52	\$34.09	\$32.99	\$19.29	\$18.20
75th Percentile	\$19.05	\$54.85	\$21.56	\$19.05	\$19.58	\$24.37	\$41.22	\$39.26	\$21.46	\$19.58
90th Percentile	\$22.14	\$75.43	\$28.06	\$22.14	\$23.69	\$28.75	\$46.82	\$44.50	\$31.32	\$23.69
Rate Model Assumptions	\$17.06	\$27.15	\$17.91	\$17.06	\$20.75	\$23.39	\$32.39	\$31.34	\$24.47	\$17.29

Wage Category C (x 115%)

10th Percentile	\$19.48	\$23.16	\$19.46	\$19.48	\$19.54	\$20.37	\$28.35	\$22.55	\$20.02	\$19.54
25th Percentile	\$19.57	\$25.55	\$20.22	\$19.57	\$19.80	\$21.80	\$33.35	\$27.59	\$20.95	\$19.80
50th Percentile (Median)	\$20.65	\$32.87	\$21.68	\$20.65	\$20.93	\$23.60	\$39.20	\$37.94	\$22.18	\$20.93
75th Percentile	\$21.91	\$63.08	\$24.79	\$21.91	\$22.52	\$28.03	\$47.40	\$45.15	\$24.68	\$22.52
90th Percentile	\$25.46	\$86.74	\$32.27	\$25.46	\$27.24	\$33.06	\$53.84	\$51.18	\$36.02	\$27.24
Rate Model Assumptions	\$20.65	\$32.87	\$21.68	\$20.65	\$25.12	\$28.32	\$39.20	\$37.94	\$29.62	\$20.93

1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

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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 2/	Residential Facility - Staff Operated Home Administrator, Level 2-3	Residential Facility - Staff Operated Home Administrator, Level 4+2	Residential Facility for Persons with Special Health Care Needs DSPs 3/	Residential Facility for Persons with Special Health Care Needs CNAs 3/	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 Home Administrator (RN)	Residential Facility for Persons with Special Health Care Needs Home Administrator
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Based on Statewide BLS

10th Percentile	\$16.99	\$16.99	\$18.38	\$18.38	\$16.99	\$17.71	\$24.65	\$41.60	\$41.60	\$21.78
25th Percentile	\$17.22	\$17.22	\$20.08	\$20.08	\$17.22	\$18.96	\$29.00	\$51.33	\$51.33	\$29.27
50th Percentile (Median)	\$18.20	\$18.20	\$25.24	\$25.24	\$18.20	\$20.52	\$34.09	\$64.68	\$64.68	\$39.35
75th Percentile	\$19.58	\$19.58	\$34.39	\$34.39	\$19.58	\$24.37	\$41.22	\$80.74	\$80.74	\$52.29
90th Percentile	\$23.69	\$23.69	\$43.58	\$43.58	\$23.69	\$28.75	\$46.82	\$94.69	\$94.69	\$67.94

Rate Model Assumptions	\$18.20	\$19.58	\$25.24	\$34.39	\$21.84	\$24.62	\$34.09	\$64.68	\$64.68	\$39.35
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Wage Category A (x 95%)

10th Percentile	\$16.14	\$16.14	\$17.46	\$17.46	\$16.14	\$16.82	\$23.42	\$39.52	\$39.52	\$20.69
25th Percentile	\$16.36	\$16.36	\$19.08	\$19.08	\$16.36	\$18.01	\$27.55	\$48.76	\$48.76	\$27.81
50th Percentile (Median)	\$17.29	\$17.29	\$23.98	\$23.98	\$17.29	\$19.49	\$32.39	\$61.45	\$61.45	\$37.38
75th Percentile	\$18.60	\$18.60	\$32.67	\$32.67	\$18.60	\$23.15	\$39.16	\$76.70	\$76.70	\$49.68
90th Percentile	\$22.51	\$22.51	\$41.40	\$41.40	\$22.51	\$27.31	\$44.48	\$89.96	\$89.96	\$64.54

Rate Model Assumptions	\$17.29	\$18.60	\$23.98	\$32.67	\$20.75	\$23.39	\$32.39	\$61.45	\$61.45	\$37.38
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Wage Category B (x 100%)

10th Percentile	\$16.99	\$16.99	\$18.38	\$18.38	\$16.99	\$17.71	\$24.65	\$41.60	\$41.60	\$21.78
25th Percentile	\$17.22	\$17.22	\$20.08	\$20.08	\$17.22	\$18.96	\$29.00	\$51.33	\$51.33	\$29.27
50th Percentile (Median)	\$18.20	\$18.20	\$25.24	\$25.24	\$18.20	\$20.52	\$34.09	\$64.68	\$64.68	\$39.35
75th Percentile	\$19.58	\$19.58	\$34.39	\$34.39	\$19.58	\$24.37	\$41.22	\$80.74	\$80.74	\$52.29
90th Percentile	\$23.69	\$23.69	\$43.58	\$43.58	\$23.69	\$28.75	\$46.82	\$94.69	\$94.69	\$67.94

Rate Model Assumptions	\$18.20	\$19.58	\$25.24	\$34.39	\$21.84	\$24.62	\$34.09	\$64.68	\$64.68	\$39.35
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Wage Category C (x 115%)

10th Percentile	\$19.54	\$19.54	\$21.14	\$21.14	\$19.54	\$20.37	\$28.35	\$47.84	\$47.84	\$25.05
25th Percentile	\$19.80	\$19.80	\$23.09	\$23.09	\$19.80	\$21.80	\$33.35	\$59.03	\$59.03	\$33.66
50th Percentile (Median)	\$20.93	\$20.93	\$29.03	\$29.03	\$20.93	\$23.60	\$39.20	\$74.38	\$74.38	\$45.25
75th Percentile	\$22.52	\$22.52	\$39.55	\$39.55	\$22.52	\$28.03	\$47.40	\$92.85	\$92.85	\$60.13
90th Percentile	\$27.24	\$27.24	\$50.12	\$50.12	\$27.24	\$33.06	\$53.84	\$108.89	\$108.89	\$78.13

Rate Model Assumptions	\$20.93	\$22.52	\$29.03	\$39.55	\$25.12	\$28.32	\$39.20	\$74.38	\$74.38	\$45.25
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1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

DDS Vendor Rate Study - Rate Models
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Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Supplemental Residential Prog. Supp.	Day Services	Behavioral Day Services 2/	Medical Day Services	Medical Day Services, LVNs	In-home/Mobile Day Program	Participant-Directed Community-Based Training	Supplemental Day Program Support	Transportation, Company (Small)	Transportation, Company (Medium)
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Based on Statewide BLS

10th Percentile	\$16.94	\$17.04	\$17.41	\$17.71	\$24.65	\$16.99	\$16.99	\$16.94	\$19.62	\$19.62
25th Percentile	\$17.02	\$17.43	\$18.22	\$18.96	\$29.00	\$17.22	\$17.22	\$17.02	\$22.78	\$22.78
50th Percentile (Median)	\$17.96	\$18.44	\$19.29	\$20.52	\$34.09	\$18.20	\$18.20	\$17.96	\$29.21	\$29.21
75th Percentile	\$19.05	\$20.11	\$21.46	\$24.37	\$41.22	\$19.58	\$19.58	\$19.05	\$35.74	\$35.74
90th Percentile	\$22.14	\$25.25	\$31.32	\$28.75	\$46.82	\$23.69	\$23.69	\$22.14	\$43.22	\$43.22

Rate Model Assumptions	\$17.96	\$18.44	\$21.46	\$20.52	\$34.09	\$18.20	\$18.20	\$17.96	\$29.21	\$29.21
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Wage Category A (x 95%)

10th Percentile	\$16.09	\$16.19	\$16.54	\$16.82	\$23.42	\$16.14	\$16.14	\$16.09	\$18.64	\$18.64
25th Percentile	\$16.17	\$16.56	\$17.31	\$18.01	\$27.55	\$16.36	\$16.36	\$16.17	\$21.64	\$21.64
50th Percentile (Median)	\$17.06	\$17.52	\$18.33	\$19.49	\$32.39	\$17.29	\$17.29	\$17.06	\$27.75	\$27.75
75th Percentile	\$18.10	\$19.10	\$20.39	\$23.15	\$39.16	\$18.60	\$18.60	\$18.10	\$33.95	\$33.95
90th Percentile	\$21.03	\$23.99	\$29.75	\$27.31	\$44.48	\$22.51	\$22.51	\$21.03	\$41.06	\$41.06

Rate Model Assumptions	\$17.06	\$17.52	\$20.39	\$19.49	\$32.39	\$17.29	\$17.29	\$17.06	\$27.75	\$27.75
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Wage Category B (x 100%)

10th Percentile	\$16.94	\$17.04	\$17.41	\$17.71	\$24.65	\$16.99	\$16.99	\$16.94	\$19.62	\$19.62
25th Percentile	\$17.02	\$17.43	\$18.22	\$18.96	\$29.00	\$17.22	\$17.22	\$17.02	\$22.78	\$22.78
50th Percentile (Median)	\$17.96	\$18.44	\$19.29	\$20.52	\$34.09	\$18.20	\$18.20	\$17.96	\$29.21	\$29.21
75th Percentile	\$19.05	\$20.11	\$21.46	\$24.37	\$41.22	\$19.58	\$19.58	\$19.05	\$35.74	\$35.74
90th Percentile	\$22.14	\$25.25	\$31.32	\$28.75	\$46.82	\$23.69	\$23.69	\$22.14	\$43.22	\$43.22

Rate Model Assumptions	\$17.96	\$18.44	\$21.46	\$20.52	\$34.09	\$18.20	\$18.20	\$17.96	\$29.21	\$29.21
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Wage Category C (x 115%)

10th Percentile	\$19.48	\$19.60	\$20.02	\$20.37	\$28.35	\$19.54	\$19.54	\$19.48	\$22.56	\$22.56
25th Percentile	\$19.57	\$20.04	\$20.95	\$21.80	\$33.35	\$19.80	\$19.80	\$19.57	\$26.20	\$26.20
50th Percentile (Median)	\$20.65	\$21.21	\$22.18	\$23.60	\$39.20	\$20.93	\$20.93	\$20.65	\$33.59	\$33.59
75th Percentile	\$21.91	\$23.13	\$24.68	\$28.03	\$47.40	\$22.52	\$22.52	\$21.91	\$41.10	\$41.10
90th Percentile	\$25.46	\$29.04	\$36.02	\$33.06	\$53.84	\$27.24	\$27.24	\$25.46	\$49.70	\$49.70

Rate Model Assumptions	\$20.65	\$21.21	\$24.68	\$23.60	\$39.20	\$20.93	\$20.93	\$20.65	\$33.59	\$33.59
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1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

DDS Vendor Rate Study - Rate Models
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Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Transportation, Company (Large)	Transportation, Company, Supervisor 2/	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment	Supported Employment- Individual, Job Development	Supported Employment- Individual, Job Coaching	Work Activity Program	Specialized Therapeutic Services, Professional
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Based on Statewide BLS

10th Percentile	\$19.62	\$19.62	\$16.99	\$16.94	\$18.70	\$18.70	\$20.21	\$18.70	\$16.99	\$37.17
25th Percentile	\$22.78	\$22.78	\$17.22	\$17.02	\$20.81	\$20.81	\$23.72	\$20.81	\$17.22	\$46.91
50th Percentile (Median)	\$29.21	\$29.21	\$18.20	\$17.96	\$24.88	\$24.88	\$30.77	\$24.88	\$18.20	\$57.85
75th Percentile	\$35.74	\$35.74	\$19.58	\$19.05	\$32.67	\$32.67	\$41.08	\$32.67	\$19.58	\$68.96
90th Percentile	\$43.22	\$43.22	\$23.69	\$22.14	\$43.20	\$43.20	\$52.36	\$43.20	\$23.69	\$77.82
Rate Model Assumptions	\$29.21	\$35.74	\$18.20	\$17.96	\$24.88	\$24.88	\$30.77	\$24.88	\$18.20	\$57.85

Wage Category A (x 95%)

10th Percentile	\$18.64	\$18.64	\$16.14	\$16.09	\$17.77	\$17.77	\$19.20	\$17.77	\$16.14	\$35.31
25th Percentile	\$21.64	\$21.64	\$16.36	\$16.17	\$19.77	\$19.77	\$22.53	\$19.77	\$16.36	\$44.56
50th Percentile (Median)	\$27.75	\$27.75	\$17.29	\$17.06	\$23.64	\$23.64	\$29.23	\$23.64	\$17.29	\$54.96
75th Percentile	\$33.95	\$33.95	\$18.60	\$18.10	\$31.04	\$31.04	\$39.03	\$31.04	\$18.60	\$65.51
90th Percentile	\$41.06	\$41.06	\$22.51	\$21.03	\$41.04	\$41.04	\$49.74	\$41.04	\$22.51	\$73.93
Rate Model Assumptions	\$27.75	\$33.95	\$17.29	\$17.06	\$23.64	\$23.64	\$29.23	\$23.64	\$17.29	\$54.96

Wage Category B (x 100%)

10th Percentile	\$19.62	\$19.62	\$16.99	\$16.94	\$18.70	\$18.70	\$20.21	\$18.70	\$16.99	\$37.17
25th Percentile	\$22.78	\$22.78	\$17.22	\$17.02	\$20.81	\$20.81	\$23.72	\$20.81	\$17.22	\$46.91
50th Percentile (Median)	\$29.21	\$29.21	\$18.20	\$17.96	\$24.88	\$24.88	\$30.77	\$24.88	\$18.20	\$57.85
75th Percentile	\$35.74	\$35.74	\$19.58	\$19.05	\$32.67	\$32.67	\$41.08	\$32.67	\$19.58	\$68.96
90th Percentile	\$43.22	\$43.22	\$23.69	\$22.14	\$43.20	\$43.20	\$52.36	\$43.20	\$23.69	\$77.82
Rate Model Assumptions	\$29.21	\$35.74	\$18.20	\$17.96	\$24.88	\$24.88	\$30.77	\$24.88	\$18.20	\$57.85

Wage Category C (x 115%)

10th Percentile	\$22.56	\$22.56	\$19.54	\$19.48	\$21.51	\$21.51	\$23.24	\$21.51	\$19.54	\$42.75
25th Percentile	\$26.20	\$26.20	\$19.80	\$19.57	\$23.93	\$23.93	\$27.28	\$23.93	\$19.80	\$53.95
50th Percentile (Median)	\$33.59	\$33.59	\$20.93	\$20.65	\$28.61	\$28.61	\$35.39	\$28.61	\$20.93	\$66.53
75th Percentile	\$41.10	\$41.10	\$22.52	\$21.91	\$37.57	\$37.57	\$47.24	\$37.57	\$22.52	\$79.30
90th Percentile	\$49.70	\$49.70	\$27.24	\$25.46	\$49.68	\$49.68	\$60.21	\$49.68	\$27.24	\$89.49
Rate Model Assumptions	\$33.59	\$41.10	\$20.93	\$20.65	\$28.61	\$28.61	\$35.39	\$28.61	\$20.93	\$66.53

1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

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Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Specialized Therapeutic Services, Assistant	Adaptive Skills Training, Professional	Adaptive Skills Training, Specialist	Behavior Analyst	Associate Behavior Analyst	Behavior Management Assistant	Behavior Technician - Paraprofessional 2/	Behavior Management Consultant	Infant Development Program, Early Intervention Specialist	Infant Development Program, Early Intervention Assistant
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Based on Statewide BLS

10th Percentile	\$30.15	\$37.17	\$30.15	\$31.54	\$19.13	\$19.13	\$17.41	\$19.55	\$21.99	\$20.06
25th Percentile	\$34.90	\$46.91	\$34.90	\$45.65	\$20.72	\$20.72	\$18.22	\$23.06	\$29.90	\$21.60
50th Percentile (Median)	\$40.62	\$57.85	\$40.62	\$58.70	\$27.36	\$27.36	\$19.29	\$32.17	\$35.65	\$25.38
75th Percentile	\$45.67	\$68.96	\$45.67	\$74.41	\$36.11	\$36.11	\$21.46	\$44.96	\$55.48	\$30.10
90th Percentile	\$52.43	\$77.82	\$52.43	\$94.26	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81	\$35.25

Rate Model Assumptions	\$40.62	\$57.85	\$40.62	\$58.70	\$27.36	\$27.36	\$21.46	\$32.17	\$35.65	\$25.38
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Wage Category A (x 95%)

10th Percentile	\$28.64	\$35.31	\$28.64	\$29.96	\$18.17	\$18.17	\$16.54	\$18.57	\$20.89	\$19.06
25th Percentile	\$33.16	\$44.56	\$33.16	\$43.37	\$19.68	\$19.68	\$17.31	\$21.91	\$28.41	\$20.52
50th Percentile (Median)	\$38.59	\$54.96	\$38.59	\$55.77	\$25.99	\$25.99	\$18.33	\$30.56	\$33.87	\$24.11
75th Percentile	\$43.39	\$65.51	\$43.39	\$70.69	\$34.30	\$34.30	\$20.39	\$42.71	\$52.71	\$28.60
90th Percentile	\$49.81	\$73.93	\$49.81	\$89.55	\$50.28	\$50.28	\$29.75	\$54.71	\$67.27	\$33.49

Rate Model Assumptions	\$38.59	\$54.96	\$38.59	\$55.77	\$25.99	\$25.99	\$20.39	\$30.56	\$33.87	\$24.11
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Wage Category B (x 100%)

10th Percentile	\$30.15	\$37.17	\$30.15	\$31.54	\$19.13	\$19.13	\$17.41	\$19.55	\$21.99	\$20.06
25th Percentile	\$34.90	\$46.91	\$34.90	\$45.65	\$20.72	\$20.72	\$18.22	\$23.06	\$29.90	\$21.60
50th Percentile (Median)	\$40.62	\$57.85	\$40.62	\$58.70	\$27.36	\$27.36	\$19.29	\$32.17	\$35.65	\$25.38
75th Percentile	\$45.67	\$68.96	\$45.67	\$74.41	\$36.11	\$36.11	\$21.46	\$44.96	\$55.48	\$30.10
90th Percentile	\$52.43	\$77.82	\$52.43	\$94.26	\$52.93	\$52.93	\$31.32	\$57.59	\$70.81	\$35.25

Rate Model Assumptions	\$40.62	\$57.85	\$40.62	\$58.70	\$27.36	\$27.36	\$21.46	\$32.17	\$35.65	\$25.38
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Wage Category C (x 115%)

10th Percentile	\$34.67	\$42.75	\$34.67	\$36.27	\$22.00	\$22.00	\$20.02	\$22.48	\$25.29	\$23.07
25th Percentile	\$40.14	\$53.95	\$40.14	\$52.50	\$23.83	\$23.83	\$20.95	\$26.52	\$34.39	\$24.84
50th Percentile (Median)	\$46.71	\$66.53	\$46.71	\$67.51	\$31.46	\$31.46	\$22.18	\$37.00	\$41.00	\$29.19
75th Percentile	\$52.52	\$79.30	\$52.52	\$85.57	\$41.53	\$41.53	\$24.68	\$51.70	\$63.80	\$34.62
90th Percentile	\$60.29	\$89.49	\$60.29	\$108.40	\$60.87	\$60.87	\$36.02	\$66.23	\$81.43	\$40.54

Rate Model Assumptions	\$46.71	\$66.53	\$46.71	\$67.51	\$31.46	\$31.46	\$24.68	\$37.00	\$41.00	\$29.19
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1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

DDS Vendor Rate Study - Rate Models
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Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Infant Development Program, Early Intervention Technician	Infant Development Program, PT/OT/SLP	Infant Development Program, PT/OT/SLP Assistant	Infant Development Program, Audiologist	Infant Development Program, Family Therapist	Infant Development Program, Registered Nurse	Infant Development Program, Licensed Vocational Nurse	Infant Development Program, Registered Dietitian	Infant Development Program, Social Worker	Infant Development Program, Psychologist
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Based on Statewide BLS

10th Percentile	\$17.46	\$37.17	\$30.15	\$40.96	\$19.12	\$41.60	\$24.65	\$28.24	\$21.78	\$31.54
25th Percentile	\$17.93	\$46.91	\$34.90	\$52.14	\$20.59	\$51.33	\$29.00	\$37.70	\$29.27	\$45.65
50th Percentile (Median)	\$19.33	\$57.85	\$40.62	\$63.47	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70
75th Percentile	\$21.28	\$68.96	\$45.67	\$71.96	\$35.89	\$80.74	\$41.22	\$52.75	\$52.29	\$74.41
90th Percentile	\$25.78	\$77.82	\$52.43	\$80.97	\$50.32	\$94.69	\$46.82	\$59.02	\$67.94	\$94.26
Rate Model Assumptions	\$19.33	\$57.85	\$40.62	\$63.47	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70

Wage Category A (x 95%)

10th Percentile	\$16.59	\$35.31	\$28.64	\$38.91	\$18.16	\$39.52	\$23.42	\$26.83	\$20.69	\$29.96
25th Percentile	\$17.03	\$44.56	\$33.16	\$49.53	\$19.56	\$48.76	\$27.55	\$35.82	\$27.81	\$43.37
50th Percentile (Median)	\$18.36	\$54.96	\$38.59	\$60.30	\$25.55	\$61.45	\$32.39	\$42.66	\$37.38	\$55.77
75th Percentile	\$20.22	\$65.51	\$43.39	\$68.36	\$34.10	\$76.70	\$39.16	\$50.11	\$49.68	\$70.69
90th Percentile	\$24.49	\$73.93	\$49.81	\$76.92	\$47.80	\$89.96	\$44.48	\$56.07	\$64.54	\$89.55
Rate Model Assumptions	\$18.36	\$54.96	\$38.59	\$60.30	\$25.55	\$61.45	\$32.39	\$42.66	\$37.38	\$55.77

Wage Category B (x 100%)

10th Percentile	\$17.46	\$37.17	\$30.15	\$40.96	\$19.12	\$41.60	\$24.65	\$28.24	\$21.78	\$31.54
25th Percentile	\$17.93	\$46.91	\$34.90	\$52.14	\$20.59	\$51.33	\$29.00	\$37.70	\$29.27	\$45.65
50th Percentile (Median)	\$19.33	\$57.85	\$40.62	\$63.47	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70
75th Percentile	\$21.28	\$68.96	\$45.67	\$71.96	\$35.89	\$80.74	\$41.22	\$52.75	\$52.29	\$74.41
90th Percentile	\$25.78	\$77.82	\$52.43	\$80.97	\$50.32	\$94.69	\$46.82	\$59.02	\$67.94	\$94.26
Rate Model Assumptions	\$19.33	\$57.85	\$40.62	\$63.47	\$26.89	\$64.68	\$34.09	\$44.90	\$39.35	\$58.70

Wage Category C (x 115%)

10th Percentile	\$20.08	\$42.75	\$34.67	\$47.10	\$21.99	\$47.84	\$28.35	\$32.48	\$25.05	\$36.27
25th Percentile	\$20.62	\$53.95	\$40.14	\$59.96	\$23.68	\$59.03	\$33.35	\$43.36	\$33.66	\$52.50
50th Percentile (Median)	\$22.23	\$66.53	\$46.71	\$72.99	\$30.92	\$74.38	\$39.20	\$51.64	\$45.25	\$67.51
75th Percentile	\$24.47	\$79.30	\$52.52	\$82.75	\$41.27	\$92.85	\$47.40	\$60.66	\$60.13	\$85.57
90th Percentile	\$29.65	\$89.49	\$60.29	\$93.12	\$57.87	\$108.89	\$53.84	\$67.87	\$78.13	\$108.40
Rate Model Assumptions	\$22.23	\$66.53	\$46.71	\$72.99	\$30.92	\$74.38	\$39.20	\$51.64	\$45.25	\$67.51

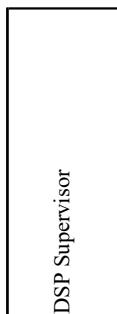
1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

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Appendix B: Wage Assumptions 1/
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)



Based on Statewide BLS

10th Percentile	\$18.38
25th Percentile	\$20.08
50th Percentile (Median)	\$25.24
75th Percentile	\$34.39
90th Percentile	\$43.58

Rate Model Assumptions	\$25.24
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Wage Category A (x 95%)

10th Percentile	\$17.46
25th Percentile	\$19.08
50th Percentile (Median)	\$23.98
75th Percentile	\$32.67
90th Percentile	\$41.40

Rate Model Assumptions	\$23.98
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Wage Category B (x 100%)

10th Percentile	\$18.38
25th Percentile	\$20.08
50th Percentile (Median)	\$25.24
75th Percentile	\$34.39
90th Percentile	\$43.58

Rate Model Assumptions	\$25.24
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Wage Category C (x 115%)

10th Percentile	\$21.14
25th Percentile	\$23.09
50th Percentile (Median)	\$29.03
75th Percentile	\$39.55
90th Percentile	\$50.12

Rate Model Assumptions	\$29.03
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1/ Rate model assumptions have been set at the median wage.

2/ Assumptions have been set at the 75th percentile wage.

3/ Assumptions include 20 percent wage premium.

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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%	-	86%	-	7.0	-	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
Other Benefits⁸										
	-	100%	-	100%	-	100%	-	\$100	-	\$100.00

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 II.C.1 and II.C.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%

¹This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

²Benefit 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	\$4.83	
055 063 062 108					
520 635 645 650					
Supported Living Services		8827 - Home Care Services	\$3.96	\$4.83	
073 896					
Tutor Services		8868 - College & Schools	\$0.66	\$0.80	
025 680					
Housekeeping		8827 - Home Care Services	\$3.96	\$4.83	
858 860					
Respite		8827 - Home Care Services	\$3.96	\$4.83	
420 465 862 864					
Day Services		9101 - Adult Day Care	\$4.71	\$5.74	
028 055 063 094					
505 510 525 880					
Participant-Directed Community-Based Training		9101 - Adult Day Care	\$4.71	\$5.74	
475					
In-home/Mobile Day Program		8827 - Home Care Services	\$3.96	\$4.83	
091					
Behavioral Day Services		9101 - Adult Day Care	\$4.71	\$5.74	
515					
Infant Development Program		8827 - Home Care Services (50%)	\$2.31	\$2.82	
805		8868 - College & Schools (50%)			
Supported Employment - Individual		9101 - Adult Day Care	\$4.71	\$5.74	
952					
Supported Employment - Group		9101 - Adult Day Care	\$4.71	\$5.74	
950					
Work Activity Program		8806 - Sheltered Workshop/ Work Activity Center	\$4.26	\$5.20	
954					
Residential Facility - Owner-Operated		9085 - Residential Care Facility/ DD	\$2.99	\$3.65	
905 910					
Residential Facility - Staff-Operated		9085 - Residential Care Facility/ DD	\$2.99	\$3.65	
113 915 920					
Family Home Agency		9085 - Residential Care Facility/ DD	\$2.99	\$3.65	
904					
Program Support		9085 - Residential Care Facility/ DD	\$2.99	\$3.65	
109					
Program Support		9101 - Adult Day Care	\$4.71	\$5.74	
110					
Program Support		8827 - Home Care Services	\$3.96	\$4.83	
111					
Behavioral Services		8827 - Home Care Services (50%)	\$2.31	\$2.82	
612 613 615 616		8868 - College & Schools (50%)			
620 048					
Transportation		7382 - Bus, Shuttle Van or Limo Operations	\$6.70	\$8.17	
875					
Transportation Assistant		9101 - Adult Day Care	\$4.71	\$5.74	
882					

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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
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									

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
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									

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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	-	-
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									

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	-	-
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									

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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
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
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	-	-	-
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	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	-	-	-
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	42.50	42.50							

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Appendix D: Productivity Assumptions

Residential Facility - Level 7	Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, 1:10	Day Services, 1:9	Day Services, 1:8	Day Services, 1:7	Day Services, 1:6	Day Services, 1:5	Day Services, 1:4
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	43.00	39.00	39.00	34.75	35.00	35.25	35.50	35.75	36.00	36.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	3.00	2.75	2.50	2.25	2.00	1.75	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	44.00	40.00								

Annual Hours for Training and PTO

Training	35.00	50.00	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	38.58	34.31	34.59	30.82	31.04	31.26	31.48	31.71	31.93	32.37
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	1.11	1.11	1.11	1.11	1.11	1.11	1.11
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	2.66	2.44	2.22	2.00	1.77	1.55	1.11
Supervision and Other Employer Time	0.90	0.88	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	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	44.00	40.00								

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Appendix D: Productivity Assumptions

Day Services, 1:3	Day Services, 1:2	Behavioral Day Services, 1:3	Behavioral Day Services, 1:2	Medical Day Services, 1:3	Medical Day Services, 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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	36.50	36.75	35.50	35.75	35.50	35.75	37.75	38.00	37.00	38.75
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.25	1.00	1.25	1.00	1.25	1.00	1.25	1.00	1.00	1.25
Supervision and Other Employer Time	1.00	1.00	2.00	2.00	2.00	2.00	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									

Annual Hours for Training and PTO

Training	35.00	35.00	50.00	50.00	50.00	50.00	35.00	35.00	35.00	6.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	32.37	32.59	31.23	31.45	31.23	31.45	33.48	33.70	32.81	34.90
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	1.11	1.11	1.10	1.10	1.10	1.10	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.11	0.89	1.10	0.88	1.10	0.88	1.11	0.89	0.89	1.13
Supervision and Other Employer Time	0.89	0.89	1.76	1.76	1.76	1.76	0.89	0.89	0.89	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.89	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00									

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Appendix D: Productivity Assumptions

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	39.00	39.00	39.00	33.83	39.00	37.00	34.25	39.00	39.00	38.75
Travel Time Between Individuals	-	-	-	-	-	-	3.00	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.00	1.00	-	-	-	-	1.00	1.00	1.00	1.25
Supervision and Other Employer Time	-	-	1.00	1.00	1.00	1.00	0.75	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	1.00	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	5.17	-	2.00	-	-	-	-
Total	40.00									

Annual Hours for Training and PTO

Training	6.00	6.00	35.00	35.00	35.00	35.00	35.00	6.00	6.00	6.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	35.13	35.13	34.59	30.00	34.59	32.82	30.37	35.13	35.13	34.90
Travel Time Between Individuals	-	-	-	-	-	-	2.66	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.90	0.90	-	-	-	-	0.89	0.90	0.90	1.13
Supervision and Other Employer Time	-	-	0.89	0.89	0.89	0.89	0.67	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.89	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.59	-	1.77	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00									

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	32.25	34.25	35.25	35.50	35.75	36.00	36.25	36.50	36.75	26.25
Travel Time Between Individuals	2.00	3.00	-	-	-	-	-	-	-	5.50
Program Set-Up/ Clean-Up	-	-	1.25	1.25	1.25	1.25	1.25	1.25	1.25	-
Networking/ General Development Activities	5.00	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	1.00	2.50	2.25	2.00	1.75	1.50	1.25	1.00	3.75
Supervision and Other Employer Time	0.75	0.75	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	1.00
Collateral Contacts (not billable)	-	1.00	-	-	-	-	-	-	-	3.00
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	40.00									

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	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	28.60	30.37	31.26	31.48	31.71	31.93	32.15	32.37	32.59	23.40
Travel Time Between Individuals	1.77	2.66	-	-	-	-	-	-	-	4.91
Program Set-Up/ Clean-Up	-	-	1.11	1.11	1.11	1.11	1.11	1.11	1.11	-
Networking/ General Development Activities	4.44	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.89	2.22	2.00	1.77	1.55	1.33	1.11	0.89	3.34
Supervision and Other Employer Time	0.67	0.67	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.45
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.89
Collateral contacts (not billable)	-	0.89	-	-	-	-	-	-	-	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
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									

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Appendix D: Productivity Assumptions

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	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	Specialized Therapeutic Services, Assistant, Center/Facility-Based, 1:1
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	25.00	24.50	29.00	27.75	26.75	31.00	29.75	29.25	33.75	32.50
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.00	5.50	2.50	3.75	4.75	4.50	5.75	6.25	3.25	4.50
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	1.50	1.50	1.50	3.00	3.00	3.00	1.50	1.50
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	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	22.28	21.83	25.85	24.74	23.84	27.64	26.52	26.08	30.09	28.98
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	2.23	3.34	4.24	4.01	5.13	5.57	2.90	4.01
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	1.34	1.34	1.34	2.68	2.68	2.68	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									

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Appendix D: Productivity Assumptions

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											
Adaptive Skills Training, Specialist, 1:2											
Adaptive Skills Training, Specialist, 1:3											
Behavior Analyst, 1:1											
Behavior Analyst, 1:2											
Behavior Analyst, 1:3											

Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	31.50	26.25	25.00	24.50	29.00	27.75	26.75	26.25	25.00	24.50
Travel Time Between Individuals	-	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.50	3.75	5.00	5.50	2.50	3.75	4.75	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)	1.50	3.00	3.00	3.00	1.50	1.50	1.50	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	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	28.08	23.40	22.28	21.83	25.85	24.74	23.84	23.40	22.28	21.83
Travel Time Between Individuals	-	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.91	3.34	4.46	4.91	2.23	3.34	4.24	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)	1.34	2.68	2.68	2.68	1.34	1.34	1.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
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									

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Appendix D: Productivity Assumptions

Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1	Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	29.00	27.75	26.75	29.00	27.75	26.75	29.00	27.75	26.75	26.25
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.50	3.75	4.75	2.50	3.75	4.75	2.50	3.75	4.75	3.75
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	2.00	2.00	2.00	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	1.50	1.50	1.50	1.50	-	-	-	3.00
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	40.00									

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	25.00	50.00	50.00	50.00	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	25.85	24.74	23.84	25.85	24.74	23.84	25.51	24.41	23.53	23.40
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.84	4.84	4.84	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.23	3.34	4.24	2.23	3.34	4.24	2.20	3.30	4.18	3.34
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	1.76	1.76	1.76	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.88	0.88	0.88	0.89
Collateral contacts (not billable)	1.34	1.34	1.34	1.34	1.34	1.34	-	-	-	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	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									

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

Appendix D: Productivity Assumptions

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	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 Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	25.00	24.50	26.00	24.75	23.75	28.50	27.25	26.25	31.25	30.62
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.00	5.50	2.50	3.75	4.75	2.50	3.75	4.75	1.25	1.88
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	1.00	1.00	1.00	1.00	1.00
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	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	1.50	1.50	1.50	1.50	1.50	1.50	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	40.00									

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	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	22.28	21.83	23.17	22.06	21.16	25.27	24.16	23.28	27.71	27.15
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.88	4.88	4.88	4.88	4.88
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	2.23	3.34	4.24	2.22	3.33	4.21	1.11	1.67
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.89	0.89	0.89	0.89	0.89
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	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	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	0.67	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									

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

Appendix D: Productivity Assumptions

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	Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:2	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, Audiologist, Home and Community-Based, 1:2	Infant Development Program, Audiologist, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	30.12	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
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.38	3.75	5.00	5.50	3.75	5.00	5.50	3.75	5.00	5.50
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
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									

Annual Hours for Training and PTO

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	26.71	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94	20.49
Travel Time Between Individuals	4.88	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.11	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91
Supervision and Other Employer Time	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
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	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00									

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

Appendix D: Productivity Assumptions

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	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 Dietitian, Home and Community-Based, 1:1	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	24.75	23.50	23.00	24.75	23.50	23.00	24.75	23.50	23.00	24.75	23.50
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.75	5.00	5.50	3.75	5.00	5.50	3.75	5.00	5.50	3.75	5.00
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Collateral Contacts (not billable)	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Interdisciplinary team case reviews/planning	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50	1.50
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-	-
Total	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	25.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	22.06	20.94	20.49	22.06	20.94	20.49	22.06	20.94	20.49	22.06	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	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91	3.34	4.46
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00										

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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:3	Infant Development Program, Social Worker, Home and Community-Based, 1:1	Infant Development Program, Social Worker, Home and Community-Based, 1:2	Infant Development Program, Social Worker, Home and Community-Based, 1:3	Infant Development Program, Psychologist, Home and Community-Based, 1:1	Infant Development Program, Psychologist, Home and Community-Based, 1:2	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
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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	32.00	30.75
Travel Time Between Individuals	5.50	5.50	5.50	5.50	5.50	5.50	5.50	5.50	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.00	5.50	3.75	5.00	5.50	3.75	5.00	5.50	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	0.50	0.50
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									

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	28.52	27.41
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91	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	0.45	0.45
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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, Early Intervention Technician, Center/Facility-Based, 1:1	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, Early Intervention Technician, Center/Facility-Based, 1:1	Infant Development Program, Early Intervention Technician, Center/Facility-Based, 1:2	Infant Development Program, Early Intervention Technician, Center/Facility-Based, 1:3
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	29.75	33.25	32.00	31.00	36.00	35.37	34.87	29.50	28.25	27.75		
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	1.25	1.25	1.25	1.25	1.25	1.25	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.75	2.50	3.75	4.75	1.25	1.88	2.38	4.50	5.75	6.25		
Supervision and Other Employer Time	0.50	1.00	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.50	0.50	0.50	0.50	0.50	0.50	0.50	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											

Annual Hours for Training and PTO

Training	25.00	35.00	35.00	35.00	35.00	35.00	35.00	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	26.51	29.49	28.38	27.50	31.93	31.37	30.93	26.30	25.18	24.74		
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-		
Program Set-Up/ Clean-Up	-	1.11	1.11	1.11	1.11	1.11	1.11	-	-	-		
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-		
Recordkeeping and Reporting	4.24	2.22	3.33	4.21	1.11	1.67	2.11	4.01	5.13	5.57		
Supervision and Other Employer Time	0.45	0.89	0.89	0.89	0.89	0.89	0.89	0.45	0.45	0.45		
Missed Appointments (not redirected to other tasks)	0.45	0.44	0.44	0.44	0.44	0.44	0.44	0.89	0.89	0.89		
Collateral contacts (not billable)	2.68	-	-	-	-	-	-	2.68	2.68	2.68		
Interdisciplinary team case reviews/planning	1.34	1.33	1.33	1.33	-	-	-	1.34	1.34	1.34		
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-		
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	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											

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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
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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	29.50
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
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	4.50
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									

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	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
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	4.01
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	Infant Development Program, Registered Dietitian, Center/Facility- Based, 1:1	Infant Development Program, Registered Dietitian, Center/Facility- Based, 1:2	Infant Development Program, Registered Dietitian, 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
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Base Model Assumptions for 'Typical' Week; FT Employees

Direct services	28.25	27.75	29.50	28.25	27.75	29.50	28.25	27.75	29.50	28.25
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.75	6.25	4.50	5.75	6.25	4.50	5.75	6.25	4.50	5.75
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									

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	25.18	24.74	26.30	25.18	24.74	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	4.01	5.13	5.57	4.01	5.13	5.57	4.01	5.13
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									

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Appendix D: Productivity Assumptions

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	27.75	29.50	28.25	27.75
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	6.25	4.50	5.75	6.25
Supervision and Other Employer Time	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	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
Travel Time without Individuals	-	-	-	-
Total	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00
Paid time off	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
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	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	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00

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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
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									

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
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									

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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	-	-
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									

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	-	-
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									

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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
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									

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
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									

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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	-	-	-
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									

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	-	-	-
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									

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Appendix D: Productivity Assumptions

Residential Facility - Level 7	Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, 1:10	Day Services, 1:9	Day Services, 1:8	Day Services, 1:7	Day Services, 1:6	Day Services, 1:5	Day Services, 1:4
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.00	21.00	21.00	18.66	18.80	18.93	19.07	19.21	19.35	19.62
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.69	0.69	0.69	0.69	0.69	0.69	0.69
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	1.65	1.51	1.38	1.24	1.10	0.96	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									

Annual Hours for Training and PTO

Training	35.00	50.00	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	19.26	18.99	19.26	17.12	17.25	17.36	17.49	17.62	17.75	18.00
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.63	0.63	0.63	0.63	0.63	0.63	0.63
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	1.51	1.38	1.27	1.14	1.01	0.88	0.63
Supervision and Other Employer Time	0.92	0.90	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	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									

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Appendix D: Productivity Assumptions

Day Services, 1:3	Day Services, 1:2	Behavioral Day Services, 1:3	Behavioral Day Services, 1:2	Medical Day Services, 1:3	Medical Day Services, 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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	19.62	19.76	18.62	18.76	18.62	18.76	20.31	20.45	19.90	21.31
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.69	0.69	0.69	0.69	0.69	0.69	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.69	0.55	0.69	0.55	0.69	0.55	0.69	0.55	0.55	0.69
Supervision and Other Employer Time	1.00	1.00	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									

Annual Hours for Training and PTO

Training	35.00	35.00	50.00	50.00	50.00	50.00	35.00	35.00	35.00	6.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	18.00	18.13	16.84	16.96	16.84	16.96	18.63	18.76	18.26	20.08
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.63	0.63	0.62	0.62	0.62	0.62	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.63	0.50	0.62	0.50	0.62	0.50	0.63	0.50	0.50	0.65
Supervision and Other Employer Time	0.92	0.92	1.81	1.81	1.81	1.81	0.92	0.92	0.92	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.50	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
Total	22.00									

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Appendix D: Productivity Assumptions

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	21.45	21.45	21.00	18.16	21.00	19.90	18.50	21.45	21.45	21.31
Travel Time Between Individuals	-	-	-	-	-	-	1.65	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.55	0.55	-	-	-	-	0.55	0.55	0.55	0.69
Supervision and Other Employer Time	-	-	1.00	1.00	1.00	1.00	0.75	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral Contacts (not billable)	-	-	-	-	-	-	0.55	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	2.84	-	1.10	-	-	-	-
Total	22.00									

Annual Hours for Training and PTO

Training	6.00	6.00	35.00	35.00	35.00	35.00	35.00	6.00	6.00	6.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	20.21	20.21	19.26	16.66	19.26	18.25	16.98	20.21	20.21	20.08
Travel Time Between Individuals	-	-	-	-	-	-	1.51	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.52	0.52	-	-	-	-	0.50	0.52	0.52	0.65
Supervision and Other Employer Time	-	-	0.92	0.92	0.92	0.92	0.69	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.50	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	2.60	-	1.01	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
Total	22.00									

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	17.40	18.50	18.93	19.07	19.21	19.35	19.48	19.62	19.76	14.21
Travel Time Between Individuals	1.10	1.65	-	-	-	-	-	-	-	3.03
Program Set-Up/ Clean-Up	-	-	0.69	0.69	0.69	0.69	0.69	0.69	0.69	-
Networking/ General Development Activities	2.75	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.55	1.38	1.24	1.10	0.96	0.83	0.69	0.55	2.06
Supervision and Other Employer Time	0.75	0.75	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.50
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.55
Collateral Contacts (not billable)	-	0.55	-	-	-	-	-	-	-	1.65
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	22.00									

Annual Hours for Training and PTO

Training	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	35.00	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	15.96	16.98	17.36	17.49	17.62	17.75	17.87	18.00	18.13	13.16
Travel Time Between Individuals	1.01	1.51	-	-	-	-	-	-	-	2.80
Program Set-Up/ Clean-Up	-	-	0.63	0.63	0.63	0.63	0.63	0.63	0.63	-
Networking/ General Development Activities	2.52	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.50	1.27	1.14	1.01	0.88	0.76	0.63	0.50	1.91
Supervision and Other Employer Time	0.69	0.69	0.92	0.92	0.92	0.92	0.92	0.92	0.92	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.51
Collateral contacts (not billable)	-	0.50	-	-	-	-	-	-	-	1.53
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
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									

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Appendix D: Productivity Assumptions

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	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	Specialized Therapeutic Services, Assistant, Center/Facility-Based, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	13.52	13.24	15.71	15.03	14.48	16.82	16.14	15.86	18.33	17.64
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.75	3.03	1.38	2.06	2.61	2.48	3.16	3.44	1.79	2.48
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	0.83	0.83	0.83	1.65	1.65	1.65	0.83	0.83
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	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	12.52	12.27	14.55	13.92	13.41	15.57	14.94	14.69	16.97	16.33
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.55	2.80	1.28	1.91	2.42	2.30	2.93	3.18	1.66	2.30
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	0.77	0.77	0.77	1.53	1.53	1.53	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									

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Appendix D: Productivity Assumptions

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	Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	17.09	14.21	13.52	13.24	15.71	15.03	14.48	14.21	13.52	13.24
Travel Time Between Individuals	-	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.03	2.06	2.75	3.03	1.38	2.06	2.61	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)	0.83	1.65	1.65	1.65	0.83	0.83	0.83	1.65	1.65	1.65
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	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	15.83	13.16	12.52	12.27	14.55	13.92	13.41	13.16	12.52	12.27
Travel Time Between Individuals	-	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.80	1.91	2.55	2.80	1.28	1.91	2.42	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)	0.77	1.53	1.53	1.53	0.77	0.77	0.77	1.53	1.53	1.53
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
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									

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Appendix D: Productivity Assumptions

Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1	Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.71	15.03	14.48	15.71	15.03	14.48	15.04	14.36	13.81	14.21
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.38	2.06	2.61	1.38	2.06	2.61	1.38	2.06	2.61	2.06
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	0.50	2.00	2.00	2.00	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	0.83	0.83	0.83	0.83	-	-	-	1.65
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	22.00									

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	25.00	50.00	50.00	50.00	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	14.55	13.92	13.41	14.55	13.92	13.41	13.59	12.98	12.48	13.16
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.74	2.74	2.74	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.28	1.91	2.42	1.28	1.91	2.42	1.25	1.86	2.36	1.91
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	1.81	1.81	1.81	0.46
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.51	0.50	0.50	0.50	0.51
Collateral contacts (not billable)	0.77	0.77	0.77	0.77	0.77	0.77	-	-	-	1.53
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	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									

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Appendix D: Productivity Assumptions

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	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 Technician, Home and Community-Based, 1:1	Infant Development Program, Early Intervention Technician, Home and Community-Based, 1:2
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	13.52	13.24	14.06	13.38	12.83	15.21	14.53	13.98	16.73	16.39
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.75	3.03	1.38	2.06	2.61	1.38	2.06	2.61	0.69	1.03
Supervision and Other Employer Time	0.50	0.50	0.50	0.50	0.50	1.00	1.00	1.00	1.00	1.00
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	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	0.83	0.83	0.83	0.83	0.83	0.83	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Total	22.00									

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00	25.00	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	12.52	12.27	13.02	12.39	11.88	13.95	13.33	12.83	15.35	15.04
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.78	2.78	2.78	2.78	2.78
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.55	2.80	1.28	1.91	2.42	1.27	1.89	2.39	0.63	0.94
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.92	0.92	0.92	0.92	0.92
Missed Appointments (not redirected to other tasks)	0.51	0.51	0.51	0.51	0.51	0.50	0.50	0.50	0.50	0.50
Collateral contacts (not billable)	1.53	1.53	1.53	1.53	1.53	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	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	0.67	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									

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Appendix D: Productivity Assumptions

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	Infant Development Program, PT/OT/SLP Assistant, Home and Community-Based, 1:2	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, Audiologist, Home and Community-Based, 1:2	Infant Development Program, Audiologist, Home and Community-Based, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	16.11	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
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.31	2.06	2.75	3.03	2.06	2.75	3.03	2.06	2.75	3.03
Supervision and Other Employer Time	1.00	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55	0.55
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									

Annual Hours for Training and PTO

Training	35.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00	25.00
Paid time off	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

Base Model Assumptions Adjusted for Training and PTO

Direct services	14.78	12.39	11.75	11.50	12.39	11.75	11.50	12.39	11.75	11.50
Travel Time Between Individuals	2.78	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.20	1.91	2.55	2.80	1.91	2.55	2.80	1.91	2.55	2.80
Supervision and Other Employer Time	0.92	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.50	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51	0.51
Collateral contacts (not billable)	-	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53	1.53
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	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15	1.15
Total	22.00									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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 Dietitian, Home and Community-Based, 1:1
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	13.38	12.69	12.41	13.38	12.69	12.41	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
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.06	2.75	3.03	2.06	2.75	3.03	2.06	2.75	3.03	2.06
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									

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	12.39	11.75	11.50	12.39	11.75	11.50	12.39	11.75	11.50	12.39
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.91	2.55	2.80	1.91	2.55	2.80	1.91	2.55	2.80	1.91
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:3	Infant Development Program, Social Worker, Home and Community-Based, 1:1	Infant Development Program, Social Worker, Home and Community-Based, 1:2	Infant Development Program, Social Worker, Home and Community-Based, 1:3	Infant Development Program, Psychologist, Home and Community-Based, 1:1	Infant Development Program, Psychologist, Home and Community-Based, 1:2	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
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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	17.36	16.68
Travel Time Between Individuals	3.03	3.03	3.03	3.03	3.03	3.03	3.03	3.03	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.75	3.03	2.06	2.75	3.03	2.06	2.75	3.03	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	0.28	0.28
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									

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	16.07	15.44
Travel Time Between Individuals	2.80	2.80	2.80	2.80	2.80	2.80	2.80	2.80	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.55	2.80	1.91	2.55	2.80	1.91	2.55	2.80	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	0.26	0.26
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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, Early Intervention Technician, Center/Facility-Based, 1:1	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, Early Intervention Technician, Center/Facility-Based, 1:1	Infant Development Program, Early Intervention Technician, Center/Facility-Based, 1:2	Infant Development Program, Early Intervention Technician, Center/Facility-Based, 1:3
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	16.13	17.82	17.14	16.59	19.34	19.00	18.72	15.99	15.31	15.03		
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.69	0.69	0.69	0.69	0.69	0.69	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.61	1.38	2.06	2.61	0.69	1.03	1.31	2.48	3.16	3.44		
Supervision and Other Employer Time	0.50	1.00	1.00	1.00	1.00	1.00	1.00	0.50	0.50	0.50		
Missed Appointments (not redirected to other tasks)	0.28	0.28	0.28	0.28	0.28	0.28	0.28	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											

Annual Hours for Training and PTO

Training	25.00	35.00	35.00	35.00	35.00	35.00	35.00	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	14.93	16.34	15.72	15.22	17.74	17.43	17.17	14.80	14.17	13.92		
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-		
Program Set-Up/ Clean-Up	-	0.63	0.63	0.63	0.63	0.63	0.63	-	-	-		
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-		
Recordkeeping and Reporting	2.42	1.27	1.89	2.39	0.63	0.94	1.20	2.30	2.93	3.18		
Supervision and Other Employer Time	0.46	0.92	0.92	0.92	0.92	0.92	0.92	0.46	0.46	0.46		
Missed Appointments (not redirected to other tasks)	0.26	0.26	0.26	0.26	0.26	0.26	0.26	0.51	0.51	0.51		
Collateral contacts (not billable)	1.53	-	-	-	-	-	-	1.53	1.53	1.53		
Interdisciplinary team case reviews/planning	0.77	0.76	0.76	0.76	-	-	-	0.77	0.77	0.77		
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-		
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	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											

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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
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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	15.99
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
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	2.48
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									

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	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92	14.80
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
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	2.30
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	Infant Development Program, Registered Dietitian, Center/Facility- Based, 1:1	Infant Development Program, Registered Dietitian, Center/Facility- Based, 1:2	Infant Development Program, Registered Dietitian, 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
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Base Model Assumptions for 'Typical' Week; PT Employees

Direct services	15.31	15.03	15.99	15.31	15.03	15.99	15.31	15.03	15.99	15.31
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.16	3.44	2.48	3.16	3.44	2.48	3.16	3.44	2.48	3.16
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									

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	14.17	13.92	14.80	14.17	13.92	14.80	14.17	13.92	14.80	14.17
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.93	3.18	2.30	2.93	3.18	2.30	2.93	3.18	2.30	2.93
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									

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	15.03	15.99	15.31	15.03
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	3.44	2.48	3.16	3.44
Supervision and Other Employer Time	0.50	0.50	0.50	0.50
Missed Appointments (not redirected to other tasks)	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
Travel Time without Individuals	-	-	-	-
Total	22.00	22.00	22.00	22.00

Annual Hours for Training and PTO

Training	25.00	25.00	25.00	25.00
Paid time off	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
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	3.18	2.30	2.93	3.18
Supervision and Other Employer Time	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	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	0.77	0.77	0.77	0.77
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	1.15	1.15	1.15	1.15
Total	22.00	22.00	22.00	22.00

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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
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									

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
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									

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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
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									

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
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									

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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	-	-
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									

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	-	-
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									

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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	-	-
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									

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	-	-
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									

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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
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
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
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
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	-	-	-
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	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	-	-	-
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	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	-	-	-
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	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	-	-	-
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	36.35	36.35							

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Appendix D: Productivity Assumptions

Residential Facility - Level 7	Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, 1:10	Day Services, 1:9	Day Services, 1:8	Day Services, 1:7	Day Services, 1:6	Day Services, 1:5	Day Services, 1:4
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Base Model Assumptions Adjusted for Training and PTO

Direct services	38.58	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	2.32	2.12	1.94	1.74	1.54	1.35	0.97
Supervision and Other Employer Time	0.90	0.89	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	44.00	34.60								

Category A Assumptions Adjusted for Training and PTO

Direct services	38.58	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	2.32	2.12	1.94	1.74	1.54	1.35	0.97
Supervision and Other Employer Time	0.90	0.89	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	44.00	34.60								

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Appendix D: Productivity Assumptions

Residential Facility - Level 7	Residential Facility for Persons with Special Health Care Needs	Supplemental Residential Prog. Supp.	Day Services, 1:10	Day Services, 1:9	Day Services, 1:8	Day Services, 1:7	Day Services, 1:6	Day Services, 1:5	Day Services, 1:4
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Category B Assumptions Adjusted for Training and PTO

Direct services	38.58	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	2.32	2.12	1.94	1.74	1.54	1.35	0.97
Supervision and Other Employer Time	0.90	0.89	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	44.00	34.60								

Category C Assumptions Adjusted for Training and PTO

Direct services	38.58	29.71	29.99	26.70	26.90	27.08	27.28	27.48	27.67	28.05
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	-	-	2.32	2.12	1.94	1.74	1.54	1.35	0.97
Supervision and Other Employer Time	0.90	0.89	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.96	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	44.00	34.60								

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Appendix D: Productivity Assumptions

Day Services, 1:3	Day Services, 1:2	Behavioral Day Services, 1:3	Behavioral Day Services, 1:2	Medical Day Services, 1:3	Medical Day Services, 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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	28.05	28.25	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	0.90	0.90	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

Category A Assumptions Adjusted for Training and PTO

Direct services	28.05	28.25	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	0.90	0.90	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

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Appendix D: Productivity Assumptions

Day Services, 1:3	Day Services, 1:2	Behavioral Day Services, 1:3	Behavioral Day Services, 1:2	Medical Day Services, 1:3	Medical Day Services, 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
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Category B Assumptions Adjusted for Training and PTO

Direct services	28.05	28.25	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	0.90	0.90	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

Category C Assumptions Adjusted for Training and PTO

Direct services	28.05	28.25	26.90	27.09	26.90	27.09	29.02	29.22	28.45	30.45
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	0.97	0.97	0.96	0.96	0.96	0.96	-	-	0.00	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.97	0.77	0.96	0.77	0.96	0.77	0.97	0.77	0.77	0.99
Supervision and Other Employer Time	0.90	0.90	1.78	1.78	1.78	1.78	0.90	0.90	0.90	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	0.77	-
Collateral contacts (not billable)	-	-	-	-	-	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.96	0.96	0.96	0.96	0.67	0.67	0.67	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

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Appendix D: Productivity Assumptions

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	30.65	30.65	29.99	26.00	29.99	28.45	26.35	30.65	30.65	30.45
Travel Time Between Individuals	-	-	-	-	-	-	2.32	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	0.77	0.79	0.79	0.99
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.77	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	3.99	-	1.54	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

Category A Assumptions Adjusted for Training and PTO

Direct services	30.65	30.65	29.99	26.40	29.99	28.60	26.55	30.65	30.65	30.45
Travel Time Between Individuals	-	-	-	-	-	-	2.09	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	0.78	0.79	0.79	0.99
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.69	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.78	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	3.59	-	1.39	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

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Appendix D: Productivity Assumptions

Participant-Directed Community-Based Training, 1:2	Participant-Directed Community-Based Training, 1:1	Supplemental Day Program Support	Transportation, Company	Transportation, Additional Component	Transportation Assistant	Supported Employment-Group	Participant-Directed Supported Employment, 1:1	Participant-Directed Supported Employment, 1:2	Participant-Directed Supported Employment, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	30.65	30.65	29.99	25.80	29.99	28.37	26.23	30.65	30.65	30.45
Travel Time Between Individuals	-	-	-	-	-	-	2.44	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	0.77	0.79	0.79	0.99
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.68	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.77	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.19	-	1.62	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

Category C Assumptions Adjusted for Training and PTO

Direct services	30.65	30.65	29.99	25.00	29.99	28.06	25.82	30.65	30.65	30.45
Travel Time Between Individuals	-	-	-	-	-	-	2.90	-	-	-
Program Set-Up/ Clean-Up	-	0.00	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	0.79	0.79	-	-	-	-	0.75	0.79	0.79	0.99
Supervision and Other Employer Time	-	-	0.90	0.90	0.90	0.90	0.67	-	-	-
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	-
Collateral contacts (not billable)	-	-	-	-	-	-	0.75	-	-	-
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	4.99	-	1.93	-	-	-	-
Training	0.12	0.12	0.67	0.67	0.67	0.67	0.67	0.12	0.12	0.12
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04
Total	34.60									

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	24.81	26.35	27.08	27.28	27.48	27.67	27.86	28.05	28.25	23.40
Travel Time Between Individuals	1.54	2.32	-	-	-	-	-	-	-	4.91
Program Set-Up/ Clean-Up	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97	-
Networking/ General Development Activities	3.86	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.77	1.94	1.74	1.54	1.35	1.16	0.97	0.77	3.34
Supervision and Other Employer Time	0.68	0.68	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.45
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.89
Collateral contacts (not billable)	-	0.77	-	-	-	-	-	-	-	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.85
Total	34.60	40.00								

Category A Assumptions Adjusted for Training and PTO

Direct services	24.94	26.55	27.08	27.28	27.48	27.67	27.86	28.05	28.25	23.78
Travel Time Between Individuals	1.39	2.09	-	-	-	-	-	-	-	4.42
Program Set-Up/ Clean-Up	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97	-
Networking/ General Development Activities	3.88	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.78	1.94	1.74	1.54	1.35	1.16	0.97	0.77	3.39
Supervision and Other Employer Time	0.68	0.69	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.46
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.90
Collateral contacts (not billable)	-	0.78	-	-	-	-	-	-	-	2.72
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.85
Total	34.60	40.00								

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Appendix D: Productivity Assumptions

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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	24.74	26.23	27.08	27.28	27.48	27.67	27.86	28.05	28.25	23.21
Travel Time Between Individuals	1.62	2.44	-	-	-	-	-	-	-	5.16
Program Set-Up/ Clean-Up	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97	-
Networking/ General Development Activities	3.85	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.77	1.94	1.74	1.54	1.35	1.16	0.97	0.77	3.31
Supervision and Other Employer Time	0.68	0.68	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.45
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.88
Collateral contacts (not billable)	-	0.77	-	-	-	-	-	-	-	2.66
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.85
Total	34.60	40.00								

Category C Assumptions Adjusted for Training and PTO

Direct services	24.48	25.82	27.08	27.28	27.48	27.67	27.86	28.05	28.25	22.47
Travel Time Between Individuals	1.93	2.90	-	-	-	-	-	-	-	6.14
Program Set-Up/ Clean-Up	-	-	0.97	0.97	0.97	0.97	0.97	0.97	0.97	-
Networking/ General Development Activities	3.81	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	-	0.75	1.94	1.74	1.54	1.35	1.16	0.97	0.77	3.21
Supervision and Other Employer Time	0.67	0.67	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.43
Missed Appointments (not redirected to other tasks)	-	-	-	-	-	-	-	-	-	0.85
Collateral contacts (not billable)	-	0.75	-	-	-	-	-	-	-	2.57
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.67	0.48
Paid time off	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.04	3.85
Total	34.60	40.00								

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	22.28	21.83	22.45	21.49	20.71	27.64	26.52	26.08	26.15	25.18
Travel Time Between Individuals	4.91	4.91	4.28	4.28	4.28	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	1.95	2.91	3.69	4.01	5.13	5.57	2.53	3.50
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	0.78	0.78	0.78	0.89	0.89	0.89	0.78	0.78
Collateral contacts (not billable)	2.68	2.68	1.17	1.17	1.17	2.68	2.68	2.68	1.17	1.17
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	3.04	3.04	3.04	3.85	3.85	3.85	3.04	3.04
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	22.64	22.18	22.81	21.83	21.04	27.64	26.52	26.08	26.15	25.18
Travel Time Between Individuals	4.42	4.42	3.85	3.85	3.85	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.53	4.99	1.98	2.96	3.75	4.01	5.13	5.57	2.53	3.50
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.79	0.79	0.79	0.89	0.89	0.89	0.78	0.78
Collateral contacts (not billable)	2.72	2.72	1.19	1.19	1.19	2.68	2.68	2.68	1.17	1.17
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	3.04	3.04	3.04	3.85	3.85	3.85	3.04	3.04
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	34.60	34.60

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Appendix D: Productivity Assumptions

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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	22.10	21.65	22.28	21.32	20.55	27.64	26.52	26.08	26.15	25.18
Travel Time Between Individuals	5.16	5.16	4.49	4.49	4.49	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.42	4.87	1.93	2.89	3.66	4.01	5.13	5.57	2.53	3.50
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	0.77	0.77	0.77	0.89	0.89	0.89	0.78	0.78
Collateral contacts (not billable)	2.66	2.66	1.16	1.16	1.16	2.68	2.68	2.68	1.17	1.17
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	3.04	3.04	3.04	3.85	3.85	3.85	3.04	3.04
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	21.40	20.97	21.56	20.64	19.89	27.64	26.52	26.08	26.15	25.18
Travel Time Between Individuals	6.14	6.14	5.35	5.35	5.35	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	4.71	1.87	2.79	3.54	4.01	5.13	5.57	2.53	3.50
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.75	0.75	0.75	0.89	0.89	0.89	0.78	0.78
Collateral contacts (not billable)	2.57	2.57	1.12	1.12	1.12	2.68	2.68	2.68	1.17	1.17
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	3.04	3.04	3.04	3.85	3.85	3.85	3.04	3.04
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	34.60	34.60

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Appendix D: Productivity Assumptions

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	Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	24.40	23.40	22.28	21.83	25.85	24.74	23.84	23.40	22.28	21.83
Travel Time Between Individuals	-	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	3.34	4.46	4.91	2.23	3.34	4.24	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)	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	1.17	2.68	2.68	2.68	1.34	1.34	1.34	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	40.00								

Category A Assumptions Adjusted for Training and PTO

Direct services	24.40	23.78	22.64	22.18	26.26	25.14	24.22	23.78	22.64	22.18
Travel Time Between Individuals	-	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	3.39	4.53	4.99	2.27	3.39	4.31	3.39	4.53	4.99
Supervision and Other Employer Time	0.45	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)	0.78	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90
Collateral contacts (not billable)	1.17	2.72	2.72	2.72	1.36	1.36	1.36	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	40.00								

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	Adaptive Skills Training, Specialist, 1:2	Adaptive Skills Training, Specialist, 1:3	Behavior Analyst, 1:1	Behavior Analyst, 1:2	Behavior Analyst, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	24.40	23.21	22.10	21.65	25.64	24.54	23.64	23.21	22.10	21.65
Travel Time Between Individuals	-	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	3.31	4.42	4.87	2.21	3.31	4.21	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)	0.78	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Collateral contacts (not billable)	1.17	2.66	2.66	2.66	1.33	1.33	1.33	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	40.00								

Category C Assumptions Adjusted for Training and PTO

Direct services	24.40	22.47	21.40	20.97	24.82	23.75	22.89	22.47	21.40	20.97
Travel Time Between Individuals	-	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	3.21	4.28	4.71	2.14	3.21	4.07	3.21	4.28	4.71
Supervision and Other Employer Time	0.45	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)	0.78	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85
Collateral contacts (not billable)	1.17	2.57	2.57	2.57	1.29	1.29	1.29	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	40.00								

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Appendix D: Productivity Assumptions

Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1	Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1
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Base Model Assumptions Adjusted for Training and PTO

Direct services	25.85	24.74	23.84	25.85	24.74	23.84	21.92	20.97	20.21	23.40
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.21	4.21	4.21	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.23	3.34	4.24	2.23	3.34	4.24	1.92	2.87	3.63	3.34
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	1.78	1.78	1.78	0.45
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.89	0.77	0.77	0.77	0.89
Collateral contacts (not billable)	1.34	1.34	1.34	1.34	1.34	1.34	-	-	-	2.68
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	26.26	25.14	24.22	26.26	25.14	24.22	22.27	21.30	20.53	23.78
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	3.79	3.79	3.79	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.27	3.39	4.31	2.27	3.39	4.31	1.95	2.92	3.69	3.39
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	1.81	1.81	1.81	0.46
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.90	0.78	0.78	0.78	0.90
Collateral contacts (not billable)	1.36	1.36	1.36	1.36	1.36	1.36	-	-	-	2.72
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

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Appendix D: Productivity Assumptions

Associate Behavior Analyst, 1:1	Associate Behavior Analyst, 1:2	Associate Behavior Analyst, 1:3	Behavior Management Assistant, 1:1	Behavior Management Assistant, 1:2	Behavior Management Assistant, 1:3	Behavior Technician - Paraprofessional, 1:1	Behavior Technician - Paraprofessional, 1:2	Behavior Technician - Paraprofessional, 1:3	Behavior Management Consultant, 1:1
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Category B Assumptions Adjusted for Training and PTO

Direct services	25.64	24.54	23.64	25.64	24.54	23.64	21.75	20.80	20.05	23.21
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	4.42	4.42	4.42	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.21	3.31	4.21	2.21	3.31	4.21	1.90	2.85	3.60	3.31
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	1.77	1.77	1.77	0.45
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.88	0.88	0.88	0.76	0.76	0.76	0.88
Collateral contacts (not billable)	1.33	1.33	1.33	1.33	1.33	1.33	-	-	-	2.66
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	24.82	23.75	22.89	24.82	23.75	22.89	21.05	20.13	19.40	22.47
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	5.26	5.26	5.26	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	2.14	3.21	4.07	2.14	3.21	4.07	1.84	2.76	3.49	3.21
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.43	1.71	1.71	1.71	0.43
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.85	0.74	0.74	0.74	0.85
Collateral contacts (not billable)	1.29	1.29	1.29	1.29	1.29	1.29	-	-	-	2.57
Interdisciplinary team case reviews/planning	-	-	-	-	-	-	-	-	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.48	0.96	0.96	0.96	0.48
Paid time off	3.85	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	22.28	21.83	23.17	22.06	21.16	21.87	20.91	20.15	24.00	23.52
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.25	4.25	4.25	4.25	4.25
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	2.23	3.34	4.24	1.94	2.90	3.66	0.97	1.45
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.90	0.90	0.90	0.90	0.90
Missed Appointments (not redirected to other tasks)	0.89	0.89	0.89	0.89	0.89	0.77	0.77	0.77	0.77	0.77
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	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	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60	34.60

Category A Assumptions Adjusted for Training and PTO

Direct services	22.64	22.18	23.54	22.42	21.50	22.22	21.24	20.47	24.38	23.90
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	3.83	3.83	3.83	3.83	3.83
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.53	4.99	2.27	3.39	4.31	1.97	2.95	3.72	0.99	1.47
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.91	0.91	0.91	0.91	0.91
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.78	0.78	0.78	0.78	0.78
Collateral contacts (not billable)	2.72	2.72	2.72	2.72	2.72	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	1.36	1.36	1.36	1.18	1.18	1.18	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60	34.60

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Appendix D: Productivity Assumptions

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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	22.10	21.65	22.98	21.88	20.98	21.71	20.75	20.00	23.82	23.34
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	4.46	4.46	4.46	4.46	4.46
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.42	4.87	2.21	3.31	4.21	1.92	2.88	3.63	0.96	1.44
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.89	0.89	0.89	0.89	0.89
Missed Appointments (not redirected to other tasks)	0.88	0.88	0.88	0.88	0.88	0.76	0.76	0.76	0.76	0.76
Collateral contacts (not billable)	2.66	2.66	2.66	2.66	2.66	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	1.33	1.33	1.33	1.15	1.15	1.15	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60	34.60

Category C Assumptions Adjusted for Training and PTO

Direct services	21.40	20.97	22.25	21.18	20.32	21.01	20.09	19.36	23.05	22.59
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	5.31	5.31	5.31	5.31	5.31
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	4.71	2.14	3.21	4.07	1.86	2.78	3.51	0.93	1.39
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.86	0.86	0.86	0.86	0.86
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.74	0.74	0.74	0.74	0.74
Collateral contacts (not billable)	2.57	2.57	2.57	2.57	2.57	-	-	-	-	-
Interdisciplinary team case reviews/planning	-	-	1.29	1.29	1.29	1.11	1.11	1.11	-	-
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	0.67	0.67	0.67	0.67	0.67
Paid time off	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.04	3.04
Total	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	34.60	34.60

DDS Vendor Rate Study - Rate Models
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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	23.13	22.06	20.94	20.49	19.15	18.17	17.78	22.06	20.94	20.49
Travel Time Between Individuals	4.25	4.91	4.91	4.91	4.28	4.28	4.28	4.91	4.91	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.84	3.34	4.46	4.91	2.91	3.89	4.28	3.34	4.46	4.91
Supervision and Other Employer Time	0.90	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.77	0.89	0.89	0.89	0.78	0.78	0.78	0.89	0.89	0.89
Collateral contacts (not billable)	-	2.68	2.68	2.68	2.34	2.34	2.34	2.68	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	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
Total	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	23.50	22.42	21.28	20.82	19.45	18.46	18.06	22.42	21.28	20.82
Travel Time Between Individuals	3.83	4.42	4.42	4.42	3.85	3.85	3.85	4.42	4.42	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.87	3.39	4.53	4.99	2.96	3.95	4.35	3.39	4.53	4.99
Supervision and Other Employer Time	0.91	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46
Missed Appointments (not redirected to other tasks)	0.78	0.90	0.90	0.90	0.79	0.79	0.79	0.90	0.90	0.90
Collateral contacts (not billable)	-	2.72	2.72	2.72	2.38	2.38	2.38	2.72	2.72	2.72
Interdisciplinary team case reviews/planning	-	1.36	1.36	1.36	1.19	1.19	1.19	1.36	1.36	1.36
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
Total	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	22.95	21.88	20.77	20.32	19.00	18.03	17.64	21.88	20.77	20.32
Travel Time Between Individuals	4.46	5.16	5.16	5.16	4.49	4.49	4.49	5.16	5.16	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.83	3.31	4.42	4.87	2.89	3.86	4.25	3.31	4.42	4.87
Supervision and Other Employer Time	0.89	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.76	0.88	0.88	0.88	0.77	0.77	0.77	0.88	0.88	0.88
Collateral contacts (not billable)	-	2.66	2.66	2.66	2.32	2.32	2.32	2.66	2.66	2.66
Interdisciplinary team case reviews/planning	-	1.33	1.33	1.33	1.16	1.16	1.16	1.33	1.33	1.33
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
Total	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	22.21	21.18	20.11	19.68	18.39	17.45	17.07	21.18	20.11	19.68
Travel Time Between Individuals	5.31	6.14	6.14	6.14	5.35	5.35	5.35	6.14	6.14	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	1.77	3.21	4.28	4.71	2.79	3.73	4.11	3.21	4.28	4.71
Supervision and Other Employer Time	0.86	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43
Missed Appointments (not redirected to other tasks)	0.74	0.85	0.85	0.85	0.75	0.75	0.75	0.85	0.85	0.85
Collateral contacts (not billable)	-	2.57	2.57	2.57	2.25	2.25	2.25	2.57	2.57	2.57
Interdisciplinary team case reviews/planning	-	1.29	1.29	1.29	1.12	1.12	1.12	1.29	1.29	1.29
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.67	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48	0.48
Paid time off	3.04	3.85	3.85	3.85	3.04	3.04	3.04	3.85	3.85	3.85
Total	34.60	40.00	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	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, Registered Dietitian, Home and Community-Based, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	22.06	20.94	20.49	22.06	20.94	20.49	19.15	18.17	17.78	22.06
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.28	4.28	4.28	4.91
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.34	4.46	4.91	3.34	4.46	4.91	2.91	3.89	4.28	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	0.78	0.78	0.78	0.89
Collateral contacts (not billable)	2.68	2.68	2.68	2.68	2.68	2.68	2.34	2.34	2.34	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.34	1.34	1.34	1.34	1.17	1.17	1.17	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.48	0.48	0.48	0.48	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	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	22.42	21.28	20.82	22.42	21.28	20.82	19.45	18.46	18.06	22.42
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	3.85	3.85	3.85	4.42
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.39	4.53	4.99	3.39	4.53	4.99	2.96	3.95	4.35	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	0.79	0.79	0.79	0.90
Collateral contacts (not billable)	2.72	2.72	2.72	2.72	2.72	2.72	2.38	2.38	2.38	2.72
Interdisciplinary team case reviews/planning	1.36	1.36	1.36	1.36	1.36	1.36	1.19	1.19	1.19	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	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

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Appendix D: Productivity Assumptions

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	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 Dietitian, Home and Community-Based, 1:1	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2
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Category B Assumptions Adjusted for Training and PTO

Direct services	21.88	20.77	20.32	21.88	20.77	20.32	19.00	18.03	17.64	21.88
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	4.49	4.49	4.49	5.16
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.31	4.42	4.87	3.31	4.42	4.87	2.89	3.86	4.25	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	0.77	0.77	0.77	0.88
Collateral contacts (not billable)	2.66	2.66	2.66	2.66	2.66	2.66	2.32	2.32	2.32	2.66
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	1.33	1.33	1.33	1.16	1.16	1.16	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	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	21.18	20.11	19.68	21.18	20.11	19.68	18.39	17.45	17.07	21.18
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	5.35	5.35	5.35	6.14
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.21	4.28	4.71	3.21	4.28	4.71	2.79	3.73	4.11	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	0.75	0.75	0.75	0.85
Collateral contacts (not billable)	2.57	2.57	2.57	2.57	2.57	2.57	2.25	2.25	2.25	2.57
Interdisciplinary team case reviews/planning	1.29	1.29	1.29	1.29	1.29	1.29	1.12	1.12	1.12	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	3.85	3.85	3.85	3.85	3.85	3.04	3.04	3.04	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	34.60	34.60	34.60	40.00

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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:3	Infant Development Program, Social Worker, Home and Community-Based, 1:1	Infant Development Program, Social Worker, Home and Community-Based, 1:2	Infant Development Program, Social Worker, Home and Community-Based, 1:3	Infant Development Program, Psychologist, Home and Community-Based, 1:1	Infant Development Program, Psychologist, Home and Community-Based, 1:2	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
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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	28.52	27.41
Travel Time Between Individuals	4.91	4.91	4.91	4.91	4.91	4.91	4.91	4.91	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.46	4.91	3.34	4.46	4.91	3.34	4.46	4.91	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	0.45	0.45
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									

Category A Assumptions Adjusted for Training and PTO

Direct services	21.28	20.82	22.42	21.28	20.82	22.42	21.28	20.82	28.52	27.41
Travel Time Between Individuals	4.42	4.42	4.42	4.42	4.42	4.42	4.42	4.42	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.53	4.99	3.39	4.53	4.99	3.39	4.53	4.99	2.23	3.34
Supervision and Other Employer Time	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.46	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45
Collateral contacts (not billable)	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.72	2.68	2.68
Interdisciplinary team case reviews/planning	1.36	1.36	1.36	1.36	1.36	1.36	1.36	1.36	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									

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Appendix D: Productivity Assumptions

Infant Development Program, Registered Dietitian, Home and Community-Based, 1:2	Infant Development Program, Registered Dietitian, Home and Community-Based, 1:3	Infant Development Program, Social Worker, Home and Community-Based, 1:1	Infant Development Program, Social Worker, Home and Community-Based, 1:2	Infant Development Program, Social Worker, Home and Community-Based, 1:3	Infant Development Program, Psychologist, Home and Community-Based, 1:1	Infant Development Program, Psychologist, Home and Community-Based, 1:2	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	20.77	20.32	21.88	20.77	20.32	21.88	20.77	20.32	28.52	27.41
Travel Time Between Individuals	5.16	5.16	5.16	5.16	5.16	5.16	5.16	5.16	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.42	4.87	3.31	4.42	4.87	3.31	4.42	4.87	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)	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.45	0.45
Collateral contacts (not billable)	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.66	2.68	2.68
Interdisciplinary team case reviews/planning	1.33	1.33	1.33	1.33	1.33	1.33	1.33	1.33	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									

Category C Assumptions Adjusted for Training and PTO

Direct services	20.11	19.68	21.18	20.11	19.68	21.18	20.11	19.68	28.52	27.41
Travel Time Between Individuals	6.14	6.14	6.14	6.14	6.14	6.14	6.14	6.14	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.28	4.71	3.21	4.28	4.71	3.21	4.28	4.71	2.23	3.34
Supervision and Other Employer Time	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.43	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.85	0.45	0.45
Collateral contacts (not billable)	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.57	2.68	2.68
Interdisciplinary team case reviews/planning	1.29	1.29	1.29	1.29	1.29	1.29	1.29	1.29	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									

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Appendix D: Productivity Assumptions

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	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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	26.51	25.53	24.57	23.81	27.66	27.18	26.79	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.97	0.97	0.97	0.97	0.97	0.97	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	1.94	2.90	3.66	0.97	1.45	1.84	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.45	0.39	0.39	0.39	0.39	0.39	0.39	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	-	-	-	-	-	-	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.16	1.16	1.16	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	26.51	25.53	24.57	23.81	27.66	27.18	26.79	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.97	0.97	0.97	0.97	0.97	0.97	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	1.94	2.90	3.66	0.97	1.45	1.84	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.45	0.39	0.39	0.39	0.39	0.39	0.39	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	-	-	-	-	-	-	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.16	1.16	1.16	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	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
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Category B Assumptions Adjusted for Training and PTO

Direct services	26.51	25.53	24.57	23.81	27.66	27.18	26.79	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.97	0.97	0.97	0.97	0.97	0.97	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	1.94	2.90	3.66	0.97	1.45	1.84	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.45	0.39	0.39	0.39	0.39	0.39	0.39	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	-	-	-	-	-	-	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.16	1.16	1.16	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	26.51	25.53	24.57	23.81	27.66	27.18	26.79	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	0.97	0.97	0.97	0.97	0.97	0.97	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	4.24	1.94	2.90	3.66	0.97	1.45	1.84	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.90	0.90	0.90	0.90	0.90	0.90	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.45	0.39	0.39	0.39	0.39	0.39	0.39	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	-	-	-	-	-	-	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.16	1.16	1.16	-	-	-	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-	-	-	-	-	-	-
Training	0.48	0.67	0.67	0.67	0.67	0.67	0.67	0.48	0.48	0.48
Paid time off	3.85	3.04	3.04	3.04	3.04	3.04	3.04	3.85	3.85	3.85
Total	40.00	34.60	34.60	34.60	34.60	34.60	34.60	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3	Infant Development Program, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3	Infant Development Program, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3
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Base Model Assumptions Adjusted for Training and PTO

Direct services	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.17	1.17	1.17	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	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	34.60	40.00						

Category A Assumptions Adjusted for Training and PTO

Direct services	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.17	1.17	1.17	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	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	34.60	40.00						

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Appendix D: Productivity Assumptions

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, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3	Infant Development Program, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3	Infant Development Program, Center/Facility-Based, 1:1	Infant Development Program, Center/Facility-Based, 1:2	Infant Development Program, Center/Facility-Based, 1:3
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Category B Assumptions Adjusted for Training and PTO

Direct services	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.17	1.17	1.17	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	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	34.60	40.00						

Category C Assumptions Adjusted for Training and PTO

Direct services	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18	24.74	26.30
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13	5.57	4.01
Supervision and Other Employer Time	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.17	1.17	1.17	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	3.04	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	34.60	34.60	34.60	40.00						

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Appendix D: Productivity Assumptions

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	Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:1	Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:2	Infant Development Program, Registered Dietitian, 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
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Base Model Assumptions Adjusted for Training and PTO

Direct services	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13
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	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.17	1.17	1.17	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	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13
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	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.17	1.17	1.17	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	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:1	Infant Development Program, Registered Dietitian, Center/Facility-Based, 1:2	Infant Development Program, Registered Dietitian, 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
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Category B Assumptions Adjusted for Training and PTO

Direct services	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13
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	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.17	1.17	1.17	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	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	25.18	24.74	22.84	21.87	21.49	26.30	25.18	24.74	26.30	25.18
Travel Time Between Individuals	-	-	-	-	-	-	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-	-	-	-	-	-	-
Networking/ General Development Activities	-	-	-	-	-	-	-	-	-	-
Recordkeeping and Reporting	5.13	5.57	3.50	4.47	4.85	4.01	5.13	5.57	4.01	5.13
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	0.78	0.78	0.78	0.89	0.89	0.89	0.89	0.89
Collateral contacts (not billable)	2.68	2.68	2.34	2.34	2.34	2.68	2.68	2.68	2.68	2.68
Interdisciplinary team case reviews/planning	1.34	1.34	1.17	1.17	1.17	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	3.04	3.04	3.04	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	34.60	34.60	34.60	40.00	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	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	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00

Category A Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	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	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00

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Appendix D: Productivity Assumptions

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	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	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	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00

Category C Assumptions Adjusted for Training and PTO

Direct services	24.74	26.30	25.18	24.74
Travel Time Between Individuals	-	-	-	-
Program Set-Up/ Clean-Up	-	-	-	-
Networking/ General Development Activities	-	-	-	-
Recordkeeping and Reporting	5.57	4.01	5.13	5.57
Supervision and Other Employer Time	0.45	0.45	0.45	0.45
Missed Appointments (not redirected to other tasks)	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	1.34	1.34	1.34	1.34
Travel Time without Individuals	-	-	-	-
Training	0.48	0.48	0.48	0.48
Paid time off	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00