

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

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Personal Supports & Training Services

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

Residential Services

| | | | |
|--|-------|-------|-------------|
| Residential Facility Serving Adults - Staff Operated; 4 or Less Beds | Lvl 2 | Month | \$6,669.58 |
| | 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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| | | | |
|--|-------|-------|-------------|
| Residential Facility Serving Adults - Staff Operated; 5 or More Beds | Lvl 2 | Month | \$5,335.46 |
| | Lvl 3 | Month | \$7,436.13 |
| | Lvl 4 | Month | \$8,926.17 |
| | Lvl 5 | Month | \$11,261.64 |
| | Lvl 6 | Month | \$12,780.17 |
| Residential Facility Serving Children - Staff Operated; 4 or Less Beds | Lvl 2 | Month | \$7,015.26 |
| | Lvl 3 | Month | \$8,563.84 |
| | Lvl 4 | Month | \$10,028.05 |
| | Lvl 5 | Month | \$12,464.66 |
| | Lvl 6 | Month | \$13,955.19 |
| Residential Facility Serving Children - Staff Operated; 5 or More Beds | Lvl 2 | Month | \$5,591.48 |
| | Lvl 3 | Month | \$7,768.94 |
| | Lvl 4 | Month | \$9,348.69 |
| | Lvl 5 | Month | \$11,818.82 |
| | Lvl 6 | Month | \$13,434.92 |
| Residential Facility Serving Adults - Owner Operated; 4 or Less Beds | Lvl 2 | Month | \$5,827.68 |
| | Lvl 3 | Month | \$6,399.51 |
| | Lvl 4 | Month | \$9,579.88 |
| | Lvl 5 | Month | \$11,893.31 |
| | Lvl 6 | Month | \$13,286.48 |
| Residential Facility Serving Adults - Owner Operated; 5 or More Beds | Lvl 2 | Month | \$4,726.49 |
| | Lvl 3 | Month | \$6,130.92 |
| | Lvl 4 | Month | \$8,926.17 |
| | Lvl 5 | Month | \$11,261.64 |
| | Lvl 6 | Month | \$12,780.17 |
| Residential Facility Serving Children - Owner Operated; 4 or Less Beds | Lvl 2 | Month | \$6,173.75 |
| | Lvl 3 | Month | \$6,770.85 |
| | Lvl 4 | Month | \$10,028.05 |
| | Lvl 5 | Month | \$12,464.66 |
| | Lvl 6 | Month | \$13,955.19 |
| Residential Facility Serving Children - Owner Operated; 5 or More Beds | Lvl 2 | Month | \$4,982.73 |
| | 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

| | | | |
|--------------|------|------|----------|
| 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 |
| | 1:2 | Day | \$150.06 |
| | 1:1 | Day | \$269.04 |
| Participant-Directed Community-Based Training | 1:3 | Hour | \$10.14 |
| | 1:2 | Hour | \$13.82 |
| | 1:1 | Hour | \$25.12 |
| Participant-Directed Community-Based Training, OT Rate | 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 |
| Participant-Directed Supported Employment | 1:1 | Hour | \$33.26 |
| | 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

| | | | |
|--|-----|------|----------|
| Adaptive Skills Training, Professional | 1:1 | Hour | \$143.38 |
| | 1:2 | Hour | \$82.84 |
| | 1:3 | Hour | \$61.53 |
| Adaptive Skills Training, Specialist | 1:1 | Hour | \$106.01 |
| | 1:2 | Hour | \$60.86 |
| | 1:3 | Hour | \$46.07 |
| Behavior Analyst | 1:1 | Hour | \$145.20 |
| | 1:2 | Hour | \$83.89 |
| | 1:3 | Hour | \$62.31 |
| Associate Behavior Analyst | 1:1 | Hour | \$74.50 |
| | 1:2 | Hour | \$42.77 |
| | 1:3 | Hour | \$32.38 |
| Behavior Management Assistant | 1:1 | Hour | \$74.50 |
| | 1:2 | Hour | \$42.77 |
| | 1:3 | Hour | \$32.38 |
| Behavior Technician - Paraprofessional | 1:1 | Hour | \$71.35 |
| | 1:2 | Hour | \$41.11 |
| | 1:3 | Hour | \$30.97 |
| Behavior Management Consultant | 1:1 | Hour | \$88.86 |
| | 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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 60 | 75 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 52 | 65 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$37.70 | \$47.13 |
| | Mileage Cost per Billable Hour | \$1.31 | \$1.64 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| | Supervision Cost per Billable Hour | \$2.92 | \$2.80 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$31.61 | \$30.83 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$1.73 | \$1.74 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$4.55 | \$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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 60 | 75 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 52 | 65 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$37.70 | \$47.13 |
| | Mileage Cost per Billable Hour | \$1.33 | \$1.67 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| Supervision Cost per Billable Hour | | \$2.96 | \$2.84 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 |

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

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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 60 | 75 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 52 | 65 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$37.70 | \$47.13 |
| | Mileage Cost per Billable Hour | \$1.33 | \$1.68 |
| 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) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| | Supervision Cost per Billable Hour | \$2.98 | \$2.86 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 | \$38.55 | \$37.67 |
| | - Rate Premium | 20% | 20% |
| | - Number of Individuals Served | 3 | 3 |
| | Rate per Billable Hour | \$15.42 | \$15.07 |

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

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 |
| | "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 |
| 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 | - 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 |
| | Weekly Supervision Cost | \$84.08 | \$80.29 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 31.05 | 31.05 |
| | Productivity Factor | 1.11 | 1.11 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.33 | \$24.21 |
| | | | |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.75 | 30.75 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.56 | 30.56 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 31.05 | 31.05 |
| | Productivity Factor | 1.11 | 1.11 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.33 | \$24.21 |
| | | | |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.75 | 30.75 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.56 | 30.56 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

Parent Coordinated Personal Assistance, 1:1 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 |
| Rate per Billable Hour | | \$30.30 | \$28.78 |

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

Parent Coordinated Personal Assistance, 1:2 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$16.67 | \$15.83 |

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

Parent Coordinated Personal Assistance, 1:3 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 |

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

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 |
| | - 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 |
| 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 | \$3.53 | \$4.52 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Billable Hour | | \$4.72 | \$4.60 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$46.52 | \$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 |

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

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 |
| | - 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 |
| 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 | \$3.61 | \$4.62 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.83 | \$4.70 |
| Admin. and Prog. Operations | 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 | \$55.92 | \$55.92 |
| | - Rate Premium | 10% | 10% |
| | - Number of Individuals Served | 2 | 2 |
| | Rate per Billable Hour | \$30.76 | \$30.76 |

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

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 |
| | - 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 |
| 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 | \$3.66 | \$4.69 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.90 | \$4.78 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 | \$56.76 | \$56.76 |
| | - Rate Premium | 20% | 20% |
| | - Number of Individuals Served | 3 | 3 |
| | Rate per Billable Hour | \$22.70 | \$22.70 |

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

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 |
| | "Billable" Hours | 31.05 | 31.05 |
| | Productivity Factor | 1.11 | 1.11 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.94 | \$24.79 |
| | | | |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.75 | 30.75 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.41 | \$25.23 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.56 | 30.56 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.41 | \$25.23 |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Travel Time Between Individuals | 2.32 | 2.90 |
| | - Recordkeeping and Reporting | 0.97 | 0.95 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.60 | 27.04 |
| | Productivity Factor | 1.25 | 1.28 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$36.80 | \$35.97 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| | Mileage Cost per Billable Hour | \$3.41 | \$4.37 |
| Admin. and Prog. Operations | 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Travel Time Between Individuals | 2.32 | 2.90 |
| | - Recordkeeping and Reporting | 1.54 | 1.51 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.03 | 26.48 |
| | Productivity Factor | 1.28 | 1.31 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$37.68 | \$36.81 |
| 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 | \$3.49 | \$4.46 |
| Admin. and Prog. Operations | 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Travel Time Between Individuals | 2.32 | 2.90 |
| | - Recordkeeping and Reporting | 1.94 | 1.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.63 | 26.09 |
| | Productivity Factor | 1.30 | 1.33 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$38.27 | \$37.37 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| | Mileage Cost per Billable Hour | \$3.54 | \$4.53 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 31.05 | 31.05 |
| | Productivity Factor | 1.11 | 1.11 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.63 | \$24.50 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.75 | 30.75 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.09 | \$24.94 |
| | | | |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.56 | 30.56 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.09 | \$24.94 |
| Admin. and Prog. Operations | 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 |

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

Parent Coordinated Supported Living, 1:1 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$30.71 | \$29.18 |
| | - 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 | | \$30.71 | \$29.18 |

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

Parent Coordinated Supported Living, 1:2 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$30.71 | \$29.18 |
| | - 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 | | \$30.71 | \$29.18 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$16.89 | \$16.05 |

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

Parent Coordinated Supported Living, 1:3 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$30.71 | \$29.18 |
| | - 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 | | \$30.71 | \$29.18 |
| - Rate Premium | | 20% | 20% |
| - Number of Individuals Served | | 3 | 3 |
| Rate per Billable Hour | | \$12.28 | \$11.67 |

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

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 |
| | - 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 |
| 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 | \$2.04 | \$2.55 |
| 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 | \$4.40 | \$4.22 |
| 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 | 30.58 | 30.43 |
| | - Number of Meals (one meal per 8-Hour shift) | 3.82 | 3.80 |
| | - Cost of Meals | \$11.35 | \$11.29 |
| | Staff Meal Cost per Billable Hour | \$0.37 | \$0.37 |

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

Supported Living Services, 1:1

| | | Base Model | Kern |
|--------------------------------|---|----------------|----------------|
| Admin. and Prog. Operations | Unit of Service | 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 |

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

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 |
| Staff Meal Costs | 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 |
| | 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 |
| Staff Meal Costs | - Cost of Meals | \$11.20 | \$11.17 |
| | Staff Meal Cost per Billable Hour | \$0.37 | \$0.37 |

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

Supported Living Services, 1:2

| | | Base Model | Kern |
|-----------------------------|---|----------------|----------------|
| Admin. and Prog. Operations | Unit of Service | 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 |

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

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 |
| | - Travel Time Between Individuals | 0.58 | 0.73 |
| | - Recordkeeping and Reporting | 1.17 | 1.16 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 29.99 | 29.85 |
| | Productivity Factor | 1.21 | 1.22 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$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 |
| Staff Meal Costs | Weekly Supervision Cost | \$1,346.36 | \$1,285.32 |
| | - 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 |

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

Supported Living Services, 1:3

| | | Base Model | Kern |
|-----------------------------|---|----------------|----------------|
| Admin. and Prog. Operations | Unit of Service | 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 |

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

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 |
| | - 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 |
| Mileage | - 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 |
| | Weekly Supervision Cost | \$1,346.36 | \$1,285.32 |
| Staff Meal Costs | - 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 |
| Staff Meal Costs | - 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 |

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

Supported Living Services, Excess Mileage

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

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.06 | 27.79 |
| | Productivity Factor | 1.23 | 1.25 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$46.08 | \$44.65 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.48 | 27.21 |
| | Productivity Factor | 1.26 | 1.27 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$47.20 | \$45.36 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.30 | \$2.88 |
| Admin. and Prog. Operations | 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 | | \$60.39 | \$59.00 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$33.21 | \$32.45 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.09 | 26.83 |
| | Productivity Factor | 1.28 | 1.29 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$47.95 | \$46.08 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.33 | \$2.92 |
| Admin. and Prog. Operations | 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 | | \$61.33 | \$59.92 |
| - Rate Premium | | 20% | 20% |
| - Number of Individuals Served | | 3 | 3 |
| Rate per Billable Hour | | \$24.53 | \$23.97 |

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

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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.17 | \$2.71 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| | Supervision Cost per Billable Hour | \$2.90 | \$2.78 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 |

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

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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.20 | \$2.74 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| | Supervision Cost per Billable Hour | \$2.93 | \$2.81 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 |

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

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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.21 | \$2.76 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 15 | 15 |
| | Supervision Cost per Billable Hour | \$2.95 | \$2.83 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$32.77 | \$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 | \$37.24 | \$36.59 |
| | - Rate Premium | 20% | 20% |
| | - Number of Individuals Served | 3 | 3 |
| | Rate per Billable Hour | \$14.90 | \$14.64 |

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

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 |
| | "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 |
| 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 | - 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 |
| | Weekly Supervision Cost | \$84.08 | \$80.29 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 31.05 | 31.05 |
| | Productivity Factor | 1.11 | 1.11 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.33 | \$24.21 |
| Admin. and Prog. Operations | 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 |

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

Participant-Directed 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 |
| | - Recordkeeping and Reporting | 0.69 | 0.69 |
| | - Training | 0.12 | 0.12 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 30.75 | 30.75 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | "Billable" Hours | 30.56 | 30.56 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$25.79 | \$24.65 |
| Admin. and Prog. Operations | 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 |

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

Participant-Directed Respite, 1:1 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 |
| Rate per Billable Hour | | \$30.30 | \$28.78 |

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

Participant-Directed Respite, 1:2 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$16.67 | \$15.83 |

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

Participant-Directed Respite, 1:3 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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 | \$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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.35 | 26.80 |
| | Productivity Factor | 1.27 | 1.29 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$42.70 | \$41.37 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| | Mileage Cost per Billable Hour | \$3.45 | \$4.41 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.77 | 26.23 |
| | Productivity Factor | 1.29 | 1.32 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$43.37 | \$42.33 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| | Mileage Cost per Billable Hour | \$3.52 | \$4.51 |
| Admin. and Prog. Operations | 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 | | \$57.53 | \$57.56 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$31.64 | \$31.66 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.38 | 25.85 |
| | Productivity Factor | 1.31 | 1.34 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$44.04 | \$42.97 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| | Mileage Cost per Billable Hour | \$3.57 | \$4.57 |
| Admin. and Prog. Operations | 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 | | \$58.41 | \$58.42 |
| - Rate Premium | | 20% | 20% |
| - Number of Individuals Served | | 3 | 3 |
| Rate per Billable Hour | | \$23.36 | \$23.37 |

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

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 |
| | "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 |
| Rate per Billable Hour | | \$33.91 | \$34.27 |

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

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 |

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

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 |
| | "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 | | 20% | 20% |
| - Number of Individuals Served | | 3 | 3 |
| Rate per Billable Hour | | \$13.56 | \$13.71 |

DDS Vendor Rate Study - Rate Models
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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 | 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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.21 | \$4.02 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | Weekly Line Staff Cost per Participant | \$393.65 | \$389.45 |

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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$19.58 | \$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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$666.74 | \$636.63 |
| | Weekly Administrator Cost per Participant | \$166.69 | \$159.16 |
| | - Consultant Hourly Cost | \$122.46 | \$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 |
| | 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>Adult 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) | 126 | 126 |
| | - Weekly 8-Hour Shifts | 15.8 | 15.8 |
| | - Weekly Staff Meal Costs | \$47.40 | \$47.40 |
| | Weekly Staff Meal Cost per Participant | \$11.85 | \$11.85 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,008.14 | \$987.55 |
| | - 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
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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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
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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$19.58 | \$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% |
| Consultant Costs | 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 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 |
| 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 3
(formerly Levels 3, 4A and 4B)

| | | Base Model | Kern |
|-----------------------------------|--|-------------------|-------------------|
| <i>Adult 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) | 159 | 159 |
| | - Weekly 8-Hour Shifts | 19.9 | 19.9 |
| | - Weekly Staff Meal Costs | \$59.70 | \$59.70 |
| | Weekly Staff Meal Cost per Participant | \$14.93 | \$14.93 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,345.40 | \$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 |

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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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% |
| Consultant Costs | 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 Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 24 | 24 |
| Mileage | 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
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> | | | |
| | 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 |
| | - Weekly Staff Meal Costs | \$74.70 | \$74.70 |
| | Weekly Staff Meal Cost per Participant | \$18.68 | \$18.68 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,635.49 | \$1,576.54 |
| | - 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
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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |

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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$21.54 | \$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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | Weekly Administrator Cost per Participant | \$221.41 | \$211.14 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 32 | 32 |
| Mileage | 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>Adult 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) | 239 | 239 |
| | - Weekly 8-Hour Shifts | 29.9 | 29.9 |
| | - Weekly Staff Meal Costs | \$89.70 | \$89.70 |
| | Weekly Staff Meal Cost per Participant | \$22.43 | \$22.43 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$2,125.42 | \$2,044.74 |
| | - 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-------------------|-------------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | - 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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | Weekly Administrator Cost per Participant | \$221.41 | \$211.14 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 32 | 32 |
| Mileage | 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 6
(formerly Level 4I)

| | | Base Model | Kern |
|-----------------------------------|--|--------------------|--------------------|
| <i>Adult 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) | 279 | 279 |
| | - Weekly 8-Hour Shifts | 34.9 | 34.9 |
| | - Weekly Staff Meal Costs | \$104.70 | \$104.70 |
| | Weekly Staff Meal Cost per Participant | \$26.18 | \$26.18 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$2,420.47 | \$2,326.69 |
| | - 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)

| <i>Children Facilities</i> | | Base Model | Kern |
|---|---|-----------------|-----------------|
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | 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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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% |
| Consultant Costs | 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 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 |
| 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> | | | |
| 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 |
| | - Weekly Staff Meal Costs | \$51.30 | \$51.30 |
| | Weekly Staff Meal Cost per Participant | \$12.83 | \$12.83 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,081.34 | \$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
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> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | 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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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% |
| Consultant Costs | 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 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 |
| 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 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) | 171 | 171 |
| | - Weekly 8-Hour Shifts | 21.3 | 21.3 |
| | - Weekly Staff Meal Costs | \$63.90 | \$63.90 |
| | Weekly Staff Meal Cost per Participant | \$15.98 | \$15.98 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,421.35 | \$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
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> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | 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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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% |
| Consultant Costs | 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 Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 24 | 24 |
| Mileage | 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
prepared for California Department of Developmental Services

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

| <i>Children Facilities</i> | | 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) | 213 | 213 |
| | - Weekly 8-Hour Shifts | 26.6 | 26.6 |
| | - Weekly Staff Meal Costs | \$79.80 | \$79.80 |
| | Weekly Staff Meal Cost per Participant | \$19.95 | \$19.95 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,730.39 | \$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
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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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> | | | |
| 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 |
| | - 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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | Weekly Administrator Cost per Participant | \$221.41 | \$211.14 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 32 | 32 |
| Mileage | 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)

| <i>Children Facilities</i> | | 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) | 256 | 256 |
| | - Weekly 8-Hour Shifts | 32.0 | 32.0 |
| | - Weekly Staff Meal Costs | \$96.00 | \$96.00 |
| | Weekly Staff Meal Cost per Participant | \$24.00 | \$24.00 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$2,246.43 | \$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
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> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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> | | | |
| | 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 |
| | - 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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | Weekly Administrator Cost per Participant | \$221.41 | \$211.14 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 32 | 32 |
| Mileage | 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 6
(formerly Levels 4I)

| <i>Children Facilities</i> | | 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) | 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
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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 | 2.5 | 2.5 |
| | Weekly Line Staff Cost per Participant | \$285.08 | \$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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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% |
| Consultant Costs | 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 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 |
| 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 2
(formerly Level 2)

| | | Base Model | Kern |
|-----------------------------------|--|-------------------|-------------------|
| <i>Adult 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) | 126 | 126 |
| | - Weekly 8-Hour Shifts | 15.8 | 15.8 |
| | - Weekly Staff Meal Costs | \$47.40 | \$47.40 |
| | Weekly Staff Meal Cost per Participant | \$8.62 | \$8.62 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$732.50 | \$717.55 |
| | - 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |

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

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$19.58 | \$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% |
| Consultant Costs | 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 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 |
| 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 3
(formerly Levels 3, 4A and 4B)

| | | Base Model | Kern |
|-----------------------------------|--|-------------------|-------------------|
| <i>Adult 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) | 199 | 199 |
| | - Weekly 8-Hour Shifts | 24.9 | 24.9 |
| | - Weekly Staff Meal Costs | \$74.70 | \$74.70 |
| | Weekly Staff Meal Cost per Participant | \$13.58 | \$13.58 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,185.56 | \$1,142.68 |
| | - 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
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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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
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>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$19.58 | \$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% |
| Consultant Costs | 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 Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 24 | 24 |
| Mileage | 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>Adult 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) | 259 | 259 |
| | - Weekly 8-Hour Shifts | 32.4 | 32.4 |
| | - Weekly Staff Meal Costs | \$97.20 | \$97.20 |
| | Weekly Staff Meal Cost per Participant | \$17.67 | \$17.67 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,500.07 | \$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
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 |
|---|---|-------------------|-------------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$21.54 | \$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% |
| Consultant Costs | Weighted Average Hourly Administrator Cost | \$42.21 | \$40.25 |
| | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | Weekly Administrator Cost per Participant | \$161.02 | \$153.55 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 32 | 32 |
| Mileage | 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
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 |
|-----------------------------------|--|--------------------|--------------------|
| <i>Adult 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) | 319 | 319 |
| | - Weekly 8-Hour Shifts | 39.9 | 39.9 |
| | - Weekly Staff Meal Costs | \$119.70 | \$119.70 |
| | Weekly Staff Meal Cost per Participant | \$21.76 | \$21.76 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,994.44 | \$1,916.90 |
| | - 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-------------------|-------------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$21.54 | \$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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | 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 |
| Mileage | 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|-----------------------------------|--|--------------------|--------------------|
| <i>Adult 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) | 379 | 379 |
| | - Weekly 8-Hour Shifts | 47.4 | 47.4 |
| | - Weekly Staff Meal Costs | \$142.20 | \$142.20 |
| | Weekly Staff Meal Cost per Participant | \$25.85 | \$25.85 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$2,316.05 | \$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
prepared for California Department of Developmental Services

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

| <i>Children Facilities</i> | | Base Model | Kern |
|---|---|-----------------|-----------------|
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | Weekly Line Staff Cost per Participant | \$338.58 | \$333.18 |

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>Children Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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% |
| Consultant Costs | 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 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 |
| 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 2
(formerly Level 2)

| <i>Children Facilities</i> | | 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) | 137 | 137 |
| | - Weekly 8-Hour Shifts | 17.1 | 17.1 |
| | - Weekly Staff Meal Costs | \$51.30 | \$51.30 |
| | Weekly Staff Meal Cost per Participant | \$9.33 | \$9.33 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$786.71 | \$769.36 |
| | - 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |

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

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$666.74 | \$636.63 |
| | Weekly Administrator Cost per Participant | \$121.23 | \$115.75 |
| | - Consultant Hourly Cost | \$122.46 | \$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 |
| 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 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
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> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 | 297.9 | 297.9 |
| | - Offset for Lead Staff Hours | (56.0) | (56.0) |
| | - Offset for Administrator Hours | (21.0) | (21.0) |
| | Allocated Line Staff Hours per Participant per Week | 40.2 | 40.2 |
| | Weekly Line Staff Cost per Participant | \$1,075.35 | \$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> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$666.74 | \$636.63 |
| | Weekly Administrator Cost per Participant | \$121.23 | \$115.75 |
| | - Consultant Hourly Cost | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | 24 | 24 |
| Mileage | 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> | | | |
| | 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) | 277 | 277 |
| | - Weekly 8-Hour Shifts | 34.6 | 34.6 |
| | - Weekly Staff Meal Costs | \$103.80 | \$103.80 |
| | Weekly Staff Meal Cost per Participant | \$18.87 | \$18.87 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$1,589.54 | \$1,529.75 |
| | - Program Operations Cost per Week per Participant | \$70.00 | \$70.00 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Week per Participant | \$226.30 | \$218.15 |
| | Total Cost per Participant per Week | \$1,885.84 | \$1,817.90 |
| | Rate per Month per Participant | \$8,200.04 | \$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
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 |
|---|---|-------------------|-------------------|
| <i>Children Facilities</i> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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 |
| | Weekly Line Staff Cost per Participant | \$1,508.93 | \$1,441.08 |

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 |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| | Unit of Service | Month | Month |
| Direct Care Staff Wages and Benefits - Lead Staff | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$21.54 | \$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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | 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 |
| Mileage | 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
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 |
|-----------------------------------|--|--------------------|--------------------|
| <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
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> | | | |
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - 'Line' Staff | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$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> | | | |
| | 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 |
| | - 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 |
| Consultant Costs | Weekly Administrator Cost (two homes per Administrator) | \$885.62 | \$844.55 |
| | 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 |
| Mileage | 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
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> | | | |
| 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) | 405 | 405 |
| | - Weekly 8-Hour Shifts | 50.6 | 50.6 |
| | - Weekly Staff Meal Costs | \$151.80 | \$151.80 |
| | Weekly Staff Meal Cost per Participant | \$27.60 | \$27.60 |
| Admin. and Prog. Operations | Cost per Week Before Program Operations and Administration | \$2,454.71 | \$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
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> | | | |
| | 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% |
| | 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)

| <i>Adult Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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 |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | 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% |
| | 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 Home Manager Hours | (168.0) | (168.0) |
| | Allocated Line Staff Hours per Participant per Week | 3.0 | 3.0 |
| | Weekly Line Staff Cost per Participant | \$80.25 | \$76.65 |
| 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 |
| Staff Meals | Cost of Food per Person per Month | \$270.00 | \$270.00 |
| | - Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 | \$3.00 |
| | Weekly Staff Hours (excludes home manager) | 12 | 12 |
| | - Weekly 8-Hour Shifts | 1.5 | 1.5 |
| | - Weekly Staff Meal Costs | \$4.50 | \$4.50 |
| | Weekly Staff Meal Cost per Participant | \$1.13 | \$1.13 |

DDS Vendor Rate Study - Rate Models
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> | | | |
| | Unit of Service | Month | Month |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| | 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% |
| | 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 | 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 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) | 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
prepared for California Department of Developmental Services

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

| <i>Children Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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
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> | | | |
| | 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% |
| | 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 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 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 |
| Staff Meals | Cost of Food per Person per Month | \$270.00 | \$270.00 |
| | - Meal Cost per 8-Hour Shift (one meal per shift) | \$3.00 | \$3.00 |
| | Weekly Staff Hours (excludes home manager) | 24 | 24 |
| | - Weekly 8-Hour Shifts | 2.9 | 2.9 |
| | - Weekly Staff Meal Costs | \$8.70 | \$8.70 |
| | Weekly Staff Meal Cost per Participant | \$2.18 | \$2.18 |

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

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

| <i>Adult Facilities</i> | | Base Model | Kern |
|---|---|-----------------|-----------------|
| | 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)

| <i>Adult Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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
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 |
|---|---|-----------------|-----------------|
| <i>Adult Facilities</i> | | | |
| | 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 | 220.0 | 220.0 |
| | - Offset for Home Manager Hours | (168.0) | (168.0) |
| | Allocated Line Staff Hours per Participant per Week | 9.5 | 9.5 |
| | Weekly Line Staff Cost per Participant | \$254.13 | \$242.73 |
| 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) | 52 | 52 |
| | - Weekly 8-Hour Shifts | 6.5 | 6.5 |
| | - Weekly Staff Meal Costs | \$19.50 | \$19.50 |
| | Weekly Staff Meal Cost per Participant | \$3.55 | \$3.55 |

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

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

| <i>Adult Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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 |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| | 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 | 178.8 | 178.8 |
| | - Offset for Home Manager Hours | (168.0) | (168.0) |
| | Allocated Line Staff Hours per Participant per Week | 2.0 | 2.0 |
| | Weekly Line Staff Cost per Participant | \$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
prepared for California Department of Developmental Services

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

| <i>Children Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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
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 |
|---|---|-----------------|-----------------|
| <i>Children Facilities</i> | | | |
| | 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 | 234.1 | 234.1 |
| | - Offset for Home Manager Hours | (168.0) | (168.0) |
| | Allocated Line Staff Hours per Participant per Week | 12.0 | 12.0 |
| | Weekly Line Staff Cost per Participant | \$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
prepared for California Department of Developmental Services

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

| <i>Children Facilities</i> | | Base Model | Kern |
|---|--|-------------------|-------------------|
| Unit of Service | | Month | Month |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| Size | Unit of Service | Month | Month |
| | - Number of Individuals | | |
| Direct Care Staff Wages and Benefits - DSPs | - 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 |
| Direct Care Staff Wages and Benefits - CNAs | <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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| | | Month | Month |
| Direct Care Staff Wages and Benefits - RBTs | 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 - LVNs | <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 |

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

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - LPTs | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$32.99 | \$31.34 |
| | - Employee Benefit Rate (as a percent of wages) | 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 | | |
| | Allocated LPT Staff Hours per Participant per Week | 0.0 | 0.0 |
| | Weekly LPT Staff Cost per Participant | \$0.00 | \$0.00 |
| Administrator | - Number of Homes Administered | | |
| | - Administrator Hourly Wage | \$34.39 | \$32.67 |
| | - Employee Benefit Rate (as a percent of wages) | 16.77% | 17.26% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Hourly Administrator Cost (wages + benefits) | \$41.41 | \$39.50 |
| | - Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 | \$49.01 |
| | - Administrator Benefit Rate (as a percent of wages) | 7.65% | 7.65% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Hourly Administrator Overtime Cost (wages + benefits) | \$57.42 | \$54.55 |
| | - Overtime Rate (percent of work hours paid at time-and-a-half) | 10.00% | 10.00% |
| Consultant Costs | 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 Hourly Wage | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | | |
| Mileage | Annual Consultant Cost per Participant | \$0.00 | \$0.00 |
| | Weekly Consultant Cost per Participant | \$0.00 | \$0.00 |
| | - Number of Vehicles Assigned to Facility | | |
| | Amount per Mile | \$0.730 | \$0.730 |
| | - Number of Miles per Home per Week | 200 | 250 |
| | Weekly Mileage Cost per Participant | \$0.00 | \$0.00 |

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

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 |

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

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| Size | Unit of Service | Month | Month |
| | - Number of Individuals | | |
| | - Percent of Direct Care Staff Working Full-Time | 100% | 100% |
| Direct Care Staff Wages and Benefits - DSPs | <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 |
| Direct Care Staff Wages and Benefits - CNAs | <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
prepared for California Department of Developmental Services

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| | | Month | Month |
| Direct Care Staff Wages and Benefits - RBTs | 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 - LVNs | <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 |

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

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

| | | Base Model | Kern |
|---|---|---------------|---------------|
| Unit of Service | | Month | Month |
| Direct Care Staff Wages and Benefits - LPTs | <i>Regular Time</i> | | |
| | - Direct Care Staff Hourly Wage | \$32.99 | \$31.34 |
| | - Employee Benefit Rate (as a percent of wages) | 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 | | |
| | Allocated LPT Staff Hours per Participant per Week | 0.0 | 0.0 |
| | Weekly LPT Staff Cost per Participant | \$0.00 | \$0.00 |
| Administrator | - Number of Homes Administered | | |
| | - Administrator Hourly Wage | \$34.39 | \$32.67 |
| | - Employee Benefit Rate (as a percent of wages) | 16.77% | 17.26% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Hourly Administrator Cost (wages + benefits) | \$41.41 | \$39.50 |
| | - Administrator Hourly Overtime Wage (time-and-a-half) | \$51.59 | \$49.01 |
| | - Administrator Benefit Rate (as a percent of wages) | 7.65% | 7.65% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Hourly Administrator Overtime Cost (wages + benefits) | \$57.42 | \$54.55 |
| | - Overtime Rate (percent of work hours paid at time-and-a-half) | 10.00% | 10.00% |
| Consultant Costs | 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 Hourly Wage | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | | |
| Mileage | Annual Consultant Cost per Participant | \$0.00 | \$0.00 |
| | Weekly Consultant Cost per Participant | \$0.00 | \$0.00 |
| | - Number of Vehicles Assigned to Facility | | |
| | Amount per Mile | \$0.730 | \$0.730 |
| | - Number of Miles per Home per Week | 200 | 250 |
| | Weekly Mileage Cost per Participant | \$0.00 | \$0.00 |

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

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 | \$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 | <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 | \$500.00 | \$500.00 |
| | - Monthly Telephone/ Cable/ Internet Cost | \$200.00 | \$200.00 |
| | - Monthly Repair and Maintenance Cost | \$500.00 | \$500.00 |
| | <i>Monthly Other Home Expenses</i> | | |
| | - Monthly Allowance for SSI/SSP per Participant | \$1,444.07 | \$1,444.07 |
| | - Monthly Portion of SSI/SSP for Facility Costs per Participant | (\$983.02) | (\$983.02) |
| | Monthly Portion of SSI/SSP for Other Home Costs per Participant | \$461.05 | \$461.05 |
| Admin. and Prog. Operations | 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 | \$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 | | | |

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 |
|---|---|---------------|---------------|
| Size | Unit of Service | Month | Month |
| | - Number of Individuals | | |
| Direct Care Staff Wages and Benefits - DSPs | - 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 |
| | <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 |
| Direct Care Staff Wages and Benefits - CNAs | <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 |
| | <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 |

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 |
| Administrator | - Specialized Administrator Qualifications | None | None |
| | - Administrator Hourly Wage | \$39.35 | \$37.38 |
| | - Employee Benefit Rate (as a percent of wages) | 15.62% | 16.04% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Weekly Administrator Cost | \$1,877.31 | \$1,789.60 |
| Weekly Administrator Cost per Participant | | \$0.00 | \$0.00 |
| MD Consult | Average Monthly Payment for MD Consultation | | |
| | Weekly MD Consultation Cost per Participant | \$0.00 | \$0.00 |
| Consultant Costs | - Consultant Hourly Wage | \$122.46 | \$123.33 |
| | - Number of Consultant Hours per Participant per Year | | |
| | Annual Consultant Cost per Participant | \$0.00 | \$0.00 |
| Weekly Consultant Cost per Participant | | \$0.00 | \$0.00 |
| Mileage | - Number of Vehicles Assigned to Facility | | |
| | - 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 |
| | Vehicle 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 |
| | Adjusted Vehicle Acquisition Cost per Mile | \$0.45 | \$0.45 |
| | Total Cost per Mile | \$1.05 | \$1.05 |
| Staff Meals | - Number of Miles per Vehicle per Week | 200 | 250 |
| | Weekly Mileage Cost per Participant | \$0.00 | \$0.00 |
| | 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 |
| Staff Meals | - Weekly 8-Hour Shifts | 0.0 | 0.0 |
| | - Weekly Staff Meal Costs | \$0.00 | \$0.00 |
| | Weekly Staff Meal Cost per Participant | \$0.00 | \$0.00 |
| Facility | - Housing Developer Organization (HDO) Home | | |
| | Monthly Home Lease/Mortgage and Property Tax Cost | | |
| | - Monthly Lease/Mortgage Cost | | |
| | - Monthly Property Tax Cost | | |
| | Monthly Home Operating Expenses | | |
| | - Monthly Utilities Cost | | |
| | - Monthly Telephone/ Cable/ Internet Cost | \$200.00 | \$200.00 |
| | - Monthly Repair and Maintenance Cost | \$500.00 | \$500.00 |
| | Monthly Other Home Expenses | | |
| | - Monthly Allowance for SSI/SSP per Participant | \$1,444.07 | \$1,444.07 |
| | - Monthly Portion of SSI/SSP for Facility Costs per Participant | (\$983.02) | (\$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 | | | |

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 |
|-----------------------------------|---|---------------|---------------|
| Admin. and Prog. Operations | Unit of Service | 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 | | |

DDS Vendor Rate Study - Rate Models
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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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.00 | \$24.85 |
| | | | |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 3.65% | 3.65% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.23 | \$29.83 |
| | Weekly Supervision Cost | \$1,249.20 | \$1,193.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.17 | \$3.98 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.70 | 26.70 |
| | Productivity Factor | 1.30 | 1.30 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 10.0 | 10.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 8.80 | 8.80 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$3.48 | \$3.32 |
| 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 |
| Admin. and Prog. Operations | Supervision Cost per Participant per Billable Hour | \$0.54 | \$0.52 |
| | Cost per Hour, Before Program Operations and Administration | \$4.87 | \$4.52 |
| | - 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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.90 | 26.90 |
| | Productivity Factor | 1.29 | 1.29 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 9.0 | 9.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 7.92 | 7.92 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$3.83 | \$3.66 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| Facility | - Square Feet of Service Space per Participant | 75 | 75 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,125.00 | \$900.00 |
| | Facility Cost per Participant per Billable Hour | \$0.85 | \$0.68 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.76 | \$30.33 |
| | Weekly Supervision Cost | \$1,270.40 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Participant per Billable Hour | | \$0.60 | \$0.57 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$5.28 | \$4.91 |
| | - 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 | \$0.74 |
| Rate per Billable Hour | | \$6.55 | \$6.13 |

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

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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 1.74 | 1.74 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.28 | 27.28 |
| | Productivity Factor | 1.27 | 1.27 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 7.0 | 7.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 6.16 | 6.16 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$4.85 | \$4.64 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| Facility | - Square Feet of Service Space per Participant | 75 | 75 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,125.00 | \$900.00 |
| | Facility Cost per Participant per Billable Hour | \$0.85 | \$0.68 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.76 | \$30.33 |
| | Weekly Supervision Cost | \$1,270.40 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Participant per Billable Hour | | \$0.76 | \$0.72 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$6.46 | \$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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.48 | 27.48 |
| | Productivity Factor | 1.26 | 1.26 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 6.0 | 6.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 5.28 | 5.28 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$5.62 | \$5.37 |
| 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 |
| Admin. and Prog. Operations | 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 |
| | 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 |

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

Day Services, 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 | \$18.44 | \$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 |
| | 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 | | \$6.68 | \$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
prepared for California Department of Developmental Services

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.97 | 0.97 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.05 | 28.05 |
| | Productivity Factor | 1.23 | 1.23 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 4.0 | 4.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 3.52 | 3.52 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$8.22 | \$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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$1.29 | \$1.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$12.31 | \$12.21 |
| | - 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
prepared for California Department of Developmental Services

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.97 | 0.97 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.05 | 28.05 |
| | Productivity Factor | 1.23 | 1.23 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 3.0 | 3.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 2.64 | 2.64 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$10.96 | \$10.48 |
| 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 | 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 |
| Facility | - Square Feet of Service Space per Participant | 75 | 75 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,125.00 | \$900.00 |
| | Facility Cost per Participant per Billable Hour | \$0.85 | \$0.68 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.76 | \$30.33 |
| | Weekly Supervision Cost | \$1,270.40 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$1.72 | \$1.64 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 2.0 | 2.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 1.76 | 1.76 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$2.56 | \$2.44 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$23.62 | \$23.59 |
| | - 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 |

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

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 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.90 | 26.90 |
| | Productivity Factor | 1.29 | 1.29 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 3.0 | 3.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 2.64 | 2.64 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$13.17 | \$12.58 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| Mileage | Amount per Mile | \$0.730 | \$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 |
| Facility | - Square Feet of Service Space per Participant | 100 | 100 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,500.00 | \$1,200.00 |
| | Facility Cost per Participant per Billable Hour | \$1.14 | \$0.91 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Weekly Supervision Cost | \$1,270.28 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Participant per Billable Hour | | \$1.79 | \$1.71 |
| Over-sight | - BCBA Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Oversight per Week | 2.00 | 2.00 |
| | Oversight Cost per Billable Hour | \$9.10 | \$9.17 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.09 | 27.09 |
| | Productivity Factor | 1.28 | 1.28 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 2.0 | 2.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 1.76 | 1.76 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$19.61 | \$18.72 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| Mileage | Amount per Mile | \$0.730 | \$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 | 100 | 100 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,500.00 | \$1,200.00 |
| | Facility Cost per Participant per Billable Hour | \$1.14 | \$0.91 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Weekly Supervision Cost | \$1,270.28 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Participant per Billable Hour | | \$2.66 | \$2.54 |
| Over-sight | - BCBA Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Oversight per Week | 2.00 | 2.00 |
| | Oversight Cost per Billable Hour | \$9.04 | \$9.11 |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.90 | 26.90 |
| | Productivity Factor | 1.29 | 1.29 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 3.0 | 3.0 |
| | - Participant Attendance Rate | 80% | 80% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 2.40 | 2.40 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$13.92 | \$13.29 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 200.0 | 200.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,200 | 1,200 |
| Mileage | Amount per Mile | \$0.730 | \$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 |
| Mileage Cost per Participant per Billable Hour | | \$3.15 | \$3.94 |
| Facility | - Square Feet of Service Space per Participant | 100 | 100 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | Annual Facility Cost per Participant | \$1,500.00 | \$1,200.00 |
| | Facility Cost per Participant per Billable Hour | \$1.25 | \$1.00 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Weekly Supervision Cost | \$1,270.28 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Participant per Billable Hour | | \$1.97 | \$1.88 |
| LVN Support | - LVN Hourly Wage | \$34.09 | \$32.39 |
| | - LVN Benefit Rate (as a percent of wages) | 16.85% | 17.34% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Weekly LVN Cost | \$1,671.64 | \$1,594.62 |
| | - Number of Direct Care Staff Supported | 20 | 20 |
| LVN Support Cost per Participant per Billable Hour | | \$1.29 | \$1.23 |

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

Medical Day Services, 1:3

| | | Base Model | Kern |
|--|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Over-sight | - RN Hourly Cost | \$133.66 | \$134.49 |
| | - Hours of Oversight per Week | 2.00 | 2.00 |
| | Oversight Cost per Billable Hour | \$9.94 | \$10.00 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$31.52 | \$31.34 |
| | - Daily Program Operations Costs | \$20.00 | \$20.00 |
| | Program Operations Cost per Billable Hour | \$1.74 | \$1.74 |
| | - Administration Percent | 12.0% | 12.0% |
| Administration Cost per Billable Hour | | \$4.54 | \$4.51 |
| Rate per Billable Hour | | \$37.80 | \$37.59 |

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

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 | 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 |

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

Medical Day Services, 1:2

| | | Base Model | Kern |
|-------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Over-sight | - RN Hourly Cost | \$133.66 | \$134.49 |
| | - Hours of Oversight per Week | 2.00 | 2.00 |
| | Oversight Cost per Billable Hour | \$9.87 | \$9.93 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$41.41 | \$41.26 |
| | - Daily Program Operations Costs | \$20.00 | \$20.00 |
| | Program Operations Cost per Billable Hour | \$2.60 | \$2.60 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$6.00 | \$5.98 |
| Rate per Billable Hour | | \$50.01 | \$49.84 |

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

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 |
| | "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 |
| Mileage | 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 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$1.65 | \$1.57 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$13.62 | \$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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 29.22 | 29.22 |
| | Productivity Factor | 1.18 | 1.18 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 2.0 | 2.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 1.76 | 1.76 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$15.48 | \$14.80 |
| Mileage | 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 |
| | 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 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$2.45 | \$2.34 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

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 |
| | - 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 |
| Mileage | - 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 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 4.83% | 4.83% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.53 | \$30.11 |
| | Weekly Supervision Cost | \$1,261.20 | \$1,204.40 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.43 | \$4.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

Participant-Directed Community-Based Training, 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) | 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 |
| | "Billable" Hours | 30.45 | 30.45 |
| | Productivity Factor | 1.14 | 1.14 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.52 | \$25.34 |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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 |
| | "Billable" Hours | 30.65 | 30.65 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.28 | \$25.12 |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

Participant-Directed Community-Based Training, 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) | 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 |
| | "Billable" Hours | 30.65 | 30.65 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.28 | \$25.12 |
| | | | |
| Admin. and Prog. Operations | 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 |

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

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

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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) | 5.74% | 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
prepared for California Department of Developmental Services

Participant-Directed Community-Based Training, 1:2 - Overtime

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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) | 5.74% | 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 |

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

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

| | | Base Model | Kern |
|--------------------------------------|---|----------------|----------------|
| Unit of Service | | Hour | Hour |
| Direct Care Staff Wages and Benefits | - 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) | 5.74% | 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 |

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

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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$26.44 | \$25.27 |
| | | | |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.76 | \$30.33 |
| | Weekly Supervision Cost | \$1,270.40 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.24 | \$4.05 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$30.68 | \$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
prepared for California Department of Developmental Services

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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| | | | |
| Mileage | - Number of Miles Traveled per Week | 700.0 | 700.0 |
| | - 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 |
| | Total Cost per Mile | \$0.95 | \$0.95 |
| | Weekly Mileage Cost | \$665.00 | \$665.00 |
| Supervision | - Supervisor Hourly Wage | \$35.74 | \$33.95 |
| | - Supervisor Benefit Rate (as a percent of wages) | 16.43% | 16.89% |
| | - Workers' Compensation Rate (as a percent of wages) | 8.17% | 8.17% |
| | Weekly Supervision Cost | \$1,781.28 | \$1,698.31 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | Cost per Week, Before Program Operations and Administration | \$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 | \$2,424.60 |
| | Total Rate per Mile | \$3.57 | \$3.46 |

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

Transportation, Company (Small), Non-Ambulatory

| | | 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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| Mileage | - Number of Miles Traveled per Week | 700.0 | 700.0 |
| | - 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 |
| | 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 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | 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 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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| Mileage | - Number of Miles Traveled per Week | 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 | \$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 |
| Supervision | - Supervisor Hourly Wage | \$35.74 | \$33.95 |
| | - Supervisor Benefit Rate (as a percent of wages) | 16.43% | 16.89% |
| | - Workers' Compensation Rate (as a percent of wages) | 8.17% | 8.17% |
| | Weekly Supervision Cost | \$1,781.28 | \$1,698.31 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | Cost per Week, Before Program Operations and Administration | \$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 |
|--------------------------------------|---|-------------------|-------------------|
| | Unit of Service | Mile | Mile |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | - Direct Care Staff Hourly Wage | \$29.21 | \$27.75 |
| | - Employee Benefit Rate (as a percent of wages) | 16.63% | 17.10% |
| | - Workers' Compensation Rate (as a percent of wages) | 8.17% | 8.17% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$36.45 | \$34.76 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| Mileage | - Number of Miles Traveled per Week | 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 |
| | Weekly Mileage Cost | \$1,170.00 | \$1,170.00 |
| Supervision | - Supervisor Hourly Wage | \$35.74 | \$33.95 |
| | - Supervisor Benefit Rate (as a percent of wages) | 16.43% | 16.89% |
| | - Workers' Compensation Rate (as a percent of wages) | 8.17% | 8.17% |
| | Weekly Supervision Cost | \$1,781.28 | \$1,698.31 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | Cost per Week, Before Program Operations and Administration | \$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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| Mileage | - Number of Miles Traveled per Week | 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 | \$60,000 | \$60,000 |
| | - Vehicle Useful Life, Miles | 150,000 | 150,000 |
| | 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 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | 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 | \$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
prepared for California Department of Developmental Services

Transportation, Company (Large), Non-Ambulatory

| | | 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 |
| | "Billable" Hours | 29.99 | 29.99 |
| | Productivity Factor | 1.15 | 1.15 |
| | Weekly Staff Cost After Productivity Adjustments | \$1,257.11 | \$1,198.82 |
| Mileage | - Number of Miles Traveled per Week | 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 |
| | Weekly Mileage Cost | \$1,410.00 | \$1,410.00 |
| Supervision | - Supervisor Hourly Wage | \$35.74 | \$33.95 |
| | - Supervisor Benefit Rate (as a percent of wages) | 16.43% | 16.89% |
| | - Workers' Compensation Rate (as a percent of wages) | 8.17% | 8.17% |
| | Weekly Supervision Cost | \$1,781.28 | \$1,698.31 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Week per Direct Care Staff | \$178.13 | \$169.83 |
| Admin. and Prog. Operations | Cost per Week, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

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
prepared for California Department of Developmental Services

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 |

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

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 |
| | - 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 |
| Supervision | - Supervisor Hourly Wage | \$25.24 | \$23.98 |
| | - Supervisor Benefit Rate (as a percent of wages) | 20.08% | 20.74% |
| | - Workers' Compensation Rate (as a percent of wages) | 5.74% | 5.74% |
| | Hourly Supervisor Cost (wages + benefits) | \$31.76 | \$30.33 |
| | Weekly Supervision Cost | \$1,270.40 | \$1,213.20 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Billable Hour | \$4.47 | \$4.32 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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
prepared for California Department of Developmental Services

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 |
| | - 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 |
| 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 Staff Hour | \$3.58 | \$4.58 |
| CARF Accreditation | - Accreditation, three years | \$10,000 | \$10,000 |
| | - Accreditation, annual amount | \$3,333.33 | \$3,333.33 |
| | - Number of Job Coaches per accreditation | 5.00 | 5.00 |
| | - Accreditation, annual cost per Job Coach | \$667.00 | \$667.00 |
| | - Annual billable hours per Job Coach, Total | 1,370.20 | 1,342.64 |
| | Accreditation cost per Individual per Billable Staff Hour | \$0.49 | \$0.50 |
| Admin. and Prog. 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 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 |

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

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 |
| | "Billable" Hours | 30.65 | 30.65 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$34.84 | \$33.26 |
| | | | |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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 |
| | "Billable" Hours | 30.65 | 30.65 |
| | Productivity Factor | 1.13 | 1.13 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$34.84 | \$33.26 |
| Admin. and Prog. Operations | 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
prepared for California Department of Developmental Services

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 |
| | "Billable" Hours | 30.45 | 30.45 |
| | Productivity Factor | 1.14 | 1.14 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$35.15 | \$33.55 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | - 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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 100 | 125 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 87 | 108 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$63.08 | \$78.30 |
| | Mileage Cost per Billable Hour | \$2.54 | \$3.20 |
| CARF Accreditation | - Accreditation, three years | \$10,000 | \$10,000 |
| | - Accreditation, annual amount | \$3,333.33 | \$3,333.33 |
| | - Number of Job Developers per accreditation | 5.00 | 5.00 |
| | - Accreditation, annual cost per Job Developer | \$667.00 | \$667.00 |
| | - Annual billable hours per Job Developer, Total | 1,290.12 | 1,272.96 |
| | Accreditation cost per Individual per Billable Hour | \$0.52 | \$0.52 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$55.20 | \$54.16 |
| | - Daily Program Operations Costs | \$20.00 | \$20.00 |
| | Program Operations Cost per Billable Hour | \$4.03 | \$4.08 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$8.08 | \$7.94 |
| Rate per Billable Hour | | \$67.31 | \$66.18 |

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

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 |
| | - Supervision and Other Employer Time | 0.68 | 0.67 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 26.35 | 25.82 |
| | Productivity Factor | 1.31 | 1.34 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$40.39 | \$39.44 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 150 | 188 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 130 | 163 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$94.25 | \$118.18 |
| Mileage Cost per Billable Hour | | \$3.58 | \$4.58 |
| CARF Accreditation | - Accreditation, three years | \$10,000 | \$10,000 |
| | - Accreditation, annual amount | \$3,333.33 | \$3,333.33 |
| | - Number of Job Coaches per accreditation | 5.00 | 5.00 |
| | - Accreditation, annual cost per Job Coach | \$667.00 | \$667.00 |
| | - Annual billable hours per Job Coach, Total | 1,370.20 | 1,342.64 |
| Accreditation cost per Individual per Billable Hour | | \$0.49 | \$0.50 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$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 Cost per Billable Hour | \$6.58 | \$6.60 |
| Rate per Billable Hour | | \$54.84 | \$54.99 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.08 | 27.08 |
| | Productivity Factor | 1.28 | 1.28 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 35.0 | 35.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 30.80 | 30.80 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$0.96 | \$0.92 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| Mileage | Amount per Mile | \$0.730 | \$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 |
| 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 | \$2.26 | \$2.37 |
| | - 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
prepared for California Department of Developmental Services

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 1.74 | 1.74 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.28 | 27.28 |
| | Productivity Factor | 1.27 | 1.27 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 32.0 | 32.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 28.16 | 28.16 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$1.04 | \$1.00 |
| Attendance | - Annual Days of Program Operations | 250.0 | 250.0 |
| | - Annual Days of Participant Attendance | 220.0 | 220.0 |
| | - Hours per Day of Participant Attendance | 6.00 | 6.00 |
| | Hours per Year of Participant Attendance | 1,320 | 1,320 |
| 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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$0.18 | \$0.17 |
| Facility | - Square Feet of Service Space per Participant | 50 | 50 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | - Amount reimbursable under Habilitative Services | 50.0% | 50.0% |
| | Annual Facility Cost per Participant | \$375.00 | \$300.00 |
| | Facility Cost per Participant per Billable Hour | \$0.28 | \$0.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$2.36 | \$2.47 |
| | - 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 1.54 | 1.54 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.48 | 27.48 |
| | Productivity Factor | 1.26 | 1.26 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 27.0 | 27.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 23.76 | 23.76 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$1.23 | \$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 |
| | - 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 1.35 | 1.35 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.67 | 27.67 |
| | Productivity Factor | 1.25 | 1.25 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 22.0 | 22.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 19.36 | 19.36 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$1.50 | \$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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$0.26 | \$0.25 |
| Facility | - Square Feet of Service Space per Participant | 50 | 50 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | - Amount reimbursable under Habilitative Services | 50.0% | 50.0% |
| | Annual Facility Cost per Participant | \$375.00 | \$300.00 |
| | Facility Cost per Participant per Billable Hour | \$0.28 | \$0.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$2.90 | \$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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 1.16 | 1.16 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 27.86 | 27.86 |
| | Productivity Factor | 1.24 | 1.24 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 17.0 | 17.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 14.96 | 14.96 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$1.92 | \$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 |
| | - 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.97 | 0.97 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.05 | 28.05 |
| | Productivity Factor | 1.23 | 1.23 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 12.0 | 12.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 10.56 | 10.56 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$2.70 | \$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 |
| | - 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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 9.0 | 9.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 7.92 | 7.92 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$3.57 | \$3.41 |
| 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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$0.63 | \$0.60 |
| Facility | - Square Feet of Service Space per Participant | 50 | 50 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | - Amount reimbursable under Habilitative Services | 50.0% | 50.0% |
| | Annual Facility Cost per Participant | \$375.00 | \$300.00 |
| | Facility Cost per Participant per Billable Hour | \$0.28 | \$0.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$5.34 | \$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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 8.0 | 8.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 7.04 | 7.04 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$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 |
| | - 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 7.0 | 7.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 6.16 | 6.16 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$4.59 | \$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 |
| | - 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 |

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

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 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 6.0 | 6.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 5.28 | 5.28 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$5.35 | \$5.11 |
| 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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$0.94 | \$0.90 |
| Facility | - Square Feet of Service Space per Participant | 50 | 50 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | - Amount reimbursable under Habilitative Services | 50.0% | 50.0% |
| | Annual Facility Cost per Participant | \$375.00 | \$300.00 |
| | Facility Cost per Participant per Billable Hour | \$0.28 | \$0.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$7.43 | \$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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 5.0 | 5.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 4.40 | 4.40 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$6.42 | \$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 |
| | - 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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Program Set-Up/ Clean-Up | 0.97 | 0.97 |
| | - Recordkeeping and Reporting | 0.77 | 0.77 |
| | - Supervision and Other Employer Time | 0.90 | 0.90 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 28.25 | 28.25 |
| | Productivity Factor | 1.22 | 1.22 |
| | Staffing Ratio | | |
| | - Group Size (Participants per Direct Care Staff) | 4.0 | 4.0 |
| | - Participant Attendance Rate | 88% | 88% |
| | - Adjusted Weighted Avg. of No. of Participants per Staff | 3.52 | 3.52 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$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 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| | Supervision Cost per Participant per Billable Hour | \$1.42 | \$1.35 |
| Facility | - Square Feet of Service Space per Participant | 50 | 50 |
| | - Annual Cost per Square Foot | \$15.00 | \$12.00 |
| | - Amount reimbursable under Habilitative Services | 50.0% | 50.0% |
| | Annual Facility Cost per Participant | \$375.00 | \$300.00 |
| | Facility Cost per Participant per Billable Hour | \$0.28 | \$0.23 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$10.59 | \$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 |

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

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> | | |
| | 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 Prog. 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
prepared for California Department of Developmental Services

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 |
| | - 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

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 |
| | - 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 Prog. 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
prepared for California Department of Developmental Services

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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 25.85 | 24.82 |
| | Productivity Factor | 1.55 | 1.61 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$74.42 | \$73.69 |
| 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 | \$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 |
| Supervision Cost per Billable Hour | | \$10.37 | \$10.29 |
| Admin. and Prog. Operations | 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 Cost per Billable Hour | \$12.59 | \$12.72 |
| Rate per Billable Hour | | \$104.92 | \$106.01 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 24.74 | 23.75 |
| | Productivity Factor | 1.62 | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$77.78 | \$76.89 |
| 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 | \$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 |
| Supervision Cost per Billable Hour | | \$10.84 | \$10.75 |
| Admin. and Prog. Operations | 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% |
| | 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.84 | 22.89 |
| | Productivity Factor | 1.68 | 1.75 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$80.66 | \$80.10 |
| 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 | \$6.08 | \$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 |
| Supervision Cost per Billable Hour | | \$11.25 | \$11.16 |
| Admin. and Prog. Operations | 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% |
| | 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 |

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

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
prepared for California Department of Developmental Services

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.40 | 22.47 |
| | Productivity Factor | 1.71 | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$116.26 | \$115.26 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.20 | \$8.07 |
| Admin. and Prog. Operations | 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 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$17.28 | \$17.42 |
| Rate per Billable Hour | | \$144.01 | \$145.20 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 22.28 | 21.40 |
| | Productivity Factor | 1.80 | 1.87 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$122.38 | \$121.08 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$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 | \$128.89 | \$129.55 |
| | - Daily Program Operations Costs | \$20.00 | \$20.00 |
| | Program Operations Cost per Billable Hour | \$4.49 | \$4.67 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$18.19 | \$18.30 |
| Cost per Billable Hour | | \$151.57 | \$152.52 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$83.36 | \$83.89 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 21.83 | 20.97 |
| | Productivity Factor | 1.83 | 1.91 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$124.42 | \$123.67 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.64 | \$8.64 |
| Admin. and Prog. Operations | 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 |
| | - 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 |
| Rate per Billable Hour | | \$61.66 | \$62.31 |

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

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> | | |
| | 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 | \$404.35 | \$391.43 |
| Rate per Mile | | \$3.04 | \$2.93 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 25.85 | 24.82 |
| | Productivity Factor | 1.55 | 1.61 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$51.71 | \$51.28 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| Mileage Cost per Billable Hour | | \$5.61 | \$7.30 |
| Supervision | - 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 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 24.74 | 23.75 |
| | Productivity Factor | 1.62 | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$54.04 | \$53.51 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$5.86 | \$7.63 |
| Supervision | - Supervision Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Supervision per Week | 1.00 | 1.00 |
| | Supervision Cost per Billable Hour | \$4.95 | \$5.19 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$64.85 | \$66.33 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.02 | \$2.11 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$9.12 | \$9.33 |
| 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.84 | 22.89 |
| | Productivity Factor | 1.68 | 1.75 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$56.04 | \$55.74 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.08 | \$7.92 |
| Supervision | - Supervision Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Supervision per Week | 1.00 | 1.00 |
| | Supervision Cost per Billable Hour | \$5.14 | \$5.39 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$67.26 | \$69.05 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.10 | \$2.18 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$9.46 | \$9.71 |
| 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 25.85 | 24.82 |
| | Productivity Factor | 1.55 | 1.61 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$51.71 | \$51.28 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| Mileage Cost per Billable Hour | | \$5.61 | \$7.30 |
| Supervision | - 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 |
| Admin. and Prog. Operations | 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 24.74 | 23.75 |
| | Productivity Factor | 1.62 | 1.68 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$54.04 | \$53.51 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$5.86 | \$7.63 |
| Supervision | - Supervision Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Supervision per Week | 1.00 | 1.00 |
| | Supervision Cost per Billable Hour | \$4.95 | \$5.19 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$64.85 | \$66.33 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.02 | \$2.11 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$9.12 | \$9.33 |
| 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.84 | 22.89 |
| | Productivity Factor | 1.68 | 1.75 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$56.04 | \$55.74 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.08 | \$7.92 |
| Supervision | - Supervision Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Supervision per Week | 1.00 | 1.00 |
| | Supervision Cost per Billable Hour | \$5.14 | \$5.39 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$67.26 | \$69.05 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.10 | \$2.18 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$9.46 | \$9.71 |
| 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 |

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

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 |
| | "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 |
| 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 | - 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 | 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 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 21.92 | 21.05 |
| | Productivity Factor | 1.58 | 1.64 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$41.60 | \$41.25 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$125.43 | \$156.60 |
| | Mileage Cost per Billable Hour | \$5.72 | \$7.44 |
| Supervision | - 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 |
| Admin. and Prog. Operations | 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 Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$8.29 | \$8.56 |
| Rate per Billable Hour | | \$69.06 | \$71.35 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 20.97 | 20.13 |
| | Productivity Factor | 1.65 | 1.72 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$43.44 | \$43.26 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$125.43 | \$156.60 |
| | Mileage Cost per Billable Hour | \$5.98 | \$7.78 |
| Supervision | - 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 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$61.10 | \$63.29 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.38 | \$2.48 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$8.66 | \$8.97 |
| Cost per Billable Hour | | \$72.14 | \$74.74 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$39.68 | \$41.11 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Training | 0.96 | 0.96 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 20.21 | 19.40 |
| | Productivity Factor | 1.71 | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$45.02 | \$44.77 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$125.43 | \$156.60 |
| | Mileage Cost per Billable Hour | \$6.21 | \$8.07 |
| Supervision | - Supervision Hourly Cost | \$122.46 | \$123.33 |
| | - Hours of Supervision per Week | 2.00 | 2.00 |
| | Supervision Cost per Billable Hour | \$12.12 | \$12.71 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$63.35 | \$65.55 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.47 | \$2.58 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$8.98 | \$9.29 |
| Cost per Billable Hour | | \$74.80 | \$77.42 |
| - Rate Premium | | 20% | 20% |
| - Number of Individuals Served | | 3 | 3 |
| Rate per Billable Hour | | \$29.92 | \$30.97 |

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

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
prepared for California Department of Developmental Services

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.40 | 22.47 |
| | Productivity Factor | 1.71 | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$66.13 | \$65.68 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.20 | \$8.07 |
| Admin. and Prog. Operations | 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 |
| | - 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
prepared for California Department of Developmental Services

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 22.28 | 21.40 |
| | Productivity Factor | 1.80 | 1.87 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$69.61 | \$69.00 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$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 | \$76.12 | \$77.47 |
| | - Daily Program Operations Costs | \$20.00 | \$20.00 |
| | Program Operations Cost per Billable Hour | \$4.49 | \$4.67 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$10.99 | \$11.20 |
| Cost per Billable Hour | | \$91.60 | \$93.34 |
| - Rate Premium | | 10% | 10% |
| - Number of Individuals Served | | 2 | 2 |
| Rate per Billable Hour | | \$50.38 | \$51.34 |

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

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 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 21.83 | 20.97 |
| | Productivity Factor | 1.83 | 1.91 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$70.77 | \$70.48 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.64 | \$8.64 |
| Admin. and Prog. Operations | 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 |
| | - 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 |
| 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 |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 100% | 100% |
| | - Direct Care Staff Hourly Wage | \$57.85 | \$54.96 |
| | - Employee Benefit Rate (as a percent of wages) | 13.07% | 13.36% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 | \$63.85 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 40.00 | 40.00 |
| | - Travel Time Between Individuals | 4.91 | 6.14 |
| | - Recordkeeping and Reporting | 3.34 | 3.21 |
| | - Supervision and Other Employer Time | 0.45 | 0.43 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 23.40 | 22.47 |
| | Productivity Factor | 1.71 | 1.78 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$114.64 | \$113.65 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.20 | \$8.07 |
| Admin. and Prog. 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
prepared for California Department of Developmental Services

**Specialized Therapeutic Services, Professional, 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 | \$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 |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 100% | 100% |
| | - Direct Care Staff Hourly Wage | \$57.85 | \$54.96 |
| | - Employee Benefit Rate (as a percent of wages) | 13.07% | 13.36% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 | \$63.85 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 40.00 | 40.00 |
| | - Travel Time Between Individuals | 4.91 | 6.14 |
| | - Recordkeeping and Reporting | 4.91 | 4.71 |
| | - Supervision and Other Employer Time | 0.45 | 0.43 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 21.83 | 20.97 |
| | Productivity Factor | 1.83 | 1.91 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$122.68 | \$121.95 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.64 | \$8.64 |
| Admin. and Prog. 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
prepared for California Department of Developmental Services

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 |
| | "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 |

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

**Specialized Therapeutic Services, 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> | | |
| | 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
prepared for California Department of Developmental Services

**Specialized Therapeutic Services, 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> | | |
| | 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
prepared for California Department of Developmental Services

**Specialized Therapeutic Services, Assistant, 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 | \$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
prepared for California Department of Developmental Services

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 |
| | "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 |
| 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 | \$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 | \$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
prepared for California Department of Developmental Services

**Specialized Therapeutic Services, Professional, 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 | 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
prepared for California Department of Developmental Services

**Specialized Therapeutic Services, Professional, 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 | 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
prepared for California Department of Developmental Services

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

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

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 |

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

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 |

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

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> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Recordkeeping and Reporting | 4.28 | 4.28 |
| | - Supervision and Other Employer Time | 0.45 | 0.45 |
| | - Missed Appointments (not redirected to other tasks) | 0.78 | 0.78 |
| | - Collateral contacts (not billable) | 1.17 | 1.17 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 24.40 | 24.40 |
| | Productivity Factor | 1.42 | 1.42 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$67.45 | \$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 |
| Admin. and Prog. Operations | Supervision Cost per Billable Hour | \$10.99 | \$10.47 |
| | 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 |

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

**Infant Development Program, Early Intervention Specialist, 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 | 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 |

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

**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> | | |
| | 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 Prog. 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 |

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

**Infant Development Program, Early Intervention Specialist, 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 | 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 |

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

**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 |
| | "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 |
| 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 | \$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 |

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

**Infant Development Program, Early Intervention 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 | \$25.38 | \$24.11 |
| | - Employee Benefit Rate (as a percent of wages) | 17.98% | 18.53% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 | \$29.26 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Travel Time Between Individuals | 4.25 | 5.31 |
| | - Recordkeeping and Reporting | 1.94 | 1.86 |
| | - Supervision and Other Employer Time | 0.90 | 0.86 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Interdisciplinary team case reviews/planning | 1.16 | 1.11 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 21.87 | 21.01 |
| | Productivity Factor | 1.58 | 1.65 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$48.44 | \$48.28 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$125.43 | \$156.60 |
| | Mileage Cost per Billable Hour | \$5.74 | \$7.45 |
| Supervision | - Supervisor Hourly Wage | \$35.65 | \$33.87 |
| | - Supervisor Benefit Rate (as a percent of wages) | 16.45% | 16.91% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Weekly Supervision Cost | \$1,700.79 | \$1,622.10 |
| | - Number of Direct Care Staff Supervised | 10 | 10 |
| Supervision Cost per Billable Hour | | \$7.78 | \$7.72 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$61.96 | \$63.45 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.29 | \$2.38 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$8.76 | \$8.98 |
| 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 |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 70% | 70% |
| | - Direct Care Staff Hourly Wage | \$25.38 | \$24.11 |
| | - Employee Benefit Rate (as a percent of wages) | 17.98% | 18.53% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$30.66 | \$29.26 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 34.60 | 34.60 |
| | - Travel Time Between Individuals | 4.25 | 5.31 |
| | - Recordkeeping and Reporting | 2.90 | 2.78 |
| | - Supervision and Other Employer Time | 0.90 | 0.86 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Interdisciplinary team case reviews/planning | 1.16 | 1.11 |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 20.91 | 20.09 |
| | Productivity Factor | 1.65 | 1.72 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$50.59 | \$50.33 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$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 |

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

**Infant Development Program, Early Intervention Assistant, 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 | \$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 |

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

**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 |
| | "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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 1,150 | 1,200 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$833.75 | \$870.00 |
| 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% |
| | 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 |
| Admin. and Prog. Operations | 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 |

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

**Infant Development Program, Early Intervention Technician, 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention Technician, 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 | \$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 |

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

**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 |
| | - Missed Appointments (not redirected to other tasks) | 0.77 | 0.74 |
| | - Interdisciplinary team case reviews/planning | - | - |
| | - Training | 0.67 | 0.67 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 23.13 | 22.21 |
| | Productivity Factor | 1.50 | 1.56 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$35.97 | \$35.72 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$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 |
| Supervision Cost per Billable Hour | | \$7.35 | \$7.30 |
| Admin. and Prog. Operations | 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% |
| | 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
prepared for California Department of Developmental Services

**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 |
| | "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 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 1,150 | 1,200 |
| | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$833.75 | \$870.00 |
| 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% |
| | 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 |
| Admin. and Prog. Operations | 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 |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 100% | 100% |
| | - Direct Care Staff Hourly Wage | \$57.85 | \$54.96 |
| | - Employee Benefit Rate (as a percent of wages) | 13.07% | 13.36% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 | \$63.85 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 40.00 | 40.00 |
| | - Travel Time Between Individuals | 4.91 | 6.14 |
| | - Recordkeeping and Reporting | 3.34 | 3.21 |
| | - Supervision and Other Employer Time | 0.45 | 0.43 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Interdisciplinary team case reviews/planning | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "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 |
| Direct Care Staff Wages and Benefits | - Percent of Direct Care Staff Working Full-Time | 100% | 100% |
| | - Direct Care Staff Hourly Wage | \$57.85 | \$54.96 |
| | - Employee Benefit Rate (as a percent of wages) | 13.07% | 13.36% |
| | - Workers' Compensation Rate (as a percent of wages) | 2.82% | 2.82% |
| | Hourly Staff Cost Before Productivity Adj. (wages + benefits) | \$67.04 | \$63.85 |
| | <i>Productivity Adjustments</i> | | |
| | Total Hours | 40.00 | 40.00 |
| | - Travel Time Between Individuals | 4.91 | 6.14 |
| | - Recordkeeping and Reporting | 4.46 | 4.28 |
| | - Supervision and Other Employer Time | 0.45 | 0.43 |
| | - Missed Appointments (not redirected to other tasks) | 0.89 | 0.85 |
| | - Collateral contacts (not billable) | 2.68 | 2.57 |
| | - Interdisciplinary team case reviews/planning | 1.34 | 1.29 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.85 | 3.85 |
| | "Billable" Hours | 20.94 | 20.11 |
| | Productivity Factor | 1.91 | 1.99 |
| Staff Cost After Productivity Adj. per Billable Hour | | \$128.05 | \$127.06 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| | - Amount per Mile | \$0.730 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, PT/OT/SLP, 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 | 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
prepared for California Department of Developmental Services

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
prepared for California Department of Developmental Services

**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> | | |
| | 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
prepared for California Department of Developmental Services

**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> | | |
| | 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 Prog. 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
prepared for California Department of Developmental Services

**Infant Development Program, PT/OT/SLP Assistant, 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 | \$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 |
| Mileage | "Billable" Hours | 17.78 | 17.07 |
| | Productivity Factor | 1.95 | 2.03 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$92.63 | \$91.86 |
| | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| Supervision | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$125.43 | \$156.60 |
| | Mileage Cost per Billable Hour | \$7.05 | \$9.17 |
| | - Supervisor Hourly Wage | \$57.85 | \$54.96 |
| | - Supervisor Benefit Rate (as a percent of wages) | 13.07% | 13.36% |
| Admin. and Prog. Operations | - 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 |
| | 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 |

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

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 |
| | "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 |
| 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 | \$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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Audiologist, 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 | 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 |
| Mileage | "Billable" Hours | 22.06 | 21.18 |
| | Productivity Factor | 1.81 | 1.89 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$132.58 | \$131.83 |
| | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| Admin. and Prog. Operations | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.57 | \$8.56 |
| | 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 |

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

**Infant Development Program, Audiologist, 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Audiologist, 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 | 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 |

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

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 |

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

**Infant Development Program, Family Therapist, 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 | 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 |
| Mileage | "Billable" Hours | 22.06 | 21.18 |
| | Productivity Factor | 1.81 | 1.89 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$59.44 | \$59.27 |
| | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| Admin. and Prog. Operations | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.57 | \$8.56 |
| | 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
prepared for California Department of Developmental Services

**Infant Development Program, Family Therapist, 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Family Therapist, 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 | 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 |

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

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 |

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

**Infant Development Program, Registered Nurse, 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 | 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
prepared for California Department of Developmental Services

**Infant Development Program, Registered 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 | 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 |

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

**Infant Development Program, Registered 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 | 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 |

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

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 |
| | "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 | - 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 | \$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 |

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

**Infant Development Program, Licensed Vocational Nurse, 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 | \$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 |

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

**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 |
| | - Missed Appointments (not redirected to other tasks) | 0.78 | 0.75 |
| | - Collateral contacts (not billable) | 2.34 | 2.25 |
| | - Interdisciplinary team case reviews/planning | 1.17 | 1.12 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 18.17 | 17.45 |
| | Productivity Factor | 1.90 | 1.98 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$76.53 | \$76.03 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$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 |
| | Supervision Cost per Billable Hour | \$16.41 | \$16.28 |
| Admin. and Prog. Operations | Cost per Hour, Before Program Operations and Administration | \$99.84 | \$101.28 |
| | - Daily Program Operations Costs | \$10.00 | \$10.00 |
| | Program Operations Cost per Billable Hour | \$2.75 | \$2.87 |
| | - Administration Percent | 12.0% | 12.0% |
| | Administration Cost per Billable Hour | \$13.99 | \$14.20 |
| | 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 |

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

**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 |
| | - Missed Appointments (not redirected to other tasks) | 0.78 | 0.75 |
| | - Collateral contacts (not billable) | 2.34 | 2.25 |
| | - Interdisciplinary team case reviews/planning | 1.17 | 1.12 |
| | - Training | 0.48 | 0.48 |
| | - Paid Time Off | 3.04 | 3.04 |
| | "Billable" Hours | 17.78 | 17.07 |
| | Productivity Factor | 1.95 | 2.03 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$78.55 | \$77.95 |
| Mileage | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 173 | 216 |
| | - Amount per Mile | \$0.730 | \$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 |
| | Supervision Cost per Billable Hour | \$16.77 | \$16.64 |
| Admin. and Prog. Operations | 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% |
| | 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 |

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

**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 |

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

**Infant Development Program, Registered Dietitian, 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 | 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 |

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

**Infant Development Program, Registered Dietitian, 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 | \$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 |

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

**Infant Development Program, Registered Dietitian, 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 | 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 |

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

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> | | |
| | 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 | \$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 |

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

**Infant Development Program, Social Worker, 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 | 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 |
| Mileage | "Billable" Hours | 22.06 | 21.18 |
| | Productivity Factor | 1.81 | 1.89 |
| | Staff Cost After Productivity Adj. per Billable Hour | \$84.36 | \$83.97 |
| | - Number of Miles Traveled per 40-Hour Week | 200 | 250 |
| | - Number of Miles Adjusted for Mix of FT and PT Staff | 200 | 250 |
| Admin. and Prog. Operations | - Amount per Mile | \$0.730 | \$0.730 |
| | Weekly Mileage Cost | \$145.00 | \$181.25 |
| | Mileage Cost per Billable Hour | \$6.57 | \$8.56 |
| | 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
prepared for California Department of Developmental Services

**Infant Development Program, Social Worker, 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Social Worker, 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 | 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 |

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

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 |
| | "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 | - 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 | \$2,886.59 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Psychologist, 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 | 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
prepared for California Department of Developmental Services

**Infant Development Program, Psychologist, 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 | \$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 |

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

**Infant Development Program, Psychologist, 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 | 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 |

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

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 |

DDS Vendor Rate Study - Rate Models
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**Infant Development Program, Early Intervention Specialist,
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 | 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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention Specialist,
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 | 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
prepared for California Department of Developmental Services

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

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

**Infant Development Program, Early Intervention 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention 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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention 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 | \$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 |
| 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 |
| | - 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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention Technician,
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 | \$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
prepared for California Department of Developmental Services

**Infant Development Program, Early Intervention Technician,
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 | \$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
prepared for California Department of Developmental Services

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

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

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

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

Infant Development Program, PT/OT/SLP 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 | 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 |
| 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 | 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 |
| 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 | 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
prepared for California Department of Developmental Services

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Infant Development Program, Psychologist, 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 | 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

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

Appendix A: Summary of All Regional Categories

| Wages | Travel | Commercial Real Estate |
|-------|--------|------------------------|
|-------|--------|------------------------|

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.

DDS Vendor Rate Study - Rate Models
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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 'Captured' as Part of Wage Increase | Dollar Amount from Previous Step 'Captured' as Part of Wage Increase | Revised Wage |
|-------------------|------------------------------------|--|--|-------------------|
| \$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>

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

| BLS 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.

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

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

| | | Personal Assistance | Participant-Directed Personal Assistance | Parent Coordinated Personal Assistance | Independent Living Program | Participant-Directed Independent Living | Independent Living Specialist | Parent Coordinated Supported Living | Supported Living Services | Parenting Support Services | Respite |
|---------------------------|---|---------------------|--|--|----------------------------|---|-------------------------------|-------------------------------------|---------------------------|----------------------------|-------------|
| 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 | | | | | | | | | 50% | |
| 21-1015 | Rehabilitation counselor | | | | 30% | | 30% | | | | |
| 21-1018 | Substance/ behav./ mental hlth. counselor | | | | | | | | | | |
| 21-1021 | Child/ family/ school social worker | | | | | | | | | | |
| 21-1022 | Healthcare social worker | | | | | | | | | | |
| 21-1023 | Mental hlth/ substance abuse social worker | | | | | | | | | | |
| 21-1091 | Health educator | | | | | | | | | 50% | |
| 21-1093 | Social and human service assistant | | | | 30% | | 30% | | | | |
| 21-1094 | Community health worker | | | | | | | | | | |
| 25-2051 | Special ed. teachers, preschool | | | | | | | | | | |
| 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% |

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

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

| | | Participant-Directed Respite | Tutor Services | Housekeeping | Supplemental Prog. Supp. - Other Svcs | Residential Facility - Staff Operated DSPs | Residential Facility - Staff Operated CNAs | Residential Facility - Staff Operated LVNs | Residential Facility - Staff Operated LPTs | Residential Facility - Staff Operated RBTs | Residential Facility - Staff Operated Line Staff |
|---------------------------|---|------------------------------|----------------|--------------|---------------------------------------|--|--|--|--|--|--|
| 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 | | 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% |

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

| BLS 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 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 | | | | | | | | 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% |

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

| | | 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) |
|---------------------------|---|---|--------------|-------------------------|----------------------|----------------------------|----------------------------|--|-------------------------------------|------------------------------------|-------------------------------------|
| 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 | | | | | 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)

| | | 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 |
|---------------------------|---|------------------------------------|--|---|--------------------------|----------------------------|--|--|---|-----------------------|---|
| BLS Code and Title | | | | | | | | | | | |
| 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 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 | | | | | | | | | | 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% |

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

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. | | | | 100% | | | | | | |
| 19-3031 | Clinic./ counsel./ school psychologist | | | | | | | | | | |
| 21-1012 | Edu./ guidance/ school/ voc. counselor | | | | | | | | | | |
| 21-1013 | Marriage and family therapist | | | | | | | | 50% | | |
| 21-1015 | Rehabilitation counselor | | | | | | | | | | |
| 21-1018 | Substance/ behav./ mental hlth. counselor | | | | | 100% | 100% | | | | |
| 21-1021 | Child/ family/ school social worker | | | | | | | | | | |
| 21-1022 | Healthcare social worker | | | | | | | | | | |
| 21-1023 | Mental hlth/ substance abuse social worker | | | | | | | | 50% | | |
| 21-1091 | Health educator | | | | | | | | | | |
| 21-1093 | Social and human service assistant | | | | | | | | | | |
| 21-1094 | Community health worker | | | | | | | | | | |
| 25-2051 | Special ed. teachers, preschool | | | | | | | | | 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% |

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

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

| | | 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 |
|---------------------------|---|--|--|--|--|---|---|--|---|--|---|
| BLS Code and Title | | | | | | | | | | | |
| 11-9151 | Social/ community svc. mgr. | | | | | | | | | 100% | |
| 19-3031 | Clinic./ counsel./ school psychologist | | | | | | | | | | 100% |
| 21-1012 | Edu./ guidance/ school/ voc. counselor | | | | | | | | | | |
| 21-1013 | Marriage and family therapist | | | | | 100% | | | | | |
| 21-1015 | Rehabilitation counselor | | | | | | | | | | |
| 21-1018 | Substance/ behav./ mental hlth. counselor | | | | | | | | | | |
| 21-1021 | Child/ family/ school social worker | | | | | | | | | | |
| 21-1022 | Healthcare social worker | | | | | | | | | | |
| 21-1023 | Mental hlth/ substance abuse social worker | | | | | | | | | | |
| 21-1091 | Health educator | | | | | | | | | | |
| 21-1093 | Social and human service assistant | | | | | | | | | | |
| 21-1094 | Community health worker | | | | | | | | | | |
| 25-2051 | Special ed. teachers, preschool | | | | | | | | | | |
| 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% |

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

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

DSP Supervisor

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% |

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

**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 |
|---------------------|--|--|----------------------------|---|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|
|---------------------|--|--|----------------------------|---|-------------------------------|-------------------------------------|---------------------------|----------------------------|---------|

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 | \$17.96 | \$17.96 | \$17.96 | \$23.84 | \$18.44 | \$23.84 | \$18.20 | \$18.20 | \$30.97 | \$17.96 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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.

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

**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 LPTs | Residential Facility - Staff Operated RBTs 2/ 3/ | Residential Facility - Staff Operated Line Staff |
|------------------------------|----------------|--------------|--|--|--|---|---|---|---|
|------------------------------|----------------|--------------|--|--|--|---|---|---|---|

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 | \$17.96 | \$28.58 | \$18.85 | \$17.96 | \$21.84 | \$24.62 | \$34.09 | \$32.99 | \$25.75 | \$18.20 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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.

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

**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 |
|---|--|---|---|---|---|--|---|---|--|
|---|--|---|---|---|---|--|---|---|--|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 | Medical Day Services, LVNs | In-home/Mobile Day Program | Participant-Directed Community- Based Training | Supplemental Day Program Support | Transportation, Company (Small) | Transportation, Company (Medium) |
|---|--------------|--|----------------------|----------------------------|----------------------------|---|-------------------------------------|------------------------------------|-------------------------------------|
|---|--------------|--|----------------------|----------------------------|----------------------------|---|-------------------------------------|------------------------------------|-------------------------------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|------------------------------------|---|---|--------------------------|----------------------------|--|--|---|-----------------------|---|
|------------------------------------|---|---|--------------------------|----------------------------|--|--|---|-----------------------|---|

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.

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)**

| 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 |
|---|--|--------------------------------------|------------------|----------------------------|-------------------------------|---|--------------------------------|---|--|
|---|--|--------------------------------------|------------------|----------------------------|-------------------------------|---|--------------------------------|---|--|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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 |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|

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)**

| 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 |
|--|--|--|--|---|---|--|---|--|---|
|--|--|--|--|---|---|--|---|--|---|

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)**

| |
|----------------|
| DSP Supervisor |
|----------------|

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 |
|-------------------------------|----------------|

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 |
|-------------------------------|----------------|

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 |
|-------------------------------|----------------|

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 |
|-------------------------------|----------------|

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% | 100% | 100% | 86% | 100% | 7.0 | 6.0 | 6.0 | 25.0 |
| 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 |
| 055 | 063 | 062 | 108 | | \$4.83 |
| 520 | 635 | 645 | 650 | | |
| Supported Living Services | | | | 8827 - Home Care Services | \$3.96 |
| 073 | 896 | | | | \$4.83 |
| Tutor Services | | | | 8868 - College & Schools | \$0.66 |
| 025 | 680 | | | | \$0.80 |
| Housekeeping | | | | 8827 - Home Care Services | \$3.96 |
| 858 | 860 | | | | \$4.83 |
| Respite | | | | 8827 - Home Care Services | \$3.96 |
| 420 | 465 | 862 | 864 | | \$4.83 |
| Day Services | | | | 9101 - Adult Day Care | \$4.71 |
| 028 | 055 | 063 | 094 | | \$5.74 |
| 505 | 510 | 525 | 880 | | |
| Participant-Directed Community-Based Training | | | | 9101 - Adult Day Care | \$4.71 |
| 475 | | | | | \$5.74 |
| In-home/Mobile Day Program | | | | 8827 - Home Care Services | \$3.96 |
| 091 | | | | | \$4.83 |
| Behavioral Day Services | | | | 9101 - Adult Day Care | \$4.71 |
| 515 | | | | | \$5.74 |
| Infant Development Program | | | | 8827 - Home Care Services (50%) | \$2.31 |
| 805 | | | | 8868 - College & Schools (50%) | \$2.82 |
| Supported Employment - Individual | | | | 9101 - Adult Day Care | \$4.71 |
| 952 | | | | | \$5.74 |
| Supported Employment - Group | | | | 9101 - Adult Day Care | \$4.71 |
| 950 | | | | | \$5.74 |
| Work Activity Program | | | | 8806 - Sheltered Workshop/ Work Activity Center | \$4.26 |
| 954 | | | | | \$5.20 |
| Residential Facility - Owner-Operated | | | | 9085 - Residential Care Facility/ DD | \$2.99 |
| 905 | 910 | | | | \$3.65 |
| Residential Facility - Staff-Operated | | | | 9085 - Residential Care Facility/ DD | \$2.99 |
| 113 | 915 | 920 | | | \$3.65 |
| Family Home Agency | | | | 9085 - Residential Care Facility/ DD | \$2.99 |
| 904 | | | | | \$3.65 |
| Program Support | | | | 9085 - Residential Care Facility/ DD | \$2.99 |
| 109 | | | | | \$3.65 |
| Program Support | | | | 9101 - Adult Day Care | \$4.71 |
| 110 | | | | | \$5.74 |
| Program Support | | | | 8827 - Home Care Services | \$3.96 |
| 111 | | | | | \$4.83 |
| Behavioral Services | | | | 8827 - Home Care Services (50%) | \$2.31 |
| 612 | 613 | 615 | 616 | 8868 - College & Schools (50%) | \$2.82 |
| 620 | 048 | | | | |
| Transportation | | | | 7382 - Bus, Shuttle Van or Limo Operations | \$6.70 |
| 875 | | | | | \$8.17 |
| Transportation Assistant | | | | 9101 - Adult Day Care | \$4.71 |
| 882 | | | | | \$5.74 |

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Appendix D: Productivity Assumptions

| Personal Assistance, 1:1 | Personal Assistance, 1:2 | Personal Assistance, 1:3 | Participant-Directed Personal Assistance, 1:1 | Participant-Directed Personal Assistance, 1:2 | Participant-Directed Personal Assistance, 1:3 | Parent Coordinated Personal Assistance, 1:1 | Parent Coordinated Personal Assistance, 1:2 | Parent Coordinated Personal Assistance, 1:3 | Independent Living Program, 1:1 |
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 35.00 | 35.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 35.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 33.25 | 32.81 | 32.59 | 35.58 | 35.24 | 35.02 | 35.58 | 35.24 | 35.02 | 30.82 |
| Travel Time Between Individuals | 0.67 | 0.67 | 0.67 | - | - | - | - | - | - | 2.66 |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.67 | 1.11 | 1.33 | 0.45 | 0.79 | 1.01 | 0.45 | 0.79 | 1.01 | 1.11 |
| Supervision and Other Employer Time | 0.89 | 0.89 | 0.89 | - | - | - | - | - | - | 0.89 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.67 |
| Paid time off | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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Appendix D: Productivity Assumptions

| Independent Living Program, 1:2 | Independent Living Program, 1:3 | Participant-Directed Independent Living, 1:1 | Participant-Directed Independent Living, 1:2 | Participant-Directed Independent Living, 1:3 | Independent Living Specialist, 1:1 | Independent Living Specialist, 1:2 | Independent Living Specialist, 1:3 | Parent Coordinated Supported Living, 1:1 | Parent Coordinated Supported Living, 1:2 |
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 35.00 | 6.00 | 6.00 | 6.00 | 35.00 | 35.00 | 35.00 | 6.00 | 6.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 30.16 | 29.71 | 35.58 | 35.24 | 35.02 | 31.71 | 31.05 | 30.60 | 35.58 | 35.24 |
| Travel Time Between Individuals | 2.66 | 2.66 | - | - | - | 2.66 | 2.66 | 2.66 | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 1.77 | 2.22 | 0.45 | 0.79 | 1.01 | 1.11 | 1.77 | 2.22 | 0.45 | 0.79 |
| Supervision and Other Employer Time | 0.89 | 0.89 | - | - | - | - | - | - | - | - |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 |
| Paid time off | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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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 |
|--|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|
|--|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

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 |

DDS Vendor Rate Study - Rate Models
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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 Sycs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 42.50 | 42.50 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 6.00 | 6.00 | 6.00 | 35.00 | 35.00 | 35.00 | 0.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 35.58 | 35.24 | 35.02 | 31.49 | 30.83 | 30.38 | 32.99 | 34.59 | 37.09 | 37.09 |
| Travel Time Between Individuals | - | - | - | 2.66 | 2.66 | 2.66 | 2.71 | - | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.45 | 0.79 | 1.01 | 0.89 | 1.55 | 2.00 | - | - | - | - |
| Supervision and Other Employer Time | - | - | - | 0.44 | 0.44 | 0.44 | 0.45 | 0.89 | 0.89 | 0.89 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | - | 0.67 | 0.67 | 0.67 |
| Paid time off | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 42.50 | 42.50 |

DDS Vendor Rate Study - Rate Models
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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 |
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 35.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 6.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--|---|--|--|--|--|--|--|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|-------------------------------------|-------------------------------------|--|--|--|---|---|---|--|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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 |
|--|--|--|--|--|--|--|--|--|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 35.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|--|--|--|---|---|---|--|--|--|---|

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 |
| 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 | 3.75 | 5.00 | 5.50 | 3.75 | 5.00 | 5.50 | 3.75 | 5.00 | 5.50 | 3.75 |
| Supervision and Other Employer Time | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 |
| Missed Appointments (not redirected to other tasks) | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| Collateral Contacts (not billable) | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 | 3.00 |
| Interdisciplinary team case reviews/planning | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 | 1.50 |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 22.06 | 20.94 | 20.49 | 22.06 | 20.94 | 20.49 | 22.06 | 20.94 | 20.49 | 22.06 |
| Travel Time Between Individuals | 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 |
| Supervision and Other Employer Time | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 | 0.45 |
| Missed Appointments (not redirected to other tasks) | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 | 0.89 |
| Collateral contacts (not billable) | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 | 2.68 |
| Interdisciplinary team case reviews/planning | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 | 1.34 |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 | 0.48 |
| Paid time off | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 | 3.85 |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|---|--|--|--|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 20.94 | 20.49 | 22.06 | 20.94 | 20.49 | 22.06 | 20.94 | 20.49 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|--|--|--|---|---|---|---|---|---|

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 |
| 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 |
| Collateral Contacts (not billable) | 3.00 | - | - | - | - | - | - | 3.00 | 3.00 | 3.00 |
| Interdisciplinary team case reviews/planning | 1.50 | 1.50 | 1.50 | 1.50 | - | - | - | 1.50 | 1.50 | 1.50 |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Total | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|--|--|--|---|---|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|---|---|---|---|---|---|---|--|--|
|---|---|---|---|---|---|---|---|--|--|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 | 200.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|--|--|--|

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 |

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

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 |
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 35.00 | 35.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 6.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 18.50 | 18.25 | 18.12 | 20.47 | 20.28 | 20.15 | 20.47 | 20.28 | 20.15 | 17.12 |
| Travel Time Between Individuals | 0.38 | 0.38 | 0.38 | - | - | - | - | - | - | 1.51 |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.38 | 0.63 | 0.76 | 0.26 | 0.45 | 0.58 | 0.26 | 0.45 | 0.58 | 0.63 |
| Supervision and Other Employer Time | 0.92 | 0.92 | 0.92 | - | - | - | - | - | - | 0.92 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.67 |
| Paid time off | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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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 |
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 35.00 | 6.00 | 6.00 | 6.00 | 35.00 | 35.00 | 35.00 | 6.00 | 6.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 16.74 | 16.48 | 20.47 | 20.28 | 20.15 | 18.04 | 17.66 | 17.40 | 20.47 | 20.28 |
| Travel Time Between Individuals | 1.51 | 1.51 | - | - | - | 1.51 | 1.51 | 1.51 | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 1.01 | 1.27 | 0.26 | 0.45 | 0.58 | 0.63 | 1.01 | 1.27 | 0.26 | 0.45 |
| Supervision and Other Employer Time | 0.92 | 0.92 | - | - | - | - | - | - | - | - |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 |
| Paid time off | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 6.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 20.15 | 18.50 | 18.25 | 18.12 | 18.00 | 17.62 | 17.36 | 18.62 | 18.44 | 18.31 |
| Travel Time Between Individuals | - | 0.38 | 0.38 | 0.38 | 0.76 | 0.76 | 0.76 | 0.38 | 0.38 | 0.38 |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.58 | 0.38 | 0.63 | 0.76 | 0.50 | 0.88 | 1.14 | 0.26 | 0.44 | 0.57 |
| Supervision and Other Employer Time | - | 0.92 | 0.92 | 0.92 | 0.92 | 0.92 | 0.92 | 0.92 | 0.92 | 0.92 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.12 | 0.67 | 0.67 | 0.67 | 0.67 | 0.67 | 0.67 | 0.67 | 0.67 | 0.67 |
| Paid time off | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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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 Sycs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 6.00 | 6.00 | 6.00 | 35.00 | 35.00 | 35.00 | 0.00 | 35.00 | 35.00 | 35.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 20.47 | 20.28 | 20.15 | 17.71 | 17.33 | 17.07 | 18.82 | 19.26 | 19.26 | 19.26 |
| Travel Time Between Individuals | - | - | - | 1.51 | 1.51 | 1.51 | 1.56 | - | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.26 | 0.45 | 0.58 | 0.50 | 0.88 | 1.14 | - | - | - | - |
| Supervision and Other Employer Time | - | - | - | 0.46 | 0.46 | 0.46 | 0.47 | 0.92 | 0.92 | 0.92 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | 0.00 | 0.67 | 0.67 | 0.67 |
| Paid time off | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 | 1.15 |
| Total | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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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 |
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 35.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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Appendix D: Productivity Assumptions

| 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 |
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 6.00 | 6.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 35.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--|---|--|--|--|--|--|--|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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Appendix D: Productivity Assumptions

| Specialized Therapeutic Services, 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; 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 15.83 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|-------------------------------------|-------------------------------------|--|--|--|---|---|---|--|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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 |
|--|--|--|--|--|--|--|--|--|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 35.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|--|--|--|---|---|---|--|--|--|---|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|---|---|--|--|--|---|---|---|---|---|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 11.75 | 11.50 | 12.39 | 11.75 | 11.50 | 12.39 | 11.75 | 11.50 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|---|--|--|--|---|---|---|---|---|---|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|--|--|--|---|---|---|---|---|---|---|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|---|---|---|---|---|---|---|---|--|--|
|---|---|---|---|---|---|---|---|--|--|

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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

Annual Hours for Training and PTO

| | | | | | | | | | | |
|---------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Training | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 | 25.00 |
| Paid time off | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 | 60.00 |

Base Model Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 | 22.00 |

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

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 |
|---|--|--|--|

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 |

DDS Vendor Rate Study - Rate Models
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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 |
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 28.89 | 28.50 | 28.31 | 31.05 | 30.75 | 30.56 | 31.05 | 30.75 | 30.56 | 26.91 |
| Travel Time Between Individuals | 0.52 | 0.52 | 0.52 | - | - | - | - | - | - | 2.09 |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.58 | 0.97 | 1.16 | 0.39 | 0.69 | 0.88 | 0.39 | 0.69 | 0.88 | 0.98 |
| Supervision and Other Employer Time | 0.90 | 0.90 | 0.90 | - | - | - | - | - | - | 0.91 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.67 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

DDS Vendor Rate Study - Rate Models
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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 |
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|
|--------------------------|--------------------------|--------------------------|---|---|---|---|---|---|---------------------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 28.68 | 28.29 | 28.11 | 31.05 | 30.75 | 30.56 | 31.05 | 30.75 | 30.56 | 26.16 |
| Travel Time Between Individuals | 0.73 | 0.73 | 0.73 | - | - | - | - | - | - | 2.90 |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.58 | 0.97 | 1.15 | 0.39 | 0.69 | 0.88 | 0.39 | 0.69 | 0.88 | 0.95 |
| Supervision and Other Employer Time | 0.90 | 0.90 | 0.90 | - | - | - | - | - | - | 0.88 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.12 | 0.67 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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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 |
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 26.34 | 25.93 | 31.05 | 30.75 | 30.56 | 27.82 | 27.25 | 26.84 | 31.05 | 30.75 |
| Travel Time Between Individuals | 2.09 | 2.09 | - | - | - | 2.09 | 2.09 | 2.09 | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 1.55 | 1.96 | 0.39 | 0.69 | 0.88 | 0.98 | 1.55 | 1.96 | 0.39 | 0.69 |
| Supervision and Other Employer Time | 0.91 | 0.91 | - | - | - | - | - | - | - | - |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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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 |
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|
|---------------------------------|---------------------------------|--|--|--|------------------------------------|------------------------------------|------------------------------------|--|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 25.60 | 25.21 | 31.05 | 30.75 | 30.56 | 27.04 | 26.48 | 26.09 | 31.05 | 30.75 |
| Travel Time Between Individuals | 2.90 | 2.90 | - | - | - | 2.90 | 2.90 | 2.90 | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 1.51 | 1.90 | 0.39 | 0.69 | 0.88 | 0.95 | 1.51 | 1.90 | 0.39 | 0.69 |
| Supervision and Other Employer Time | 0.88 | 0.88 | - | - | - | - | - | - | - | - |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.67 | 0.67 | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | 0.12 | 0.12 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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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 |
|--|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

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 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--------------------------------|--------------------------------|--------------------------------|---------------------------------|---------------------------------|---------------------------------|--------------|--------------|--------------|

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 |

DDS Vendor Rate Study - Rate Models
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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 Sycs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 31.05 | 30.75 | 30.56 | 27.57 | 26.99 | 26.60 | 28.97 | 29.99 | 31.74 | 31.74 |
| Travel Time Between Individuals | - | - | - | 2.09 | 2.09 | 2.09 | 2.13 | - | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.39 | 0.69 | 0.88 | 0.78 | 1.36 | 1.75 | - | - | - | - |
| Supervision and Other Employer Time | - | - | - | 0.45 | 0.45 | 0.45 | 0.46 | 0.90 | 0.90 | 0.90 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | - | 0.67 | 0.67 | 0.67 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 |

DDS Vendor Rate Study - Rate Models
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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 Sycs | Residential Facility - Staff Operated | Residential Facility - Owner Operated |
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|
|-----------------------------------|-----------------------------------|-----------------------------------|---------------------|---------------------|---------------------|--------------|---------------------------------------|---------------------------------------|---------------------------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 31.05 | 30.75 | 30.56 | 26.80 | 26.23 | 25.85 | 28.15 | 29.99 | 31.74 | 31.74 |
| Travel Time Between Individuals | - | - | - | 2.90 | 2.90 | 2.90 | 2.96 | - | - | - |
| Program Set-Up/ Clean-Up | - | - | - | - | - | - | - | - | - | - |
| Networking/ General Development Activities | - | - | - | - | - | - | - | - | - | - |
| Recordkeeping and Reporting | 0.39 | 0.69 | 0.88 | 0.75 | 1.32 | 1.70 | - | - | - | - |
| Supervision and Other Employer Time | - | - | - | 0.44 | 0.44 | 0.44 | 0.45 | 0.90 | 0.90 | 0.90 |
| Missed Appointments (not redirected to other tasks) | - | - | - | - | - | - | - | - | - | - |
| Collateral contacts (not billable) | - | - | - | - | - | - | - | - | - | - |
| Interdisciplinary team case reviews/planning | - | - | - | - | - | - | - | - | - | - |
| Travel Time without Individuals | - | - | - | - | - | - | - | - | - | - |
| Training | 0.12 | 0.12 | 0.12 | 0.67 | 0.67 | 0.67 | - | 0.67 | 0.67 | 0.67 |
| Paid time off | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 | 3.04 |
| Total | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 36.35 | 36.35 |

DDS Vendor Rate Study - Rate Models
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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 |
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

DDS Vendor Rate Study - Rate Models
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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 |
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|--------------------------------|---|--------------------------------------|--------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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Appendix D: Productivity Assumptions

| Day Services, 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 |
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 28.05 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

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Appendix D: Productivity Assumptions

| Day Services, 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 |
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|
|-------------------|-------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 28.05 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 30.65 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

DDS Vendor Rate Study - Rate Models
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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 |
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|
|--|--|----------------------------------|-------------------------|---|--------------------------|----------------------------|---|---|---|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 30.65 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 |

DDS Vendor Rate Study - Rate Models
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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 |
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 40.00 |

DDS Vendor Rate Study - Rate Models
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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 |
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|
|---|--|------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|-----------------------|--|

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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 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 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 34.60 | 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 |
|--|--|---|---|---|--|--|--|--|--|

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 |
|--|--|---|---|---|--|--|--|--|--|

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 |

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

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 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 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 |
|--|--|--|--|--|--|--|-----------------------|-----------------------|-----------------------|
|--|--|--|--|--|--|--|-----------------------|-----------------------|-----------------------|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|

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 |

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

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 |
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|
|---------------------------------|---------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|---|---|---|-------------------------------------|

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 |

DDS Vendor Rate Study - Rate Models
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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 |
|-------------------------------------|-------------------------------------|--|--|--|---|---|---|--|--|

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 |

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 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 |
|-------------------------------------|-------------------------------------|--|--|--|---|---|---|--|--|

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
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, 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 |
|--|--|--|--|--|--|--|--|--|--|
|--|--|--|--|--|--|--|--|--|--|

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 |

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, 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 |
|--|--|--|--|--|--|--|--|--|--|

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 |

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 |
|---|---|---|---|---|---|--|--|--|---|

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 |

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 |
|---|---|---|---|---|---|--|--|--|---|

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 |

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 |
|---|---|--|--|--|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Category A Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|---|--|--|--|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

Category C Assumptions Adjusted for Training and PTO

| | | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Direct services | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|--|--|--|---|---|---|---|---|---|

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 |

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

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 |
|---|--|--|--|---|---|---|---|---|---|

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 |

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

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 |
|--|--|--|---|---|---|---|---|---|---|
|--|--|--|---|---|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|--|--|--|---|---|---|---|---|---|---|

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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 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 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 | 40.00 |

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

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 |
|---|---|---|---|---|---|---|---|--|--|
|---|---|---|---|---|---|---|---|--|--|

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 |

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

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 |
|---|---|---|---|---|---|---|---|--|--|
|---|---|---|---|---|---|---|---|--|--|

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 |

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

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 |
|---|--|--|--|

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 |

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

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 |
|---|--|--|--|

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 |