

Attachment 8: Final Rate Models

Rate and Payment Options Study

Final Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare,
Developmental Disabilities and Hospitals

- prepared by -

Burns & Associates
A Division of Health Management Associates
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

January 30, 2023

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Table of Contents

Comparison of Proposed Rates to Current Published Rates	1
Proposed Rate Models	
Group Homes	5
<u>Supervised Living</u>	
Awake Overnight Staff	6
Asleep/ On-Call Overnight Staff	7
<u>Shared Living Arrangement</u>	
Standard	8
Enhanced	9
<u>Remote Supports</u>	
Monitoring	10
In-Person Response	11
<u>Community-Based Supports</u>	
Individual	12
Group	13
<u>Center-Based Supports</u>	
Individual	14
Group	15
Respite	16
<u>Employment Supports</u>	
Discovery	17
Job Development	18
Job Coaching	19
Group Supported Employment	20
Personal Care in the Workplace	21
Transportation	22
Peer Supports	23
Family-to-Family Training	24
<u>Professional Services</u>	
Office/ Telehealth	25
Community	28
<u>Supports for Self-Direction</u>	
Supports Brokerage	31
Appendices	
Appendix A: Wage Assumptions	
Appendix B: Benefits Assumptions	
Appendix C: Productivity Assumptions	
Appendix D: Group Home Staffing Assumptions	
Appendix E: Staffing Assumptions for Supervised Living with Awake Overnight Staff	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Comparison of Final Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
-------------------	------	--------------	---------------	-------

Group Home

Tier A	Day	\$181.91	\$293.79	Proposed rates are based on a 344-day billing year; current rates have been converted to a 344-day equivalent for comparative purposes.
Tier B	Day	\$181.91	\$350.56	
Tier C	Day	\$256.89	\$407.31	
Tier D	Day	\$414.29	\$472.96	
Tier E	Day	\$464.32	\$529.78	

Supportive Living

Tier A	Awake Overnight	Day	\$181.91	\$266.03	New service to replace some Non-Congregate Residential services (others will transition to Community-Based Supports). Proposed rates are based on a 344-day billing year; current rates for Non-Congregate Residential have been converted to a 344-day equivalent for comparative purposes.
	Asleep/ On-Call Overnight	Day	\$181.91	\$208.52	
Tier B	Awake Overnight	Day	\$181.91	\$316.49	
	Asleep/ On-Call Overnight	Day	\$181.91	\$258.98	
Tier C	Awake Overnight	Day	\$256.89	\$369.50	
	Asleep/ On-Call Overnight	Day	\$256.89	\$311.94	
Tier D	Awake Overnight	Day	\$414.29	\$428.79	
	Asleep/ On-Call Overnight	Day	\$414.29	\$371.28	
Tier E	Awake Overnight	Day	\$464.32	\$466.71	
	Asleep/ On-Call Overnight	Day	\$464.32	\$409.20	

Shared Living Arrangement

Tier A, Standard	Day	\$76.24	\$147.26	Proposed rates are based on a 344-day billing year; current rates have been converted to a 344-day equivalent for comparative purposes.
Tier B, Standard	Day	\$93.04	\$164.95	
Tier C, Standard	Day	\$118.13	\$187.49	
Tier D, Standard	Day	\$141.51	\$210.02	
Tier E, Standard	Day	\$141.51	\$227.71	
Tier A, Enhanced	Day		\$178.21	
Tier B, Enhanced	Day		\$202.09	
Tier C, Enhanced	Day		\$230.81	
Tier D, Enhanced	Day		\$309.06	
Tier E, Enhanced	Day		\$339.12	

Remote Supports

Monitoring	15 Min.	-	\$2.64	New services.
In-Person Response	15 Min.	-	\$12.36	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Comparison of Final Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
--------------------------	-------------	---------------------	----------------------	--------------

Community-Based Supports (includes current Community-Based Supports and Community-Based Day Program)

Community-Based Supports, 1:1	15 Min.	\$9.47	\$12.36	
Community-Based Supports, 1:2	15 Min.	\$5.45	-	
Community-Based Supports, 1:3	15 Min.	\$3.79	-	Services currently billed under shared
Community-Based Supports, 1:4	15 Min.	\$2.96	-	Community-Based Supports will
Community-Based Supports, 1:5	15 Min.	\$2.46	-	transition to the tiered group rates.
Community-Based Supports, 1:6	15 Min.	\$2.13	-	
Community-Based Supports, Group, Tier A	15 Min.	\$2.01	\$5.61	
Community-Based Supports, Group, Tier B	15 Min.	\$2.01	\$5.61	
Community-Based Supports, Group, Tier C	15 Min.	\$4.67	\$6.63	
Community-Based Supports, Group, Tier D	15 Min.	\$9.56	\$8.12	
Community-Based Supports, Group, Tier E	15 Min.	\$9.56	\$10.72	

Center-Based Supports (current Center-Based Day Program)

Center-Based Supports, Individual	15 Min.		\$11.78	
Center-Based Supports, Tier A	15 Min.	\$1.38	\$3.33	
Center-Based Supports, Tier B	15 Min.	\$1.59	\$3.33	
Center-Based Supports, Tier C	15 Min.	\$2.26	\$4.04	
Center-Based Supports, Tier D	15 Min.	\$3.45	\$5.25	
Center-Based Supports, Tier E	15 Min.	\$9.47	\$6.20	

Home-Based Day Program

Home-Based Supports, Tier A	Day	\$1.38	-	With the increased staffing levels in the Group Home rate models, Home-Based Day Programs would be eliminated (there will be an exceptions process to increase Group Home staffing if appropriate).
Home-Based Supports, Tier B	Day	\$1.59	-	
Home-Based Supports, Tier C	Day	\$2.26	-	
Home-Based Supports, Tier D	Day	\$3.45	-	
Home-Based Supports, Tier E	Day	\$9.47	-	

Respite

Hourly, 1:1	15 Min.	\$7.71	\$11.28	Daily rate for use in cases of Emergency SLA placements, using the Enhanced Tier E SLA rate
Hourly, 1:2	15 Min.		\$6.37	
Hourly, 1:3	15 Min.		\$4.32	
Daily, 1:1	Day	\$277.56	\$339.12	

Discovery and Job Development

Discovery	15 Min.		\$17.61	Current hourly Development/ Assessment rate is reported as a 15-minute equivalent for comparability.
Job Development	15 Min.	\$15.05	\$19.73	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Comparison of Final Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
--------------------------	-------------	---------------------	----------------------	--------------

Job Coaching

Tier A	15 Min.		\$18.06	
Tier B	15 Min.		\$18.06	
Tier C	15 Min.	\$9.69	\$18.06	Current Job Coaching and Job Retention rates will be consolidated under a single reimbursement framework based on hours of support provided. The longer-term goal is to pay providers based on the number of hours worked by the individual being supported.
Tier D	15 Min.		\$18.06	
Tier E	15 Min.		\$18.06	
Job Retention, Tier A	Month	\$216.39	-	
Job Retention, Tier B	Month	\$299.88	-	
Job Retention, Tier C	Month	\$386.66	-	
Job Retention, Tier D	Month	\$580.00	-	
Job Retention, Tier E	Month	\$727.22	-	

Group Support Employment

Group Supported Employment, 1:2	15 Min.	\$5.57	\$8.53	
Group Supported Employment, 1:3	15 Min.	\$3.88	\$5.79	
Group Supported Employment, 1:4	15 Min.	\$3.03	\$4.41	
Group Supported Employment, 1:5	15 Min.	\$2.52	\$3.58	
Group Supported Employment, 1:6	15 Min.	\$2.18	\$3.01	

Personal Care in the Workplace

Personal Care in the Workplace	15 Min.	-	\$12.36	New service.
--------------------------------	---------	---	---------	--------------

Transportation

Tiers A-C	Trip	\$10.62	-	Current tiered rates would be replaced with rates based on the number of individuals transported.
Tiers D-E	Trip	\$18.64	-	
All Tiers	Trip	-	\$21.20	

Peer Supports and Family-to-Family Training

Peer Supports	15 Min.	-	\$11.65	New service.
Family to Family Training	15 Min.	-	\$11.18	New service.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Comparison of Final Rates to Current Published Rates

Service/Variation	Unit	Current Rate	Proposed Rate	Notes
<i>Professional Services</i>				
Psychologist/ BCBA	Community	15 Min.	\$24.36	
	Office/ Telehealth	15 Min.	\$20.01	
Psychiatrist	Community	15 Min.	\$72.44	
	Office/ Telehealth	15 Min.	\$60.90	
Therapist	Community	15 Min.	\$28.48	
	Office/ Telehealth	15 Min.	\$23.51	
Registered Nurse	Community	15 Min.	\$24.20	
	Office/ Telehealth	15 Min.	\$19.88	Service incorporates current Natural Supports Training by Professional Staff and Professional Supports while at Day Program services.
Licensed Social Worker	Community	15 Min.	\$24.20	
	Office/ Telehealth	15 Min.	\$19.87	
Lic. Mental Hlth Couns./ LMFT	Community	15 Min.	\$19.54	
	Office/ Telehealth	15 Min.	\$15.91	
Interpreter	Community	15 Min.	\$16.73	
	Office/ Telehealth	15 Min.	\$13.53	
BCABA	Community	15 Min.	\$20.77	
	Office/ Telehealth	15 Min.	\$16.77	
Licensed Practical Nurse	Community	15 Min.	\$20.75	
	Office/ Telehealth	15 Min.	\$16.76	

Supports Brokerage

Supports Brokerage	15 Min.	\$12.50	\$15.99
--------------------	---------	---------	---------

Financial Management Services (Support Facilitation)

Tier A	Month	\$49.20	-
Tier B	Month	\$49.20	-
Tier C	Month	\$98.41	-
Tier D	Month	\$197.88	-
Tier E	Month	\$197.88	-

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Group Homes

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		Day	Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50	
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	\$33.70	\$33.70	\$33.70	\$33.70	
	<i>Staffing (see Appendix D)</i>						
	- Staff Hours per Residence per Week	168.0	208.0	248.0	288.0	328.0	
	Allocated Staff Hours per Participant per Week	42.0	52.0	62.0	72.0	82.0	
	Weekly Staff Cost per Participant	\$1,415.40	\$1,752.40	\$2,089.40	\$2,426.40	\$2,763.40	
	Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
		- Number of Miles per Home per Week	425	425	425	425	425
Allocated Miles per Participant per Week		106	106	106	106	106	
Weekly Mileage Cost per Participant		\$66.25	\$66.25	\$66.25	\$66.25	\$66.25	
Professional Services	-Licensed Staff (RN) Wage	\$43.38	\$43.38	\$43.38	\$43.38	\$43.38	
	-Licensed Staff ERE	21.67%	21.67%	21.67%	21.67%	21.67%	
	Hourly Cost (wages + benefits)	\$52.78	\$52.78	\$52.78	\$52.78	\$52.78	
	Weekly Hours per Participant	1.0	1.0	1.0	2.0	1.0	
	-Licensed Staff (Psychologist) Wage	\$43.72	\$43.72	\$43.72	\$43.72	\$43.72	
	-Licensed Staff ERE	21.60%	21.60%	21.60%	21.60%	21.60%	
	Hourly Cost (wages + benefits)	\$53.16	\$53.16	\$53.16	\$53.16	\$53.16	
	Weekly Hours per Participant	0.0	0.0	0.0	0.0	1.0	
Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94		
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,534.43	\$1,871.43	\$2,208.43	\$2,598.21	\$2,935.59	
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
Weekly Administration Cost per Participant	\$193.83	\$231.27	\$268.71	\$312.02	\$349.51		
Total Cost per Participant per Week	\$1,938.26	\$2,312.70	\$2,687.14	\$3,120.23	\$3,495.10		
Total Cost per Participant per Day	\$276.89	\$330.39	\$383.88	\$445.75	\$499.30		
Rate per Day at 344 Days per Year	\$293.79	\$350.56	\$407.31	\$472.96	\$529.78		

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Supportive Living with Awake Overnight Staff

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		Day	Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50	
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	\$33.70	\$33.70	\$33.70	\$33.70	
	<i>Staffing (see Appendix E)</i>						
	- Staff Hours per Residence per Week	168.0	208.0	250.0	290.0	320.0	
	Allocated Staff Hours per Participant per Week	37.3	46.2	55.6	64.4	71.1	
	Weekly Staff Cost per Participant	\$1,258.02	\$1,557.61	\$1,872.37	\$2,171.63	\$2,396.41	
	Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
		- Number of Miles per Home per Week	425	425	425	425	425
Allocated Miles per Participant per Week		94	94	94	94	94	
Weekly Mileage Cost per Participant		\$58.75	\$58.75	\$58.75	\$58.75	\$58.75	
Professional Services	-Licensed Staff (RN) Wage	\$43.38	\$43.38	\$43.38	\$43.38	\$43.38	
	-Licensed Staff ERE	21.67%	21.67%	21.67%	21.67%	21.67%	
	Hourly Cost (wages + benefits)	\$52.78	\$52.78	\$52.78	\$52.78	\$52.78	
	Weekly Hours per Participant	1.0	1.0	1.0	2.0	1.0	
	-Licensed Staff (Psychologist) Wage	\$43.72	\$43.72	\$43.72	\$43.72	\$43.72	
	-Licensed Staff ERE	21.60%	21.60%	21.60%	21.60%	21.60%	
	Hourly Cost (wages + benefits)	\$53.16	\$53.16	\$53.16	\$53.16	\$53.16	
Weekly Hours per Participant	0.0	0.0	0.0	0.0	1.0		
Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94		
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,369.55	\$1,669.14	\$1,983.90	\$2,335.94	\$2,561.10	
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
Weekly Administration Cost per Participant	\$175.51	\$208.79	\$243.77	\$282.88	\$307.90		
Total Cost per Participant per Week	\$1,755.06	\$2,087.93	\$2,437.67	\$2,828.82	\$3,079.00		
Total Cost per Participant per Day	\$250.72	\$298.28	\$348.24	\$404.12	\$439.86		
Rate per Day at 344 Days per Year	\$266.03	\$316.49	\$369.50	\$428.79	\$466.71		

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Supportive Living with Asleep/ On-Call Overnight Staff

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		Day	Day	Day	Day	Day	
Direct Support Staff Wages and Benefits	- Direct Support Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05	
	<i>Productivity Assumptions</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	34.50	34.50	34.50	34.50	34.50	
	Productivity Adjustment	1.16	1.16	1.16	1.16	1.16	
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	\$33.70	\$33.70	\$33.70	\$33.70	
	<i>Staffing (see Appendix E)</i>						
	- Staff Hours per Residence per Week	112.0	152.0	194.0	234.0	264.0	
	Allocated Staff Hours per Participant per Week	24.9	33.8	43.1	52.0	58.7	
	Weekly Staff Cost per Participant	\$838.79	\$1,138.39	\$1,452.81	\$1,752.40	\$1,977.18	
	Asleep/ On-Call Pay	- Daily Payment for Asleep/ On-Call Shift	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00
Weekly Asleep/ On-Call Shift Payments		\$350.00	\$350.00	\$350.00	\$350.00	\$350.00	
Weekly Asleep/ On-Call Shift Payment per Participant		\$77.78	\$77.78	\$77.78	\$77.78	\$77.78	
Mileage	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625	
	- Number of Miles per Home per Week	425	425	425	425	425	
	Allocated Miles per Participant per Week	94	94	94	94	94	
	Weekly Mileage Cost per Participant	\$58.75	\$58.75	\$58.75	\$58.75	\$58.75	
Professional Services	-Licensed Staff (RN) Wage	\$43.38	\$43.38	\$43.38	\$43.38	\$43.38	
	-Licensed Staff ERE	21.67%	21.67%	21.67%	21.67%	21.67%	
	Hourly Cost (wages + benefits)	\$52.78	\$52.78	\$52.78	\$52.78	\$52.78	
	Weekly Hours per Participant	1.0	1.0	1.0	2.0	1.0	
	-Licensed Staff (Psychologist) Wage	\$43.72	\$43.72	\$43.72	\$43.72	\$43.72	
	-Licensed Staff ERE	21.60%	21.60%	21.60%	21.60%	21.60%	
	Hourly Cost (wages + benefits)	\$53.16	\$53.16	\$53.16	\$53.16	\$53.16	
	Weekly Hours per Participant	0.0	0.0	0.0	0.0	1.0	
Weekly Cost per Participant	\$52.78	\$52.78	\$52.78	\$105.56	\$105.94		
Admin. and Program Support	Cost per Week Before Program Support and Administration	\$1,028.10	\$1,327.70	\$1,642.12	\$1,994.49	\$2,219.65	
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
	Weekly Program Support Cost per Participant	\$210.00	\$210.00	\$210.00	\$210.00	\$210.00	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
Weekly Administration Cost per Participant	\$137.57	\$170.86	\$205.79	\$244.94	\$269.96		
Total Cost per Participant per Week		\$1,375.67	\$1,708.56	\$2,057.91	\$2,449.43	\$2,699.61	
Total Cost per Participant per Day		\$196.52	\$244.08	\$293.99	\$349.92	\$385.66	
Rate per Day at 344 Days per Year		\$208.52	\$258.98	\$311.94	\$371.28	\$409.20	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Shared Living Arrangement

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
	Annual Recruiter Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
	- Home Recruitments per Full-Time Recruiter per Year	12	12	12	12	12
	Recruiter Cost per Home Recruitment	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84
	- Annual Home Recruiter Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Recruiter Miles per Home	325	325	325	325	325
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Recruiter Mileage Cost per Home	\$203.13	\$203.13	\$203.13	\$203.13	\$203.13
	- Number of Years that a Home Contracts with Agency	6.0	6.0	6.0	6.0	6.0
Amortized Annual Recruitment Cost per Participant	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00	
Home Monitor	- Home Monitor Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
	Annual Home Monitor Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
- Home Monitor Caseload	15	15	12	10	10	
Annual Home Monitor Cost per Participant	\$5,851.87	\$5,851.87	\$7,314.84	\$8,777.81	\$8,777.81	
Home Monitor Mileage	- Annual Home Monitor Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Monitor Miles per Home	260	260	325	390	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
Home Monitor Mileage Cost per Home	\$162.50	\$162.50	\$203.13	\$243.75	\$243.75	
Home Payment	- Daily Payment to Home Provider per Participant	\$75.00	\$90.00	\$105.00	\$120.00	\$135.00
	Annual Payment per Participant	\$27,375.00	\$32,850.00	\$38,325.00	\$43,800.00	\$49,275.00
Admin. and Program Support	Annual Cost Before Program Support and Administration	\$34,642.37	\$40,117.37	\$47,095.97	\$54,074.56	\$59,549.56
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
Annual Administration Cost per Participant	\$5,065.82	\$5,674.15	\$6,449.55	\$7,224.95	\$7,833.28	
Total Cost per Participant per Year		\$50,658.19	\$56,741.52	\$64,495.52	\$72,249.51	\$78,332.84
Total Cost per Participant per Day		\$138.79	\$155.46	\$176.70	\$197.94	\$214.61
Rate per Day at 344 Days per Year		\$147.26	\$164.95	\$187.49	\$210.02	\$227.71

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Shared Living Arrangement, Enhanced

		Tier A	Tier B	Tier C	Tier D	Tier E
Unit of Service		Day	Day	Day	Day	Day
Recruitment	- Recruiter Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
	Annual Recruiter Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
	- Number of Home Recruitments per Recruiter per Year	12	12	12	12	12
	Recruiter Cost per Home Recruitment	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84	\$7,314.84
	- Annual Home Recruiter Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Recruiter Miles per Home	325	325	325	325	325
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
	Home Recruiter Mileage Cost per Home	\$203.13	\$203.13	\$203.13	\$203.13	\$203.13
	- Number of Years that a Home Contracts with Agency	6.0	6.0	6.0	6.0	6.0
Amortized Annual Recruitment Cost per Participant		\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00	\$1,253.00
Home Monitor	- Home Monitor Hourly Wage	\$33.91	\$33.91	\$33.91	\$33.91	\$33.91
	- Employee Benefit Rate (as a percent of wages)	24.45%	24.45%	24.45%	24.45%	24.45%
	Annual Home Monitor Cost (wages + benefits)	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07	\$87,778.07
- Home Monitor Caseload	15	15	12	10	10	
Annual Home Monitor Cost per Participant		\$5,851.87	\$5,851.87	\$7,314.84	\$8,777.81	\$8,777.81
Home Monitor Mileage	- Annual Home Monitor Miles	3,900	3,900	3,900	3,900	3,900
	- Annual Home Monitor Miles per Home	260	260	325	390	390
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
Home Monitor Mileage Cost per Home		\$162.50	\$162.50	\$203.13	\$243.75	\$243.75
Home Payment	- Daily Payment to Home Provider per Participant	\$101.25	\$121.50	\$141.75	\$204.00	\$229.50
	Annual Payment per Participant	\$36,956.25	\$44,347.50	\$51,738.75	\$74,460.00	\$83,767.50
Admin. and Program Support	Annual Cost Before Program Support and Administration	\$44,223.62	\$51,614.87	\$60,509.72	\$84,734.56	\$94,042.06
	- Program Support Cost per Participant per Day	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	Annual Program Support Cost per Participant	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00	\$10,950.00
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%
Annual Administration Cost per Participant		\$6,130.40	\$6,951.65	\$7,939.97	\$10,631.62	\$11,665.78
Total Annual Cost per Participant		\$61,304.02	\$69,516.52	\$79,399.69	\$106,316.18	\$116,657.84
Total Cost per Participant per Day		\$167.96	\$190.46	\$217.53	\$291.28	\$319.61
Rate per Day at 344 Days per Year		\$178.21	\$202.09	\$230.81	\$309.06	\$339.12

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Remote Supports, Monitoring

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	34.50	
	Productivity Factor	1.16	
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$33.70	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.35	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$4.23	
	Cost per Billable Hour	\$42.28	
	- Number of Members Monitored	4	
	Total Cost per Billable Hour per Individual	\$10.57	
	Rate per 15 Minutes per Individual	\$2.64	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Remote Supports, In-Person Response

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.21	
	- Recordkeeping and Reporting	0.88	
	- Individual Planning Meetings	0.22	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.19	
	Productivity Factor	1.28	
	Staff Cost After Productivity Adj. per Billable Hour	\$37.18	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	Mileage Cost per Billable Hour	\$2.50	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$39.68	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.81	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$4.94	
	Cost per Billable Hour	\$49.43	
	Rate per 15 Minutes	\$12.36	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Community Based Supports, Individual

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.21	
	- Recordkeeping and Reporting	0.88	
	- Individual Planning Meetings	0.22	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.19	
	Productivity Factor	1.28	
	Staff Cost After Productivity Adj. per Billable Hour	\$37.18	
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	Mileage Cost per Billable Hour	\$2.50	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$39.68	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.81	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$4.94	
	Cost per Billable Hour	\$49.43	
	Rate per 15 Minutes	\$12.36	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Community-Based Supports, Group

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05	
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	
	- Recordkeeping and Reporting	1.33	1.33	1.33	0.88	0.88	
	- Individual Planning Meetings	0.44	0.44	0.22	0.22	0.22	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	31.62	31.62	31.84	32.29	32.29	
	Productivity Factor	1.27	1.27	1.26	1.24	1.24	
	<i>Staffing Ratio</i>						
	- Group Size (Participants per Direct Care Staff)	3.00	3.00	2.50	2.00	1.50	
	- Participant Attendance Rate	90%	90%	90%	90%	90%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.70	2.70	2.25	1.80	1.35	
	Staff Cost After Productivity Adj. per Billable Hour	\$13.66	\$13.66	\$16.27	\$20.01	\$26.68	
	Attendance	- Annual Days of Program Support	250.0	250.0	250.0	250.0	250.0
		- Annual Days of Participant Attendance	225.0	225.0	225.0	225.0	225.0
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,350	1,350	1,350	1,350	1,350	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	Facility Cost per Participant per Billable Hour	\$1.11	\$1.11	\$1.11	\$1.11	\$1.11	
Mileage, In Program	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625	
	- Number of Miles Traveled per Vehicle per Week	150	150	150	150	150	
	- Number of Participants per Vehicle	2.70	2.70	2.25	1.80	1.35	
	Allocated Miles per Participant per Week	55.6	55.6	66.7	83.3	111.1	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,737.50	\$1,737.50	\$2,084.38	\$2,603.13	\$3,471.88	
Mileage Cost per Participant per Billable Hour	\$1.29	\$1.29	\$1.54	\$1.93	\$2.57		
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$16.06	\$16.06	\$18.92	\$23.05	\$30.36	
	- Program Support Cost per Day	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00	
	Program Support Cost per Participant per Billable Hour	\$4.12	\$4.12	\$4.94	\$6.17	\$8.23	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Participant per Billable Hour	\$2.24	\$2.24	\$2.65	\$3.25	\$4.29	
Cost per Participant per Billable Hour		\$22.42	\$22.42	\$26.51	\$32.47	\$42.88	
Rate per 15 Minutes		\$5.61	\$5.61	\$6.63	\$8.12	\$10.72	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Center-Based Supports, Individual

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Program Set-Up/ Clean-Up	1.11	
	- Recordkeeping and Reporting	1.33	
	- Individual Planning Meetings	0.22	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.84	
	Productivity Factor	1.26	
	Staff Cost After Productivity Adj. per Billable Hour	\$36.60	
Attendance	- Annual Days of Program Support	250.0	
	- Annual Days of Participant Attendance	225.0	
	- Hours per Day of Participant Attendance	6.00	
	Hours per Year of Participant Attendance	1,350	
Facility	- Square Feet of Service Space per Participant	100	
	- Annual Cost per Square Foot	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	
	Facility Cost per Participant per Billable Hour	\$1.11	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$37.71	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.71	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$4.71	
	Cost per Billable Hour	\$47.13	
	Rate per 15 Minutes	\$11.78	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Center-Based Supports

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	\$29.05	\$29.05	
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	
	- Recordkeeping and Reporting	2.21	2.21	1.77	1.33	1.33	
	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.22	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	30.74	30.74	31.18	31.62	31.84	
	Productivity Factor	1.30	1.30	1.28	1.27	1.26	
	Staffing Ratio						
	- Group Size (Participants per Direct Care Staff)	5.0	5.0	4.0	3.0	2.5	
	- Participant Attendance Rate	90%	90%	90%	90%	90%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	4.5	4.5	3.6	2.7	2.3	
	Staff Cost After Productivity Adj. per Billable Hour	\$8.39	\$8.39	\$10.33	\$13.66	\$16.27	
	Attendance	- Annual Days of Program Support	250.0	250.0	250.0	250.0	250.0
		- Annual Days of Participant Attendance	225.0	225.0	225.0	225.0	225.0
- Hours per Day of Participant Attendance		6.00	6.00	6.00	6.00	6.00	
Hours per Year of Participant Attendance		1,350	1,350	1,350	1,350	1,350	
Facility	- Square Feet of Service Space per Participant	100	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	Facility Cost per Participant per Billable Hour	\$1.11	\$1.11	\$1.11	\$1.11	\$1.11	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$9.50	\$9.50	\$11.44	\$14.77	\$17.38	
	- Daily Program Support Costs	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00	
	Program Support Cost per Billable Hour	\$2.47	\$2.47	\$3.09	\$4.12	\$4.94	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$1.33	\$1.33	\$1.61	\$2.10	\$2.48	
Cost per Participant per Billable Hour		\$13.30	\$13.30	\$16.14	\$20.99	\$24.80	
Rate per 15 Minutes		\$3.33	\$3.33	\$4.04	\$5.25	\$6.20	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Respite, Hourly

		1:1	1:2	1:3	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	\$22.14	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	31.20%	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	\$29.05	\$29.05	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Travel Time Between Individuals	0.88	0.88	0.88	
	- Recordkeeping and Reporting	0.88	1.33	1.77	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	32.74	32.29	31.85	
	Productivity Factor	1.22	1.24	1.26	
	Staff Cost After Productivity Adj. per Billable Hour		\$35.44	\$36.02	\$36.60
Mileage	- Number of Miles Traveled per Week	30	30	30	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$18.75	\$18.75	\$18.75	
	Mileage Cost per Billable Hour	\$0.57	\$0.58	\$0.59	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$36.01	\$36.60	\$37.19	
	- Program Support Funding per Day	\$30.00	\$60.00	\$60.00	
	Program Support Cost per Billable Hour	\$4.58	\$9.29	\$9.42	
	- Administration Percent	10.0%	10.0%	10.0%	
Administration Cost per Billable Hour		\$4.51	\$5.10	\$5.18	
Cost per Billable Hour		\$45.10	\$50.99	\$51.79	
- Number of Individuals Served		1	2	3	
Rate per 15 Minutes per Participant		\$11.28	\$6.37	\$4.32	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Discovery

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.34	
	- Employee Benefit Rate (as a percent of wages)	24.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.56	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.21	
	- Recordkeeping and Reporting	1.77	
	- Individual Planning Meetings	0.44	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	30.08	
	Productivity Factor	1.33	
	Staff Cost After Productivity Adj. per Billable Hour	\$55.27	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.12	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$58.39	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$4.99	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$7.04	
	Cost per Billable Hour	\$70.42	
	Rate per 15 Minutes	\$17.61	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Job Development

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.34	
	- Employee Benefit Rate (as a percent of wages)	24.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.56	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.21	
	- Networking/ General Development Activities	3.32	
	- Recordkeeping and Reporting	1.77	
	- Individual Planning Meetings	0.44	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	26.76	
	Productivity Factor	1.49	
	Staff Cost After Productivity Adj. per Billable Hour	\$61.92	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$93.75	
	Mileage Cost per Billable Hour	\$3.50	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$65.42	
	- Daily Program Support Costs	\$30.00	
	Program Support Cost per Billable Hour	\$5.61	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$7.89	
	Cost per Billable Hour	\$78.92	
	Rate per 15 Minutes	\$19.73	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Job Coaching

		Tier A	Tier B	Tier C	Tier D	Tier E	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	\$33.16	\$33.16	\$33.16	
	- Employee Benefit Rate (as a percent of wages)	24.74%	24.74%	24.74%	24.74%	24.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.36	\$41.36	\$41.36	\$41.36	
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	2.65	2.65	2.65	2.65	2.65	
	- Recordkeeping and Reporting	2.21	2.21	2.21	2.21	2.21	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Individual Planning Meetings	0.44	0.44	0.44	0.44	0.44	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	29.20	29.20	29.20	29.20	29.20	
	Productivity Factor	1.37	1.37	1.37	1.37	1.37	
	Staff Cost After Productivity Adj. per Billable Hour	\$56.66	\$56.66	\$56.66	\$56.66	\$56.66	
Mileage	- Number of Miles Traveled per Week	150	150	150	150	150	
	- Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625	
	Weekly Mileage Cost	\$93.75	\$93.75	\$93.75	\$93.75	\$93.75	
	Mileage Cost per Billable Hour	\$3.21	\$3.21	\$3.21	\$3.21	\$3.21	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$59.87	\$59.87	\$59.87	\$59.87	\$59.87	
	- Daily Program Support Costs	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.14	\$5.14	\$5.14	\$5.14	\$5.14	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
	Administration Cost per Billable Hour	\$7.22	\$7.22	\$7.22	\$7.22	\$7.22	
Cost per Billable Hour	\$72.23	\$72.23	\$72.23	\$72.23	\$72.23		
Rate per 15 Minutes	\$18.06	\$18.06	\$18.06	\$18.06	\$18.06		

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Group Supported Employment

		1:2	1:3	1:4	1:5	1:6	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.16	\$33.16	\$33.16	\$33.16	
	- Employee Benefit Rate (as a percent of wages)	24.74%	24.74%	24.74%	24.74%	24.74%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.36	\$41.36	\$41.36	\$41.36	
	<i>Productivity Adjustments</i>						
	Total Hours	40.00	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	0.88	1.33	1.77	2.21	2.65	
	- Individual Planning Meetings	0.22	0.44	0.44	0.44	0.44	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	
	- Training	0.77	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	3.85	
	"Billable" Hours	33.40	32.73	32.29	31.85	31.41	
	Productivity Factor	1.20	1.22	1.24	1.26	1.27	
	Staff Cost After Productivity Adj. per Billable Hour	\$24.82	\$16.82	\$12.82	\$10.42	\$8.75	
	Mileage, In Program	Amount per Mile	\$0.625	\$0.625	\$0.625	\$0.625	\$0.625
- Number of Miles Traveled per Vehicle per Week		150	150	150	150	150	
Allocated Miles per Participant per Week		75.0	50.0	37.5	30.0	25.0	
Mileage Cost per Participant per Billable Hour		\$1.40	\$0.95	\$0.73	\$0.59	\$0.50	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$26.22	\$17.77	\$13.55	\$11.01	\$9.25	
	- Program Support Cost per Day	\$60.00	\$60.00	\$60.00	\$60.00	\$60.00	
	Program Support Cost per Participant per Billable Hour	\$4.49	\$3.06	\$2.32	\$1.88	\$1.59	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	10.0%	
Administration Cost per Participant per Billable Hour	\$3.41	\$2.31	\$1.76	\$1.43	\$1.20		
Cost per Participant per Billable Hour		\$34.12	\$23.14	\$17.63	\$14.32	\$12.04	
Rate per 15 Minutes		\$8.53	\$5.79	\$4.41	\$3.58	\$3.01	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Personal Care in the Workplace

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14	
	- Employee Benefit Rate (as a percent of wages)	31.20%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.21	
	- Recordkeeping and Reporting	0.88	
	- Individual Planning Meetings	0.22	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	31.19	
	Productivity Factor	1.28	
	Staff Cost After Productivity Adj. per Billable Hour		\$37.18
Mileage	- Number of Miles Traveled per Week	125	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$78.13	
	Mileage Cost per Billable Hour	\$2.50	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$39.68	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$4.81	
	- Administration Percent	10.0%	
Administration Cost per Billable Hour		\$4.94	
	Cost per Billable Hour	\$49.43	
	Rate per 15 Minutes	\$12.36	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Transportation

	Unit of Service	Trip
Trip Details	- Number of Miles Traveled per Trip	15
	- Assumed Travel Speed (miles per Hour)	35
	- Minutes for Loading/Unloading per Participant	2
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	31.20%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.05
	<i>Productivity Adjustments</i>	
	Total Hours	40.00
	- Supervision and Other Employer Time	0.88
	- Training	0.77
	- Paid Time Off	3.85
	"Billable" Hours	34.50
	Productivity Factor	1.16
	Staff Cost After Productivity Adj. per Billable Hour	\$33.70
	Number of Staff Hours per Trip (based on trip details above)	0.53
	Staff Cost per Trip	\$17.86
Mileage	- Amount per Mile	\$0.625
	Mileage Cost per Trip	\$9.38
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$27.24
	- Program Support Costs per Day	\$60.00
	Program Support Cost per Trip (based on two trips per day)	\$30.00
	- Administration Percent	10.0%
	Administration Cost per Trip	\$6.36
	Cost per Trip	\$63.60
	- Number of Individuals Transported	3
	Rate per Participant per Trip	\$21.20

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Peer Supports

Unit of Service		15-Min
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
	<i>Productivity Adjustments</i>	
	Total Hours	20.00
	- Supervision and Other Employer Time	1.08
	- Training	0.77
	- Paid Time Off	1.92
	"Billable" Hours	16.23
	Productivity Factor	1.23
Staff Cost After Productivity Adj. per Billable Hour		\$30.77
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$1.93
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$32.70
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$9.24
	- Administration Percent	10.0%
Administration Cost per Billable Hour		\$4.66
Cost per Billable Hour		\$46.60
Rate per 15 Minutes		\$11.65

New Rate and Payment Options - Final Rate Models
 prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Family-to-Family Training

Unit of Service		15-Min
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$22.14
	- Employee Benefit Rate (as a percent of wages)	12.99%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$25.02
	<i>Productivity Adjustments</i>	
	Total Hours	20.00
	- Supervision and Other Employer Time	0.43
	- Training	0.77
	- Paid Time Off	1.92
	"Billable" Hours	16.88
	Productivity Factor	1.18
Staff Cost After Productivity Adj. per Billable Hour		\$29.52
Mileage	- Number of Miles Traveled per Week	50
	- Amount per Mile	\$0.625
	Weekly Mileage Cost	\$31.25
	Mileage Cost per Billable Hour	\$1.85
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$31.37
	- Daily Program Support Costs	\$30.00
	Program Support Cost per Billable Hour	\$8.89
	- Administration Percent	10.0%
Administration Cost per Billable Hour		\$4.47
Cost per Billable Hour		\$44.73
Rate per 15 Minutes		\$11.18

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Office/Telehealth

		Psych- ologist/ BCBA	Psych- iatrist	Therapist (OT/ PT/ SLP)	Registered Nurse	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.72	\$153.21	\$52.75	\$43.38	
	- Employee Benefit Rate (as a percent of wages)	21.60%	11.55%	19.91%	21.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$53.16	\$170.91	\$63.25	\$52.78	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Recordkeeping and Reporting	1.99	1.99	1.99	1.99	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Missed Appointments	0.44	0.44	0.44	0.44	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	32.07	32.07	32.07	32.07	
	Productivity Factor	1.25	1.25	1.25	1.25	
Staff Cost After Productivity Adj. per Billable Hour		\$66.45	\$213.64	\$79.06	\$65.98	
Office Space	- Square Feet of Office Space per Staff	100	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.90	\$0.90	\$0.90	\$0.90	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$67.35	\$214.54	\$79.96	\$66.88	
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$4.68	\$4.68	\$4.68	\$4.68	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
Administration Cost per Billable Hour		\$8.00	\$24.36	\$9.40	\$7.95	
Cost per Billable Hour		\$80.03	\$243.58	\$94.04	\$79.51	
Rate per 15 Minutes		\$20.01	\$60.90	\$23.51	\$19.88	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Office/Telehealth

		Licensed Social Worker	Lic. Mental Hlth Couns./ LMFT	Interpreter	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01	
	- Employee Benefit Rate (as a percent of wages)	21.68%	24.74%	27.69%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.77	\$41.36	\$34.49	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Recordkeeping and Reporting	1.99	1.99	1.99	
	- Supervision and Other Employer Time	0.88	0.88	0.88	
	- Missed Appointments	0.44	0.44	0.44	
	- Training	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	
	"Billable" Hours	32.07	32.07	32.07	
	Productivity Factor	1.25	1.25	1.25	
	Staff Cost After Productivity Adj. per Billable Hour	\$65.96	\$51.70	\$43.11	
Office Space	- Square Feet of Office Space per Staff	100	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.90	\$0.90	\$0.90	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$66.86	\$52.60	\$44.01	
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$4.68	\$4.68	\$4.68	
	- Administration Percent	10.0%	10.0%	10.0%	
Administration Cost per Billable Hour	\$7.95	\$6.36	\$5.41		
Cost per Billable Hour		\$79.49	\$63.64	\$54.10	
Rate per 15 Minutes		\$19.87	\$15.91	\$13.53	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Office/Telehealth

		BCABA	LPN	
	Unit of Service	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.12	
	- Employee Benefit Rate (as a percent of wages)	24.74%	24.75%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.32	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Recordkeeping and Reporting	1.99	1.99	
	- Supervision and Other Employer Time	1.77	1.77	
	- Missed Appointments	0.44	0.44	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	31.18	31.18	
	Productivity Factor	1.28	1.28	
	Staff Cost After Productivity Adj. per Billable Hour		\$52.94	\$52.89
Office Space	- Square Feet of Office Space per Staff	100	100	
	- Annual Cost per Square Foot	\$15.00	\$15.00	
	Annual Office Space Cost per Staff	\$1,500.00	\$1,500.00	
	Office Space Cost per Billable Hour	\$0.93	\$0.93	
Clinical Supervision	- Hourly Supervisor Rate	\$43.72	\$43.38	
	- Supervisor Benefit Rate (as a percent of wages)	21.60%	21.67%	
	Weekly Hours of Supervision	1.0	1.0	
	Weekly Supervision Cost	\$53.16	\$52.78	
Supervision Cost per Billable Hour		\$1.70	\$1.69	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$55.57	\$55.51	
	- Program Support Cost per Day	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$4.81	\$4.81	
	- Administration Percent	10.0%	10.0%	
Administration Cost per Billable Hour		\$6.71	\$6.70	
Cost per Billable Hour		\$67.09	\$67.02	
Rate per 15 Minutes		\$16.77	\$16.76	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Community

		Psych- ologist/ BCBA	Psych- iatrist	Therapist (OT/ PT/ SLP)	Registered Nurse	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.72	\$153.21	\$52.75	\$43.38	
	- Employee Benefit Rate (as a percent of wages)	21.60%	11.55%	19.91%	21.67%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$53.16	\$170.91	\$63.25	\$52.78	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	5.09	5.09	5.09	5.09	
	- Recordkeeping and Reporting	1.77	1.77	1.77	1.77	
	- Supervision and Other Employer Time	0.88	0.88	0.88	0.88	
	- Missed Appointments	0.44	0.44	0.44	0.44	
	- Training	0.77	0.77	0.77	0.77	
	- Paid Time Off	3.85	3.85	3.85	3.85	
	"Billable" Hours	27.20	27.20	27.20	27.20	
	Productivity Factor	1.47	1.47	1.47	1.47	
	Staff Cost After Productivity Adj. per Billable Hour	\$78.15	\$251.24	\$92.98	\$77.59	
	Mileage	- Number of Miles Traveled per Week	175	175	175	175
- Amount per Mile		\$0.625	\$0.625	\$0.625	\$0.625	
Weekly Mileage Cost		\$109.38	\$109.38	\$109.38	\$109.38	
Mileage Cost per Billable Hour		\$4.02	\$4.02	\$4.02	\$4.02	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$82.17	\$255.26	\$97.00	\$81.61	
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.51	\$5.51	\$5.51	\$5.51	
	- Administration Percent	10.0%	10.0%	10.0%	10.0%	
Administration Cost per Billable Hour	\$9.74	\$28.97	\$11.39	\$9.68		
Cost per Billable Hour		\$97.42	\$289.74	\$113.90	\$96.80	
Rate per 15 Minutes		\$24.36	\$72.44	\$28.48	\$24.20	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Community

		Licensed Social Worker	Lic. Mental Hlth Couns./ LMFT	Interpreter
Unit of Service		15 Min.	15 Min.	15 Min.
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$43.37	\$33.16	\$27.01
	- Employee Benefit Rate (as a percent of wages)	21.68%	24.74%	27.69%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$52.77	\$41.36	\$34.49
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Time Between Individuals	5.09	5.09	5.09
	- Recordkeeping and Reporting	1.77	1.77	1.77
	- Supervision and Other Employer Time	0.88	0.88	0.88
	- Missed Appointments	0.44	0.44	0.44
	- Training	0.77	0.77	0.77
	- Paid Time Off	3.85	3.85	3.85
	"Billable" Hours	27.20	27.20	27.20
	Productivity Factor	1.47	1.47	1.47
	Staff Cost After Productivity Adj. per Billable Hour		\$77.57	\$60.80
Mileage	- Number of Miles Traveled per Week	175	175	175
	- Amount per Mile	\$0.625	\$0.625	\$0.625
	Weekly Mileage Cost	\$109.38	\$109.38	\$109.38
	Mileage Cost per Billable Hour	\$4.02	\$4.02	\$4.02
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$81.59	\$64.82	\$54.72
	- Program Support Cost per Day	\$30.00	\$30.00	\$30.00
	Program Support Cost per Billable Hour	\$5.51	\$5.51	\$5.51
	- Administration Percent	10.0%	10.0%	10.0%
Administration Cost per Billable Hour		\$9.68	\$7.81	\$6.69
Cost per Billable Hour		\$96.78	\$78.14	\$66.92
Rate per 15 Minutes		\$24.20	\$19.54	\$16.73

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Professional Services, Community

		BCABA	LPN	
	Unit of Service	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Care Staff Hourly Wage	\$33.16	\$33.12	
	- Employee Benefit Rate (as a percent of wages)	24.74%	24.75%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$41.36	\$41.32	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	5.09	5.09	
	- Recordkeeping and Reporting	1.77	1.77	
	- Supervision and Other Employer Time	1.77	1.77	
	- Missed Appointments	0.44	0.44	
	- Training	0.77	0.77	
	- Paid Time Off	3.85	3.85	
	"Billable" Hours	26.31	26.31	
	Productivity Factor	1.52	1.52	
		Staff Cost After Productivity Adj. per Billable Hour	\$62.87	\$62.81
Mileage	- Number of Miles Traveled per Week	175	175	
	- Amount per Mile	\$0.625	\$0.625	
	Weekly Mileage Cost	\$109.38	\$109.38	
	Mileage Cost per Billable Hour	\$4.16	\$4.16	
Clinical Supervision	- Hourly Supervisor Rate	\$43.72	\$43.38	
	- Supervisor Benefit Rate (as a percent of wages)	21.60%	21.67%	
	Weekly Hours of Supervision	1.0	1.0	
	Weekly Supervision Cost	\$53.16	\$52.78	
	Supervision Cost per Billable Hour	\$2.02	\$2.01	
Admin. and Program Support	Cost per Hour Before Program Support and Administration	\$69.05	\$68.98	
	- Program Support Cost per Day	\$30.00	\$30.00	
	Program Support Cost per Billable Hour	\$5.70	\$5.70	
	- Administration Percent	10.0%	10.0%	
	Administration Cost per Billable Hour	\$8.31	\$8.30	
	Cost per Billable Hour	\$83.06	\$82.98	
	Rate per 15 Minutes	\$20.77	\$20.75	

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Supports Brokerage

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$27.54	
	- Employee Benefit Rate (as % of wages)	27.39%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$35.08	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Travel Time Between Individuals	2.65	
	- Recordkeeping and Reporting	3.32	
	- Supervision and Other Employer Time	0.88	
	- Training	0.77	
	- Paid Time Off	3.85	
	"Billable" Hours	28.53	
Productivity Factor	1.40		
	Staff Cost After Productivity Adj. per Billable Hour	\$49.11	
Mileage	- Number of Miles Traveled per Month	100	
	- Amount per Mile	\$0.625	
	Weekly Mileage Cost	\$62.50	
	Mileage Cost per Billable Hour	\$2.19	
Office Space	- Square Feet of Office Space	100	
	- Annual Cost per Square Foot	\$15.00	
	Annual Cost of Office Space	\$1,500.00	
	Office Space Cost per Billable Hour	\$1.01	
Admin. and Program Support	Monthly Cost per Individual Before Admin. and Program Support	\$52.31	
	- Program Support Cost per Day	\$30.00	
	Program Support Cost per Billable Hour	\$5.26	
	- Administration Percent	10.0%	
	Administration Cost per Billable Hour	\$6.40	
	Cost per Billable Hour	\$63.97	
	Rate per 15 Minutes	\$15.99	

Rate and Payment Options Study

Appendices to Final Rate Models

- prepared for -

Rhode Island Department of Behavioral Healthcare,
Developmental Disabilities and Hospitals

- prepared by -

Burns & Associates, Inc.
A Division of Health Management Associates
3030 North 3rd Street, Suite 200
Phoenix, Arizona 85012
(602) 241-8520
www.burnshealthpolicy.com

January 30, 2023

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions
Wage Data for Select BLS Job Classifications that Include Duties Related to HCBS

BLS Code and Title	Education and Training Requirement (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2021)				
	Typical Education	Related Experience	Typical on-the-job training	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community svc. mgr.	Bachelor's	Under 5 yrs	None	\$23.13	\$28.98	\$38.18	\$55.90	\$62.25
19-3033 Clinical and counseling psychologist	Not pub.	Not pub.	Not pub.	\$36.00	\$38.35	\$47.44	\$50.45	\$82.16
19-3034 School psychologist	Not pub.	Not pub.	Not pub.	\$29.33	\$37.16	\$38.23	\$47.77	\$50.31
21-1012 Edu./ guidance/ career counselor	Master's	None	None	\$18.60	\$22.87	\$29.46	\$36.96	\$47.34
21-1015 Rehabilitation counselor	Master's	None	None	\$17.59	\$17.59	\$28.84	\$36.74	\$46.40
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	Bachelor's	None	None	\$15.38	\$22.75	\$28.99	\$36.55	\$46.99
21-1021 Child, family, and school social worker	Bachelor's	None	None	\$17.89	\$22.91	\$29.65	\$36.96	\$46.61
21-1022 Healthcare social worker	Master's	None	Intern/resident	\$24.01	\$30.52	\$37.92	\$38.93	\$39.16
21-1023 Mental health/ sub. abuse social worker	Master's	None	Intern/resident	\$22.93	\$28.73	\$36.74	\$37.23	\$38.72
21-1091 Health education specialist	Bachelor's	None	None	\$22.79	\$29.29	\$37.12	\$37.61	\$47.37
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$14.11	\$17.59	\$18.42	\$22.47	\$23.59
21-1094 Community health worker	High school	None	Short-term OTJ	\$14.71	\$18.60	\$24.08	\$36.84	\$46.61
25-2052 Special ed. teachers, kindergarten/ elem. 2/	Bachelor's	None	None	\$29.84	\$37.92	\$48.05	\$60.93	\$61.01
25-2057 Special ed. teacher, middle school 2/	Bachelor's	None	None	\$31.33	\$48.05	\$48.05	\$60.93	\$62.69
25-2058 Special ed. teachers, secondary school 2/	Bachelor's	None	None	\$29.84	\$39.79	\$48.46	\$61.01	\$61.01
25-9045 Teaching assts., except postsecondary 2/	Some college	None	None	\$15.10	\$17.91	\$18.81	\$23.54	\$29.68
27-3091 Interpreter/ translator	Bachelor's	None	None	\$18.45	\$18.80	\$23.62	\$25.92	\$37.52
29-1031 Dietitians and nutritionists	Bachelor's	None	Intern/resident	\$18.34	\$28.63	\$36.04	\$38.15	\$48.39
29-1122 Occupational therapist	Master's	None	None	\$30.14	\$37.38	\$46.09	\$48.19	\$59.80
29-1123 Physical therapist	Doctoral/prof	None	None	\$29.80	\$37.56	\$46.12	\$48.57	\$58.24
29-1127 Speech-language pathologist	Master's	None	Intern/resident	\$28.90	\$37.16	\$42.86	\$47.88	\$58.24
29-1141 Registered nurse	Bachelor's	None	None	\$29.49	\$36.27	\$37.93	\$45.85	\$48.87
29-1223 Psychiatrists	Doctoral/prof	None	Intern/resident	\$80.81	1/	1/	1/	1/
29-2061 Lic. practical/ lic. vocational nurse	Postsec award	None	None	\$22.72	\$28.07	\$28.96	\$29.25	\$36.80
31-1120 Home health and personal care aide	High school	None	Short-term OTJ	\$13.73	\$13.96	\$14.09	\$14.42	\$18.01
31-1131 Nursing assistant	Postsec award	None	None	\$14.23	\$14.40	\$17.84	\$18.09	\$22.22
31-1133 Psychiatric aide	High school	None	Short-term OTJ	\$17.59	\$18.01	\$22.22	\$22.73	\$22.82
31-2011 Occupational therapy assistant	Associate's	None	None	\$22.71	\$22.71	\$29.97	\$37.06	\$37.96
31-2021 Physical therapist assistant	Associate's	None	None	\$29.02	\$29.60	\$32.85	\$37.87	\$38.79
31-2022 Physical therapist aide	High school	None	Short-term OTJ	\$11.56	\$13.73	\$13.73	\$27.76	\$27.77
31-9092 Medical assistant	Postsec award	None	None	\$14.24	\$17.59	\$18.20	\$22.22	\$23.31
39-1022 First-line supervisor of pers. svc. workers	Not pub.	Not pub.	Not pub.	\$18.93	\$22.92	\$23.61	\$28.78	\$36.51
39-9032 Recreation worker	High school	None	Short-term OTJ	\$11.74	\$13.73	\$14.55	\$18.53	\$27.76
39-9041 Residential adviser	High school	None	Short-term OTJ	\$14.37	\$14.63	\$18.12	\$22.80	\$23.35
43-3031 Bookkeeping, accounting, and auditing clerk	Some college	None	Mod-term OTJ	\$14.25	\$18.37	\$22.88	\$27.83	\$29.82
53-3051 School bus driver	Not pub.	Not pub.	Not pub.	\$20.40	\$23.02	\$23.17	\$23.18	\$23.30

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.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions

BLS Wage Adjustments for Minimum Wage 'Spillover', Wage Inflation, and Direct Support Professional Wage Floor

Adjustment for Increasing Minimum Wage

Current minimum wage (as of May 2021 date for BLS dataset)	\$11.50
Future minimum wage (as of January 2024)	\$14.00
'Tipping point' at which formula does not produce an increase	\$18.06

Formula for Minimum Wage Adjustments

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
\$11.50				\$14.00
\$11.51 - \$12.50	\$1.00	90%	\$0.90	\$14.01 - \$14.90
\$12.51 - \$13.50	\$1.00	80%	\$0.80	\$14.91 - \$15.70
\$13.51 - \$14.50	\$1.00	70%	\$0.70	\$15.71 - \$16.40
\$14.51 - \$15.50	\$1.00	60%	\$0.60	\$16.41 - \$17.00
\$15.51 - \$16.50	\$1.00	50%	\$0.50	\$17.01 - \$17.50
\$16.51 - \$17.50	\$1.00	40%	\$0.40	\$17.50 - \$17.90
\$17.51 - \$18.06	\$1.00	30%	\$0.30	\$17.90 - \$18.07

Adjustment of Wage Inflation

# of Months from May 2021 to May 2022	12
Inflation Amount for May 2021 to May 2022 ¹	8.0%
# of Months from May 2022 to January 2024	20
Annual Inflation Amount from May 2022 to January 2024 ²	3.5%
Total Inflation Factor	14.37%

¹ Annual growth rate for net earnings in Rhode Island for 2020 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfr>

² Compound annual growth rate for net earnings in Rhode Island for 2011 – 2021; Source: <https://apps.bea.gov/regional/bearfacts/action.cfr>

Estimated Wages for Direct Care Staff, Under \$20 Wage Floor

Unadjusted BLS Wages for 31-1120 Home Health and Personal Care Aides	
10th Percentile	\$13.73
90th Percentile	\$18.01
Difference between 10th and 90th percentiles	\$4.28
Assumed Wage Floor	\$20.00
Est. Average Wage (based on 50% of difference between 10th and 90th percentiles)	\$22.14

Methodology

Minimum wage and wage inflation adjustments were applied to every BLS wage value and the higher of the two adjustments was adopted. Once wage assumptions were established for each service (see following slides), any wage below \$22.14 was increased to \$22.14.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions
BLS Wage Data With Greater of Minimum Wage or Inflation Adjustments

BLS Code and Title	Bureau of Labor Statistics Wages (May 2021 After Adjustment)				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community svc. mgr.	\$26.45	\$33.14	\$43.67	\$63.93	\$71.20
19-3033 Clinical and counseling psychologist	\$41.17	\$43.86	\$54.26	\$57.70	\$93.97
19-3034 School psychologist	\$33.54	\$42.50	\$43.72	\$54.63	\$57.54
21-1012 Edu./ guidance/ career counselor	\$21.27	\$26.16	\$33.69	\$42.27	\$54.14
21-1015 Rehabilitation counselor	\$20.12	\$20.12	\$32.98	\$42.02	\$53.07
21-1018 Subs. use/ behav. disorder/ mntl. hlth couns.	\$17.59	\$26.02	\$33.16	\$41.80	\$53.74
21-1021 Child, family, and school social worker	\$20.46	\$26.20	\$33.91	\$42.27	\$53.31
21-1022 Healthcare social worker	\$27.46	\$34.91	\$43.37	\$44.52	\$44.79
21-1023 Mental health/ sub. abuse social worker	\$26.23	\$32.86	\$42.02	\$42.58	\$44.28
21-1091 Health education specialist	\$26.06	\$33.50	\$42.45	\$43.01	\$54.18
21-1093 Social and human service assistant	\$16.14	\$20.12	\$21.07	\$25.70	\$26.98
21-1094 Community health worker	\$16.82	\$21.27	\$27.54	\$42.13	\$53.31
25-2052 Special ed. teachers, kindergarten/ elem. 2/	\$34.13	\$43.37	\$54.95	\$69.69	\$69.78
25-2057 Special ed. teacher, middle school 2/	\$35.83	\$54.95	\$54.95	\$69.69	\$71.70
25-2058 Special ed. teachers, secondary school 2/	\$34.13	\$45.51	\$55.42	\$69.78	\$69.78
25-9045 Teaching assts., except postsecondary 2/	\$17.27	\$20.48	\$21.51	\$26.92	\$33.95
27-3091 Interpreter/ translator	\$21.10	\$21.50	\$27.01	\$29.64	\$42.91
29-1031 Dietitians and nutritionists	\$20.98	\$32.74	\$41.22	\$43.63	\$55.34
29-1122 Occupational therapist	\$34.47	\$42.75	\$52.71	\$55.11	\$68.39
29-1123 Physical therapist	\$34.08	\$42.96	\$52.75	\$55.55	\$66.61
29-1127 Speech-language pathologist	\$33.05	\$42.50	\$49.02	\$54.76	\$66.61
29-1141 Registered nurse	\$33.73	\$41.48	\$43.38	\$52.44	\$55.89
29-1223 Psychiatrists	\$92.42	1/	1/	1/	1/
29-2061 Lic. practical/ lic. vocational nurse	\$25.98	\$32.10	\$33.12	\$33.45	\$42.09
31-1120 Home health and personal care aide	\$15.89	\$16.08	\$16.12	\$16.49	\$20.60
31-1131 Nursing assistant	\$16.27	\$16.47	\$20.40	\$20.69	\$25.41
31-1133 Psychiatric aide	\$20.12	\$20.60	\$25.41	\$26.00	\$26.10
31-2011 Occupational therapy assistant	\$25.97	\$25.97	\$34.28	\$42.39	\$43.41
31-2021 Physical therapist assistant	\$33.19	\$33.85	\$37.57	\$43.31	\$44.36
31-2022 Physical therapist aide	\$14.06	\$15.89	\$15.89	\$31.75	\$31.76
31-9092 Medical assistant	\$16.29	\$20.12	\$20.82	\$25.41	\$26.66
39-1022 First-line supervisor of pers. svc. workers	\$21.65	\$26.21	\$27.00	\$32.92	\$41.76
39-9032 Recreation worker	\$14.24	\$15.89	\$16.64	\$21.19	\$31.75
39-9041 Residential adviser	\$16.43	\$16.73	\$20.72	\$26.08	\$26.71
43-3031 Bookkeeping, accounting, and auditing clerk	\$16.30	\$21.01	\$26.17	\$31.83	\$34.11
53-3051 School bus driver	\$23.33	\$26.33	\$26.50	\$26.51	\$26.65

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.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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

Group Home	Supportive Living	Shared Living Arrangement, Recruiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite	Discovery
------------	-------------------	--------------------------------------	------------------------------------	-----------------	-------------------------------------	--------------------------	-----------------------	---------	-----------

BLS Code and Title

11-9151	Social and community svc. mgr.								
19-3033	Clinical and counseling psychologist								
19-3034	School psychologist								
21-1012	Edu./ guidance/ career counselor								50%
21-1015	Rehabilitation counselor								50%
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.								
21-1021	Child, family, and school social worker		100%	100%					
21-1022	Healthcare social worker								
21-1023	Mental health/ sub. abuse social worker								
21-1091	Health education specialist								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2052	Special ed. teachers, kindergarten/ elem. 1/								
25-2057	Special ed. teacher, middle school								
25-2058	Special ed. teachers, secondary school 1/								
25-9045	Teaching assts., except postsecondary 1/								
27-3091	Interpreter/ translator								
29-1031	Dietitians and nutritionists								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1223	Psychiatrists								
29-2061	Lic. practical/ lic. vocational nurse								
31-1120	Home health and personal care aide	70%	70%		70%	70%	70%	70%	
31-1131	Nursing assistant	10%	10%		10%	10%	10%	10%	
31-1133	Psychiatric aide	10%	10%		10%	10%	10%	10%	
31-2011	Occupational therapy assistant								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
39-1022	First-line supervisor of pers. svc. workers								
39-9032	Recreation worker	10%	10%		10%	10%	10%	10%	
39-9041	Residential adviser								
43-3031	Bookkeeping, accounting, and auditing clerk								
53-3051	School bus driver								
		100%	100%	100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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

Job Development	Job Coaching	Group Supported Employment	Personal Care in the Workplace	Transportation	Peer Supports	Family-to-Family Training	Professional Services, Psychologist	Professional Services, BCABA	Professional Services, Psychiatrist
-----------------	--------------	----------------------------	--------------------------------	----------------	---------------	---------------------------	-------------------------------------	------------------------------	-------------------------------------

BLS Code and Title

11-9151	Social and community svc. mgr.								
19-3033	Clinical and counseling psychologist								
19-3034	School psychologist						100%		
21-1012	Edu./ guidance/ career counselor	50%	25%	25%					
21-1015	Rehabilitation counselor	50%	75%	75%					
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.							100%	
21-1021	Child, family, and school social worker								
21-1022	Healthcare social worker								
21-1023	Mental health/ sub. abuse social worker								
21-1091	Health education specialist								
21-1093	Social and human service assistant								
21-1094	Community health worker								
25-2052	Special ed. teachers, kindergarten/ elem. 1/								
25-2057	Special ed. teacher, middle school								
25-2058	Special ed. teachers, secondary school 1/								
25-9045	Teaching assts., except postsecondary 1/								
27-3091	Interpreter/ translator								
29-1031	Dietitians and nutritionists								
29-1122	Occupational therapist								
29-1123	Physical therapist								
29-1127	Speech-language pathologist								
29-1141	Registered nurse								
29-1223	Psychiatrists								100%
29-2061	Lic. practical/ lic. vocational nurse								
31-1120	Home health and personal care aide			70%	70%	100%	100%		
31-1131	Nursing assistant			10%	10%				
31-1133	Psychiatric aide			10%	10%				
31-2011	Occupational therapy assistant								
31-2021	Physical therapist assistant								
31-2022	Physical therapist aide								
31-9092	Medical assistant								
39-1022	First-line supervisor of pers. svc. workers								
39-9032	Recreation worker			10%	10%				
39-9041	Residential adviser								
43-3031	Bookkeeping, accounting, and auditing clerk								
53-3051	School bus driver								
		100%	100%	100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

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

Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Practical Nurse	Professional Services, Licensed Social Worker	Professional Services, Lic. Mental Health Counselor/ Lic. Marriage and Family Ther.	Professional Services, Interpreter	Supports Brokerage
---	--	--	--	---	---------------------------------------	--------------------

BLS Code and Title

11-9151	Social and community svc. mgr.						
19-3033	Clinical and counseling psychologist						
19-3034	School psychologist						
21-1012	Edu./ guidance/ career counselor						
21-1015	Rehabilitation counselor						
21-1018	Subs. use/ behav. disorder/ mntl. hlth couns.				100%		
21-1021	Child, family, and school social worker			100%			
21-1022	Healthcare social worker						
21-1023	Mental health/ sub. abuse social worker						
21-1091	Health education specialist						
21-1093	Social and human service assistant						
21-1094	Community health worker						100%
25-2052	Special ed. teachers, kindergarten/ elem. 1/						
25-2057	Special ed. teacher, middle school						
25-2058	Special ed. teachers, secondary school 1/						
25-9045	Teaching assts., except postsecondary 1/						
27-3091	Interpreter/ translator				100%		
29-1031	Dietitians and nutritionists						
29-1122	Occupational therapist						
29-1123	Physical therapist	100%					
29-1127	Speech-language pathologist						
29-1141	Registered nurse		100%				
29-1223	Psychiatrists						
29-2061	Lic. practical/ lic. vocational nurse		100%				
31-1120	Home health and personal care aide						
31-1131	Nursing assistant						
31-1133	Psychiatric aide						
31-2011	Occupational therapy assistant						
31-2021	Physical therapist assistant						
31-2022	Physical therapist aide						
31-9092	Medical assistant						
39-1022	First-line supervisor of pers. svc. workers						
39-9032	Recreation worker						
39-9041	Residential adviser						
43-3031	Bookkeeping, accounting, and auditing clerk						
53-3051	School bus driver						
		100%	100%	100%	100%	100%	100%

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Group Home	Supportive Living	Shared Living Arrangement, Recruiter	Shared Living Arrangement, Monitor	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports	Center-Based Supports	Respite	Discovery
------------	-------------------	--------------------------------------	------------------------------------	-----------------	-------------------------------------	--------------------------	-----------------------	---------	-----------

Based on Statewide BLS

10th Percentile	\$16.19	\$16.19	\$20.46	\$20.46	\$16.19	\$16.19	\$16.19	\$16.19	\$16.19	\$20.70
25th Percentile	\$16.55	\$16.55	\$26.20	\$26.20	\$16.55	\$16.55	\$16.55	\$16.55	\$16.55	\$23.14
50th Percentile (Median)	\$17.53	\$17.53	\$33.91	\$33.91	\$17.53	\$17.53	\$17.53	\$17.53	\$17.53	\$33.34
75th Percentile	\$18.33	\$18.33	\$42.27	\$42.27	\$18.33	\$18.33	\$18.33	\$18.33	\$18.33	\$42.15
90th Percentile	\$22.75	\$22.75	\$53.31	\$53.31	\$22.75	\$22.75	\$22.75	\$22.75	\$22.75	\$53.61
Model Wage	\$22.14	\$22.14	\$33.91	\$33.91	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14	\$33.34

- 1/ Rate model assumptions have been set at the median wage with the following exceptions:
- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
 - The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Job Development	Job Coaching	Group Supported Employment	Personal Care in the Workplace	Transportation	Peer Supports	Family-to-Family Training	Professional Services, Psychologist	Professional Services, BCABA	Professional Services, Psychiatrist
-----------------	--------------	----------------------------	--------------------------------	----------------	---------------	---------------------------	-------------------------------------	------------------------------	-------------------------------------

Based on Statewide BLS

10th Percentile	\$20.70	\$20.41	\$20.41	\$16.19	\$16.19	\$15.89	\$15.89	\$33.54	\$17.59	\$92.42
25th Percentile	\$23.14	\$21.63	\$21.63	\$16.55	\$16.55	\$16.08	\$16.08	\$42.50	\$26.02	\$0.00
50th Percentile (Median)	\$33.34	\$33.16	\$33.16	\$17.53	\$17.53	\$16.12	\$16.12	\$43.72	\$33.16	\$0.00
75th Percentile	\$42.15	\$42.08	\$42.08	\$18.33	\$18.33	\$16.49	\$16.49	\$54.63	\$41.80	\$0.00
90th Percentile	\$53.61	\$53.34	\$53.34	\$22.75	\$22.75	\$20.60	\$20.60	\$57.54	\$53.74	\$0.00
Model Wage	\$33.34	\$33.16	\$33.16	\$22.14	\$22.14	\$22.14	\$22.14	\$43.72	\$33.16	\$153.21

- 1/ Rate model assumptions have been set at the median wage with the following exceptions:
- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
 - The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix A: Wage Assumptions
Rate Model Wage Assumptions
(Using Adjusted BLS Wages and Job Requirement Assumptions)

Professional Services, Therapist (OT/ PT/ SLP)	Professional Services, Registered Nurse	Professional Services, Licensed Practical Nurse	Professional Services, Licensed Social Worker	Professional Services, Lic. Mental Health Counselor/ Lic. Marriage and Family Ther.	Professional Services, Interpreter	Supports Brokerage
--	---	---	---	---	------------------------------------	--------------------

Based on Statewide BLS

10th Percentile	\$34.08	\$33.73	\$25.98	\$27.46	\$17.59	\$21.10	\$16.82
25th Percentile	\$42.96	\$41.48	\$32.10	\$34.91	\$26.02	\$21.50	\$21.27
50th Percentile (Median)	\$52.75	\$43.38	\$33.12	\$43.37	\$33.16	\$27.01	\$27.54
75th Percentile	\$55.55	\$52.44	\$33.45	\$44.52	\$41.80	\$29.64	\$42.13
90th Percentile	\$66.61	\$55.89	\$42.09	\$44.79	\$53.74	\$42.91	\$53.31
Model Wage	\$52.75	\$43.38	\$33.12	\$43.37	\$33.16	\$27.01	\$27.54

1/ Rate model assumptions have been set at the median wage with the following exceptions:

- Any wage below \$22.14 was increased to \$22.14 to allow for a starting wage of \$20 per hour
- The BLS does not publish medians above \$100, so the mean wage is used for psychiatrists

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix B: Benefits Assumptions
Benefits Assumptions for Employees to Establish Benefit Rates

% of Employees with Access		% of Employees with Access Who Participate ('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

Payroll Taxes

Social Security ²	-	100%	-	100%	-	6.20%	-	6.20%
Medicare ³	-	100%	-	100%	-	1.45%	-	1.45%
Federal UI ⁴	-	100%	-	100%	-	0.60%	-	0.60%
Employment Sec/State UI ^{4,5}	-	100%	-	100%	-	0.98%	-	0.98%
Job Dev Tax Fund ⁴	-	100%	-	100%	-	0.21%	-	0.21%
Workers' Compensation ⁶	-	100%	-	100%	-	4.09%	-	4.09%

Paid Time Off

Holidays	77%	100%	77%	100%	8.0	10.0	6.2	10.0
Vacation Leave	74%	100%	74%	100%		15.0		15.0
Sick Leave	84%		84%					
Total	-	-	-	-	8.0	25.0		25.0

Health Insurance⁷

Employee Only			39.5%		\$527.93	\$582.20		
Employee + One			10.9%			\$1,091.06		
Family			17.5%		\$1,309.59	\$1,543.76		
All Coverages	68%	100%	67%	67.9%				\$619.05

Other Benefits⁸

	-	100%	-	100%	-	\$100.00	-	\$100.00
--	---	------	---	------	---	----------	---	----------

¹BLS' 2019 National Compensation Survey (https://www.bls.gov/ncs/ebs/benefits/2019/ownership_private.htm); data reported is for private employers in the New England region unless otherwise noted.

²Applies to the first \$147,000 in earnings

³There is an additional 0.90% tax on earnings over \$200,000

⁴Applies to first \$24,600 in wages

⁵The rate models use the new employer tax rate in 2022

⁶Based on the average reported for class 8835 (home/ public healthcare) in Rhode Island (see <http://classcodes.net/workers-compensation-rates-by-state/>)

⁷Based on the U.S. Department of Health and Human Services Medical Expenditure Panel Survey for 2021 (most recent available at publication at time of https://meps.ahrq.gov/data_files/publications/cb24/cb24.shtml#section3), which reports average monthly employer contributions in Rhode Island of \$508 for an employee-only plan, \$952 for employee-plus-one plans, and \$1,347 for family plans. Percent of employees receiving each coverage type assumes all staff are full-time and eligible for health insurance (see Tables II.B.3.b.(1).(a), II.C.4, II.D.4, and II.E.4). Inflationary factors have been included to reflect changes in premiums. Inflationary adjustments of 2%, 6% and 6% were used to reflect the changes up to 2024.

⁸BLS provides information for a variety of other benefits that cannot be combined

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix B: Benefits Assumptions
Benefit Rates by Wage Level Based on Benefits Assumptions

Hourly Wage	Full-Time Annual Salary	Effective Benefit Rate - Model Assumptions ^{1,2}	
		w/ PTO	w/o PTO
\$15.00	\$31,200	50.08%	40.47%
\$16.00	\$33,280	48.29%	38.67%
\$17.00	\$35,360	46.70%	37.09%
\$18.00	\$37,440	45.30%	35.68%
\$19.00	\$39,520	44.04%	34.42%
\$20.00	\$41,600	42.90%	33.29%
\$21.00	\$43,680	41.88%	32.26%
\$22.00	\$45,760	40.94%	31.33%
\$23.00	\$47,840	40.09%	30.48%
\$24.00	\$49,920	39.31%	29.70%
\$25.00	\$52,000	38.59%	28.98%
\$26.00	\$54,080	37.93%	28.31%
\$27.00	\$56,160	37.32%	27.70%
\$28.00	\$58,240	36.75%	27.13%
\$29.00	\$60,320	36.22%	26.60%
\$30.00	\$62,400	35.72%	26.10%
\$31.00	\$64,480	35.26%	25.64%
\$32.00	\$66,560	34.82%	25.21%
\$33.00	\$68,640	34.41%	24.80%
\$34.00	\$70,720	34.03%	24.41%
\$35.00	\$72,800	33.67%	24.05%
\$36.00	\$74,880	33.33%	23.71%
\$37.00	\$76,960	33.00%	23.39%
\$38.00	\$79,040	32.70%	23.08%
\$39.00	\$81,120	32.40%	22.79%
\$40.00	\$83,200	32.13%	22.51%
\$41.00	\$85,280	31.87%	22.25%
\$42.00	\$87,360	31.62%	22.00%
\$43.00	\$89,440	31.38%	21.76%
\$44.00	\$91,520	31.15%	21.53%
\$45.00	\$93,600	30.93%	21.32%
\$46.00	\$95,680	30.72%	21.11%
\$47.00	\$97,760	30.52%	20.91%
\$48.00	\$99,840	30.33%	20.72%
\$49.00	\$101,920	30.15%	20.53%
\$50.00	\$104,000	29.97%	20.36%
\$55.00	\$114,400	29.19%	19.58%
\$60.00	\$124,800	28.54%	18.92%
\$65.00	\$135,200	27.99%	18.37%
\$70.00	\$145,600	27.51%	17.90%
\$75.00	\$156,000	27.10%	17.49%
\$80.00	\$166,400	26.74%	17.13%
\$85.00	\$176,800	26.43%	16.81%
\$90.00	\$187,200	26.14%	16.53%
\$95.00	\$197,600	25.89%	16.28%
\$100.00	\$208,000	25.70%	16.08%

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.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix C: Productivity Assumptions

Group Home	Supportive Living	Remote Supports	Remote Supports, In-Person Response	Community-Based Supports, Individual	Community-Based Supports, Group, Tier A	Community-Based Supports, Group, Tier B	Community-Based Supports, Group, Tier C	Community-Based Supports, Group, Tier D	Community-Based Supports, Group, Tier E
------------	-------------------	-----------------	-------------------------------------	--------------------------------------	---	---	---	---	---

'Typical' Workweek Without Training and PTO

Direct services	39.00	39.00	39.00	35.25	35.25	35.75	35.75	36.00	36.50	36.50
Travel Time Between Individuals				2.50	2.50					
Program Set-Up/ Clean-Up						1.25	1.25	1.25	1.25	1.25
Networking/ General Development Activities										
Recordkeeping and Reporting				1.00	1.00	1.50	1.50	1.50	1.00	1.00
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										
Individual Planning Meetings				0.25	0.25	0.50	0.50	0.25	0.25	0.25
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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	34.50	34.50	34.50	31.19	31.19	31.62	31.62	31.84	32.29	32.29
Travel Time Between Individuals				2.21	2.21					
Program Set-Up/ Clean-Up						1.11	1.11	1.11	1.11	1.11
Networking/ General Development Activities										
Recordkeeping and Reporting				0.88	0.88	1.33	1.33	1.33	0.88	0.88
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments										
Individual Planning Meetings				0.22	0.22	0.44	0.44	0.22	0.22	0.22
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
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

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix C: Productivity Assumptions

Center-Based Supports, Individual	Center-Based Supports, Tier A	Center-Based Supports, Tier B	Center-Based Supports, Tier C	Center-Based Supports, Tier D	Center-Based Supports, Tier E	Respite, Hourly, 1:1	Respite, Hourly, 1:2	Respite, Hourly, 1:3	Respite, Daily, 1:1
-----------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	-------------------------------	----------------------	----------------------	----------------------	---------------------

'Typical' Workweek Without Training and PTO

Direct services	36.00	34.75	34.75	35.25	35.75	36.00	37.00	36.50	36.00	38.00
Travel Time Between Individuals							1.00	1.00	1.00	0.50
Program Set-Up/ Clean-Up	1.25	1.25	1.25	1.25	1.25	1.25				
Networking/ General Development Activities										
Recordkeeping and Reporting	1.50	2.50	2.50	2.00	1.50	1.50	1.00	1.50	2.00	0.50
Supervision and Other Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Missed Appointments										
Individual Planning Meetings	0.25	0.50	0.50	0.50	0.50	0.25				
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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	31.84	30.74	30.74	31.18	31.62	31.84	32.74	32.29	31.85	33.62
Travel Time Between Individuals							0.88	0.88	0.88	0.44
Program Set-Up/ Clean-Up	1.11	1.11	1.11	1.11	1.11	1.11				
Networking/ General Development Activities										
Recordkeeping and Reporting	1.33	2.21	2.21	1.77	1.33	1.33	0.88	1.33	1.77	0.44
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments										
Individual Planning Meetings	0.22	0.44	0.44	0.44	0.44	0.22				
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
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

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix C: Productivity Assumptions

Respite, Daily, 1:2	Respite, Daily, 1:3	Discovery	Job Development	Job Coaching	Group Supported Employment, 1:2	Group Supported Employment, 1:3	Group Supported Employment, 1:4	Group Supported Employment, 1:5	Group Supported Employment, 1:6
---------------------	---------------------	-----------	-----------------	--------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------	---------------------------------

'Typical' Workweek Without Training and PTO

Direct services	37.50	37.00	34.00	30.25	33.00	37.75	37.00	36.50	36.00	35.50
Travel Time Between Individuals	0.50	0.50	2.50	2.50	3.00					
Program Set-Up/ Clean-Up										
Networking/ General Development Activities				3.75						
Recordkeeping and Reporting	1.00	1.50	2.00	2.00	2.50	1.00	1.50	2.00	2.50	3.00
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										
Individual Planning Meetings			0.50	0.50	0.50	0.25	0.50	0.50	0.50	0.50
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	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	33.18	32.73	30.08	26.76	29.20	33.40	32.73	32.29	31.85	31.41
Travel Time Between Individuals	0.44	0.44	2.21	2.21	2.65					
Program Set-Up/ Clean-Up										
Networking/ General Development Activities				3.32						
Recordkeeping and Reporting	0.88	1.33	1.77	1.77	2.21	0.88	1.33	1.77	2.21	2.65
Supervision and Other Employer Time	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88	0.88
Missed Appointments										
Individual Planning Meetings			0.44	0.44	0.44	0.22	0.44	0.44	0.44	0.44
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
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

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix C: Productivity Assumptions

Personal Care in the Workplace	Transportation	Peer Supports	Family-to-Family Training	Professional Services, Office/Telehealth	Professional Services, Office/Telehealth, BCABA/LPN	Professional Services, Community	Professional Services, Community, BCABA/LPN	Supports Brokerage
--------------------------------	----------------	---------------	---------------------------	--	---	----------------------------------	---	--------------------

'Typical' Workweek Without Training and PTO

Direct services	35.50	39.00	18.75	19.50	36.25	35.25	30.75	29.75	32.25
Travel Time Between Individuals	2.50						5.75	5.75	3.00
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	1.00				2.25	2.25	2.00	2.00	3.75
Supervision and Other Employer Time	1.00	1.00	1.25	0.50	1.00	2.00	1.00	2.00	1.00
Missed Appointments					0.50	0.50	0.50	0.50	
Individual Planning Meetings	0.25								
Total	40.00	40.00	20.00	20.00	40.00	40.00	40.00	40.00	40.00

Annual Hours for Training and PTO

Training	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paid time off	200.00	200.00	100.00	100.00	200.00	200.00	200.00	200.00	200.00

Avg. Workweek Adjusted for Training and PTO

Direct services	31.41	34.50	16.23	16.88	32.07	31.18	27.20	26.31	28.53
Travel Time Between Individuals	2.21						5.09	5.09	2.65
Program Set-Up/ Clean-Up									
Networking/ General Development Activities									
Recordkeeping and Reporting	0.88				1.99	1.99	1.77	1.77	3.32
Supervision and Other Employer Time	0.88	0.88	1.08	0.43	0.88	1.77	0.88	1.77	0.88
Missed Appointments					0.44	0.44	0.44	0.44	
Individual Planning Meetings	0.22								
Training	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77	0.77
Paid time off	3.85	3.85	1.92	1.92	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	20.00	20.00	40.00	40.00	40.00	40.00	40.00

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix D: Group Home Staffing Assumptions

	Tier A	Tier B	Tier C	Tier D	Tier E
<i>Base Staff Hours</i>					
Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	1	1	1
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	1
Number of Staff on Shift During Overnight Hours	1	1	1	1	1
Total Base Staff Hours	168.0	168.0	168.0	168.0	168.0
<i>Additional Staff Hours²</i>					
Additional FTE per Week	0.00	1.00	2.00	3.00	4.00
Total Additional Staff Hours	0.0	40.0	80.0	120.0	160.0
Total Hours per Home per Week	168.0	208.0	248.0	288.0	328.0
Hours per Resident per Week (based on 4.5 residents)	42.0	52.0	62.0	72.0	82.0

¹'Peak' hours include times when most participants are likely to be at home (i.e., mornings, evenings, and weekends)

² Additional FTE hours are intended to provide additional staffing to supplement base staffing during specified times, to accommodate participants with minimal participation in activities outside of the home, to deliver one-to-one support, etc.

New Rate and Payment Options - Final Rate Models
prepared for Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

Appendix E: Staffing Assumptions for Supervised Living with Awake Overnight Staff

	Tier A	Tier B	Tier C	Tier D	Tier E
--	--------	--------	--------	--------	--------

With Awake Overnight Staff

Base Staff Hours

Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	2	2	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	2
Number of Staff on Shift During Overnight Hours	1	1	1	1	1
Total Base Staff Hours	168.0	168.0	250.0	250.0	280.0
<i>Additional Staff Hours²</i>					
Additional FTE per Week	0.00	1.00	0.00	1.00	1.00
Total Additional Staff Hours	0.0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	168.0	208.0	250.0	290.0	320.0
Hours per Resident per Week (based on 4.5 residents)	37.3	46.2	55.6	64.4	71.1

With Asleep/ On-Call Overnight Staff

Base Staff Hours

Hours in a Week	168.0	168.0	168.0	168.0	168.0
'Peak' Daytime Hours ¹	82.0	82.0	82.0	82.0	82.0
Non-'Peak' Daytime Hours	30.0	30.0	30.0	30.0	30.0
Overnight Hours	56.0	56.0	56.0	56.0	56.0
Number of Staff on Shift During 'Peak' Daytime Hours	1	1	2	2	2
Number of Staff on Shift During Non-'Peak' Daytime Hours	1	1	1	1	2
Number of Staff on Shift During Overnight Hours	0	0	0	0	0
Total Base Staff Hours	112.0	112.0	194.0	194.0	224.0
<i>Additional Staff Hours²</i>					
Additional FTE per Week	0.00	1.00	0.00	1.00	1.00
Total Additional Staff Hours	0.0	40.0	0.0	40.0	40.0
Total Hours per Home per Week	112.0	152.0	194.0	234.0	264.0
Hours per Resident per Week (based on 4.5 residents)	24.9	33.8	43.1	52.0	58.7

¹Peak' hours include times when most participants are likely to be at home (i.e., mornings, evenings, and weekends)

² Additional FTE hours are intended to provide additional staffing to supplement base staffing during specified times, to accommodate participants with minimal participation in activities outside of the home, to deliver one-to-one support, etc.