



DIVISION OF
DEVELOPMENTAL
DISABILITIES

PRELIMINARY SFY2017 RATES

JULY 25, 2016

Draft –
For Discussion Purposes Only

NAVIGANT

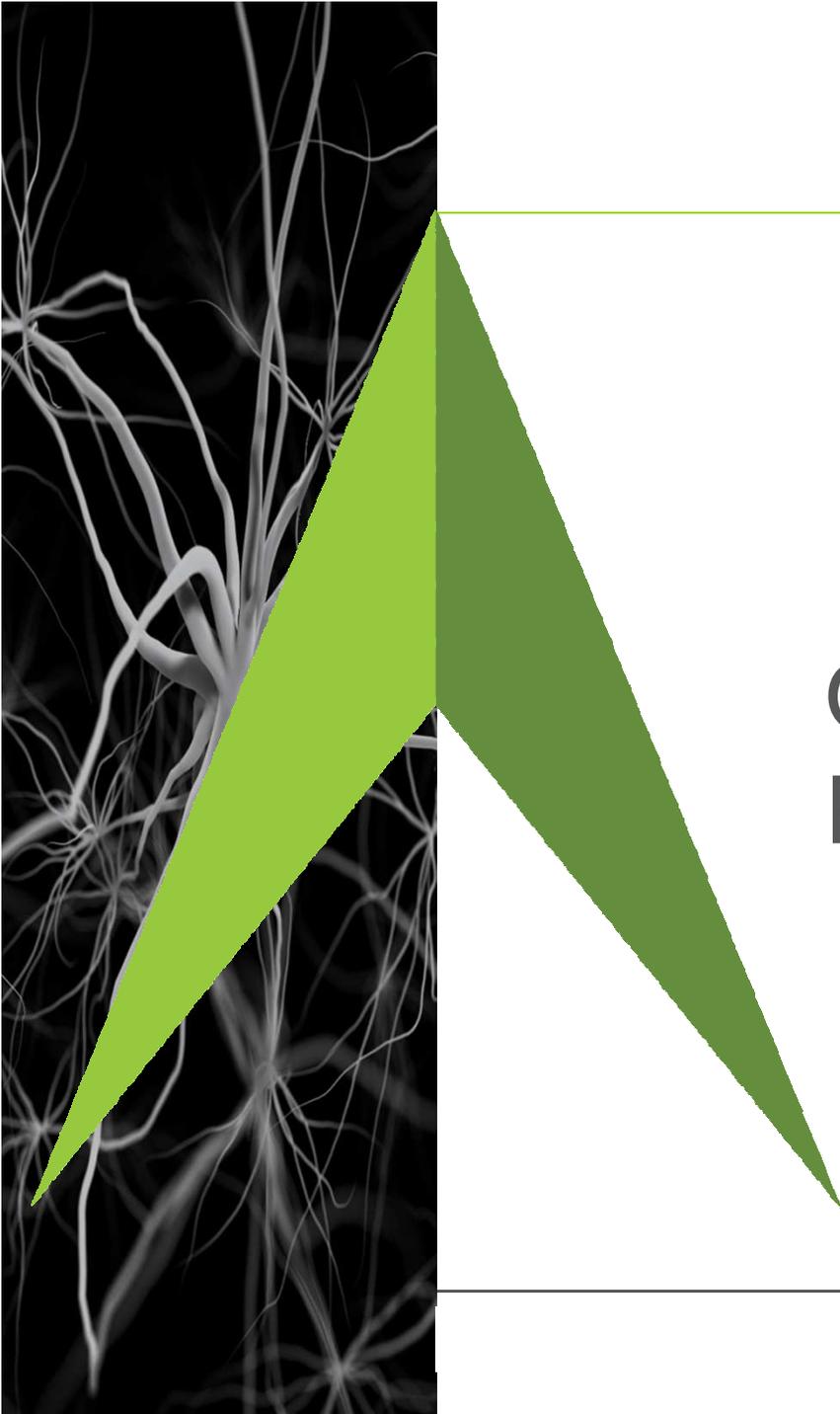
AGENDA

- Introduction and Overview of the Process
- Preliminary Rate Assumptions
- Preliminary Rates

INTRODUCTIONS

Navigant Consulting, Inc.

- We work with state Medicaid and human service agencies in the areas of payment system design, cost reporting and analysis for institutional and non-institutional providers, program evaluation, healthcare reform, the development and financing of consumer-directed services and managed care systems.
- We assisted the Nebraska Division of Developmental Disabilities with their rate setting in 2011
- We provide consulting services related to policy and reimbursement for HCBS services for:
 - Arizona
 - Illinois
 - Minnesota
 - Nebraska
 - North Dakota
 - Texas
 - Washington
 - Wyoming



OVERVIEW OF THE PROCESS

OBJECTIVES OF THE RATE SETTING PROCESS

Standardize Rates

Facilitate Regular Updates

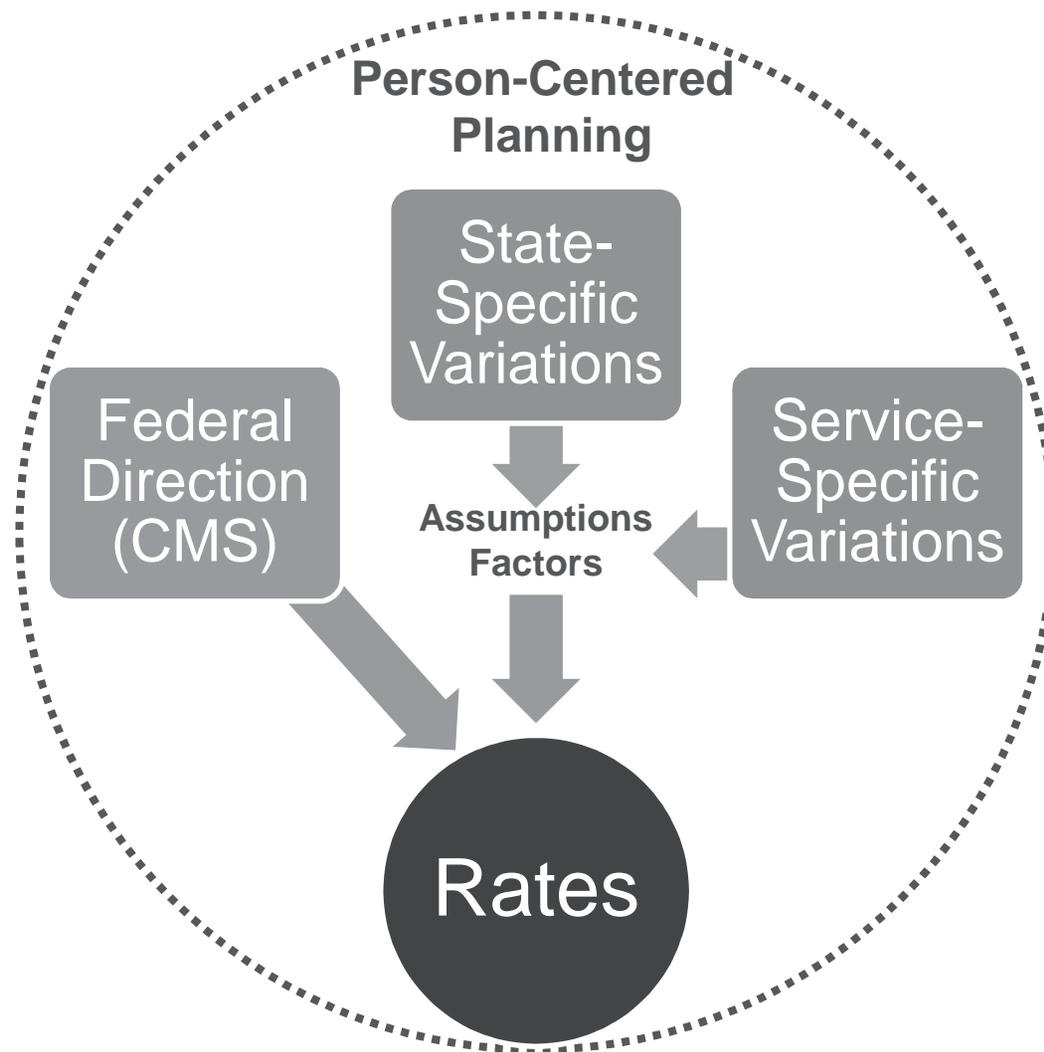
Reflect Participant Needs

Increase Transparency

Provide Fiscal Stability
for Providers and State

Recognize Reasonable and
Necessary Costs of Providers

RATE MODEL COMPONENTS



FEDERAL DIRECTION

- CMS is increasing its oversight and review of rate setting processes conducted by states and expects states to provide more detail and rationale for its rates than in previous years.
- CMS expects states to provide assurances that rates do not cover room and board costs.
- CMS will closely scrutinize the rate setting approach described in the waiver amendment application, paying particular attention to the reasonableness of the administrative and program support components of the rate.
- The Office of the Inspector General has been reviewing HCBS fiscal integrity across the US and expects CMS to build in more safeguards and controls.

FEDERAL DIRECTION - FINAL SETTINGS RULE

- The final home and community-based services (HCBS) regulations (known as the “Final Rule”) were published in the Federal Register on January 16, 2014; they became effective March 17, 2014
- Designed to enhance the quality of HCBS, provide additional protections, and ensure full access to the benefits of community living
- Establishes requirements for the qualities of settings where individuals live and/or receive Medicaid-reimbursable HCBS provided under sections 1915(c), 1915(i), 1915(k), 1915(b)(3), and 1115 of the Social Security Act
- The intent is that individuals receiving Medicaid-funded HCBS have the opportunity to receive these services in a manner that protects individual choice and promotes community integration

FEDERAL DIRECTION - FINAL SETTINGS RULE (CONT.)

Any residential or non-residential setting where individuals live and/or receive HCBS must have the following five qualities by March, 2019:

1. Is integrated in and supports full access of individuals to the greater community
2. Is selected by the individual from among setting options including non-disability specific settings and options for a private unit in a residential setting
3. Ensures an individual's rights of privacy, dignity and respect, and freedom from coercion and restraint
4. Optimizes individual initiative, autonomy, and independence in making life choices, including, but not limited to, daily activities, physical environment, and with whom to interact
5. Facilitates individual choice regarding services and supports, and who provides them

STATE SPECIFIC VARIATIONS – NEBRASKA'S DDD VISION

- The Division aims to provide person-centered services and supports for individuals with developmental disabilities that:
 - Partners with individuals, family members, guardians, advocacy groups, and service providers
 - Provides community-based services when possible
 - Encourages competitive and integrated employment



- Vision informs the cost factors and service specific variations like
 - Incentives
 - Tiers
 - Self directed services
 - Provider qualifications and types

STATE SPECIFIC VARIATIONS – SELF-DIRECTED SERVICES

Agency-Directed

A qualified agency hires, fires, pays and trains staff to provide services to individuals

Self-Directed

Individuals or their representatives have decision-making authority over services and take direct responsibility to manage their services with the assistance of a system of available supports

- Adult Companion Services*
- Consultative Assessment Services
- Habilitative Community Inclusion*
- Homemaker
- In-Home Residential Habilitation
- Prevocational Services*
- Respite*
- Supported Employment Follow Along*
- Supported Employment Individual*

Self-directed services will play a larger role in the revised service offerings.

In addition, providers can bill certain services to Medicaid that they were previously not able to bill for, such as skilled nursing

**Indicates can be either self-directed or agency-directed*



PRELIMINARY RATE ASSUMPTIONS

PROPOSED RATE FORMULA

- Rates are built from wages and core assumptions that are influenced by person-centered planning, CMS and Nebraska’s vision

$$\begin{aligned}
 \text{Direct Care Unit Cost} &= \left[\frac{\text{Direct care median, inflated hourly wage}}{\text{Units Per Hour} / \text{Staffing Ratio}} \right] \times \left[1 + \text{Benefits Factor} \right] \times \text{Productivity Factor} \times \text{FTE Factor} \\
 \text{Direct Care Supervision Cost} &= \left[\frac{\text{Supervisor inflated hourly wage}}{\text{Units Per Hour} / \text{Supervisor Span of Control}} \right] \times \left[1 + \text{Benefits Factor} \right] \times \text{Productivity Factor} \times \text{FTE Factor} \\
 \text{Total Direct Care Cost} &= \text{Direct Care Unit Cost} + \text{Direct Care Supervision Cost} \\
 \text{Non-Direct Care Cost Per Unit} &= \text{Total Direct Care Cost} \times \left[\text{Administration Factor} + \text{Program Support Factor} \right] \times \left[\text{Portion of Non-Direct Costs Included} + \text{Service Specific Variation} \right] \\
 \text{Proposed Rate} &= \left[\text{Total Direct Care Cost} + \text{Non-Direct Care Cost Per Unit} \right] \times \text{Incentive or Reduction Factor}
 \end{aligned}$$

COST FACTOR DEFINITIONS

- There are four non-direct cost allocation factors that are applied during the development of the rates:
 - Benefits factor
 - Administration factor - *Agency*
 - Administration factor - *Independent*
 - Program support factor
 - Transportation (select services)
- These factors represent an allocation of the costs incurred by providers beyond salaries and wages
- Factors are applied to the wages to compensate providers for these costs

FACTOR SOURCE - PROVIDER COST AND WAGE SURVEY

- Factors were developed based on provider submitted costs gathered through a Provider Cost and Wage Survey that was conducted Fall of 2010
- Major Cost Centers:
 - Salaries and Wages
 - Employee Taxes, Insurance and Benefits
 - Contracted Services
 - Non-Payroll Administration Expenses
 - Supplies
 - Administrative-Related Transportation and Vehicle Expenses
 - Program-Related Transportation and Vehicle Expenses
 - Facility and Equipment Related Expenses

Costs reported by providers in the 2010 survey were utilized in our factor determinations as proportions of total employee costs rather than actual reported costs. While the costs can vary year to year, we expect that the relative proportion of costs are consistent.

PRELIMINARY RATE FACTORS

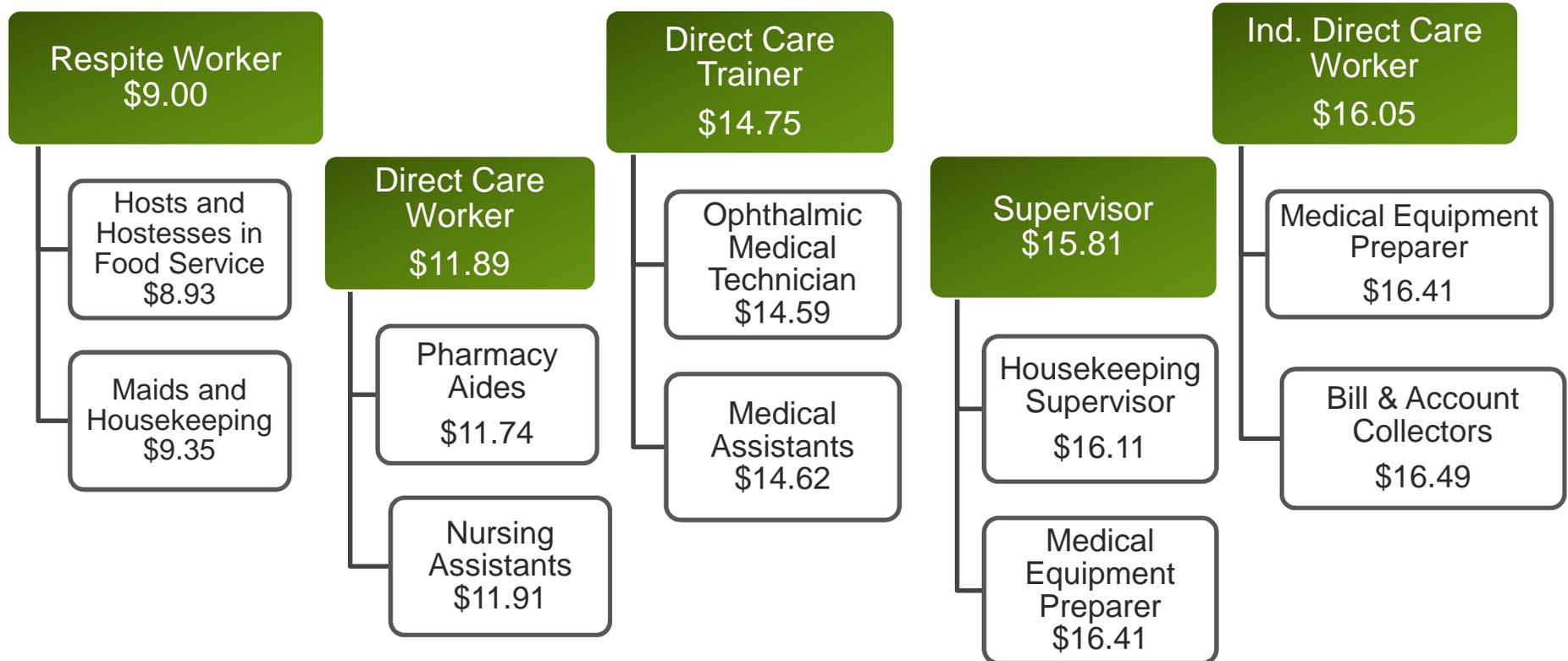
Factor	Survey Cost Center	Percentage
Benefit Factor	<ul style="list-style-type: none"> Total Employee Salaries and Wages Total Employee Taxes, Insurance and Benefits 	30.28%
Administrative Factor <i>Agency</i>	<ul style="list-style-type: none"> Administration Employee Salaries and Wages Non-Payroll Administration Expenses Contracted Administrative Services 	19.60%
Administrative Factor <i>Independent</i>	<ul style="list-style-type: none"> Non-Payroll Administration Expenses 	4.02%
Program Support Factor	<ul style="list-style-type: none"> Total Client Incentives and Awards Total Facility and Equipment Related Expenses Total Other Supplies Program Support Employee Salaries and Wages 	10.76%
Transportation	<ul style="list-style-type: none"> Program Related Transportation and Vehicle Expenses Contracted Client Transportation Costs Maintenance Employee Salaries and Wages 	6.20%

WAGE ASSUMPTIONS

Staff Type	Wages Utilized in Model
Respite	\$9.00
Direct Care Worker – Overnight Asleep	\$9.00
Direct Care Worker	\$11.89
Advanced Direct Care Worker	\$13.10
Direct Care Trainers	\$14.75
Behavioral Health Bachelor's Level	\$15.64
Supervisor	\$15.81
Independent Provider Direct Care Worker	\$16.05
Behavioral Health Specialized	\$40.65

WAGES – COMPARABLE JOBS

- CMS encourages states to consider what other jobs in the local market have comparable wages to HCBS



Comparable job data from Bureau of Labor Statistics 2015, adjusted for inflation using CY15-SFY17 rate

TIERS

- Tiers have been updated to better reflect the needs of individuals

New Tier	ICAP SCORE	Current Tier (Level)
Basic	65+	Levels 7, 8, 9, 10, 11
Intermediate	37-64	Levels 4, 5, 6
High	12-36	Levels 2, 3
Advanced	1-11	Level 1

- Tiered services include:
 - Habilitative Community Inclusion
 - Habilitative Workshop
 - Residential Habilitation

FTE FACTOR

- The FTE Factor represents costs associated with payroll hours required to cover for staff while they are not available to provide direct services, for example during vacation days, sick time, training, etc.
- Independent providers do not receive adjustment for an FTE factor

FTE Factor Component	Agency Employed – Number Per Year	Independent – Number Per Year
Holiday, Sick, Vacation Days (Paid Time Off)	17	0
Training Days	7	0
Total Paid Time Off and Training Days	24	0
Total Paid Time Off and Training Hours (24*8 = 192)	192	0
FTE Factor (192 ÷ 2,080 = 9%)	109%	100%

PRODUCTIVITY ADJUSTMENT

- Program employees must perform certain non-billable activities during the day in addition to providing direct (billable) services, such as:
 - Participating in individual support planning meetings
 - Recordkeeping and documentation
 - Employer time (e.g., staff meetings)
 - Program coordination and development
- Productivity adjustment varies based on the requirements of each service

PRODUCTIVITY ADJUSTMENT ASSUMPTIONS

- The *Productivity Adjustment* was applied to the hourly wage rate for each service as follows:

Services	Productivity Adjustment	Billable Hours	Non-Billable Hours
<ul style="list-style-type: none"> • Crises Intervention 	+48 Percent	27 Hours	13 Hours
<ul style="list-style-type: none"> • In Home Residential Habilitation • Residential Habilitation 	+11 Percent	36 Hours	4 Hours
<ul style="list-style-type: none"> • Habilitative Community Inclusion • Habilitative Workshop • Companion Services • Prevocational • Supported Employment Enclave • Supported Employment Individual 	+10 Percent	36.50 Hours	3.5 Hours
<ul style="list-style-type: none"> • Homemaker • Supported Employment Follow Along 	+9 Percent	36.75 Hours	3.25 Hours
<ul style="list-style-type: none"> • Day Services 	+7 Percent	37.25 Hours	2.75 Hours
<ul style="list-style-type: none"> • Respite 	+2 Percent	39.30 Hours	0.7 Hours

RATE INCENTIVES

Service	Incentive Factor	Rationale
Habilitative Community Inclusion	1.12	Self directed, community based services
Prevocational	1.15	Transitions individuals to employment services
Supported Employment – Enclave	1.15	Encourage competitive employment
Supported Employment -Follow Along	1.15	Encourage competitive employment
Supported Employment - Individual	1.45	Encourage competitive employment
Adult Companion Services	1.12	Self directed, community based services
In-Home Residential Habilitation	1.12	Self directed, community based services
Homemaker	1.12	Self directed, community based services

INDEPENDENT PROVIDER RATE ASSUMPTIONS

- Independent provider rates are expanded in the proposed rates to reflect additional opportunities for self-directed services and provider qualifications for habilitative services
- Developed to allow individuals in self-directed services to use independent providers that are qualified to assist him or her
- Independent providers have different assumptions to compensate for differences from Agency providers:
 - Direct care workers require bachelor's degrees
 - No supervisor
 - No FTE factor – the provider does not need to cover for staff while sick or on PTO
 - Lower administrative factor incorporates limited items like internet, background checks, etc.



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TIERS

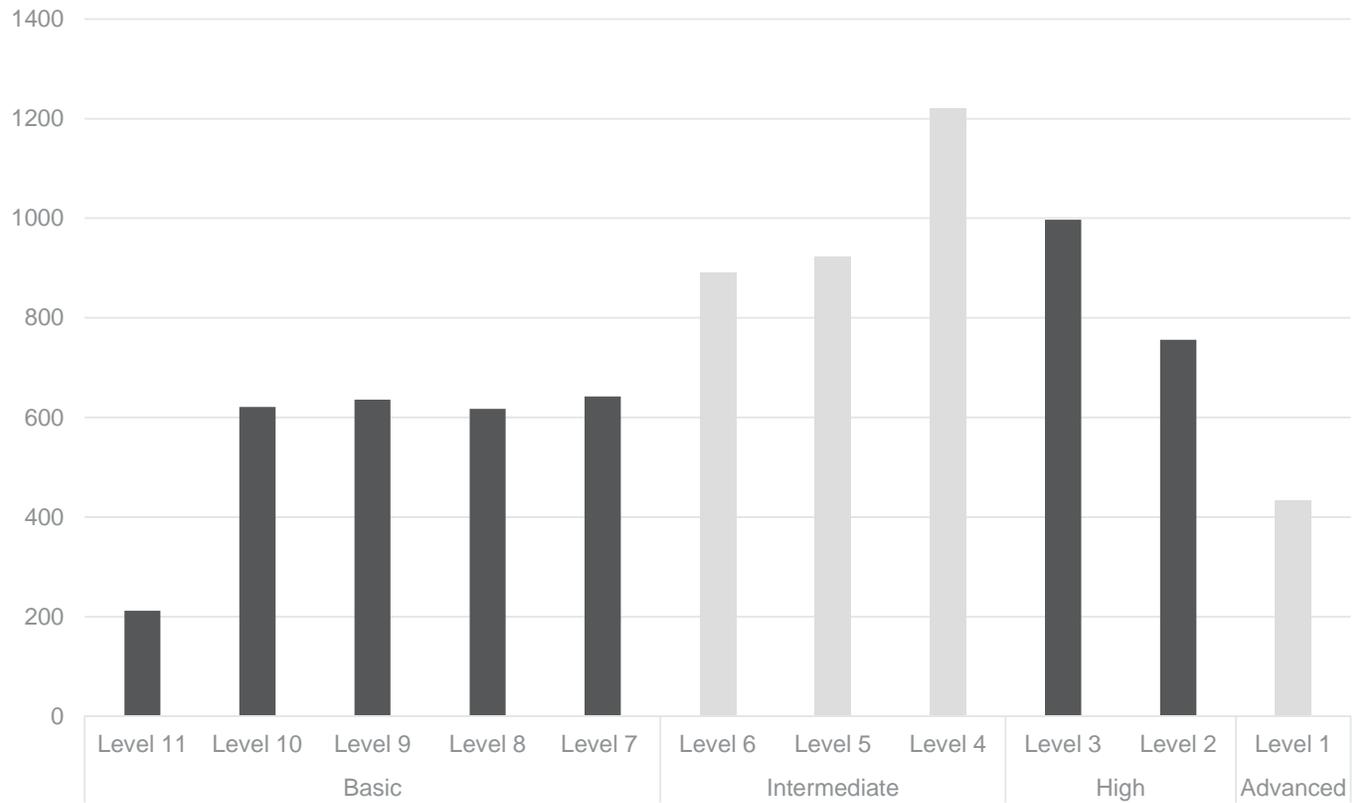
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- Tiered services include:
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 - Habilitative Workshop
 - Residential Habilitation

TIER AND LEVEL DISTRIBUTION

Tier Distribution
Based on SFY2015 Claims





PRELIMINARY RATES

RESPITE

15 Min Unit

Tier	Provider	SFY 2016 Rate	Preliminary Rate	Percentage Change
Respite Individual	Independent	\$3.00	\$3.10 (12.40/hour)	3%
Respite Individual	Agency	\$4.32	\$3.90 (15.60/hour)	-10%

Daily

Tier	Provider	SFY 2016 Rate	Preliminary Rate	Percentage Change
Respite Individual	Independent	N/A	\$94.59	N/A
Respite Individual	Agency	\$138.41	\$118.80	-14%

RESPITE AGENCY BUILD-UP (15 MIN)

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$9.00 Staffing Ratio: 1:1 Benefits Factor: 30.28% FTE Factor: 1.09 Productivity Assumptions: 1.02 	\$3.26
Non-Direct Cost per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 19.60% 	\$0.64
TOTAL RATE	\$3.90

RESPITE INDEPENDENT BUILD-UP (15 MIN)

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$9.00 Staffing Ratio: 1:1 Benefits Factor: 30.28% Productivity Assumptions: 1.02 	\$2.98
Non-Direct Cost per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 4.02% 	\$0.12
TOTAL RATE	\$3.10

RESPITE BUILD-UP AGENCY BUILD-UP (DAILY)

Category	Cost
Direct Care Staff Direct Care Cost Per Unit <ul style="list-style-type: none"> • Hourly Wage Rate: \$9.00 • Staffing Ratio: <ul style="list-style-type: none"> • Awake: 1:1 • Asleep: 1:4 • Benefits Factor: 30.28% • Productivity Assumptions: 1.02 • FTE Factor: 1.09 • Direct Care Hours Per Day: 11.57 hours 	\$99.33
Non-direct Cost Per Unit <ul style="list-style-type: none"> • Administration Cost Percentage – Agency: 19.60% 	\$19.47
TOTAL RATE	\$118.80

RESPITE INDEPENDENT BUILD-UP (DAILY)

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> • Hourly Wage Rate: \$9.00 • Staffing Ratio: <ul style="list-style-type: none"> • Awake: 1:1 • Asleep: 1:4 • Benefits Factor: 30.28% • Productivity Assumptions: 1.02 • Direct Care Hours Per Day: 11.57 hours 	\$90.94
Non-direct Cost per Unit <ul style="list-style-type: none"> • Administration Cost Percentage – Agency: 4.02% 	\$3.65
TOTAL RATE	\$94.59

HOMEMAKER (HOURLY)

Provider	SFY 2016 Rate	Preliminary Rate	Percentage Change
Agency	\$12.00	\$18.67	56%
Independent	8.00	14.87	86

HOMEMAKER AGENCY BUILD-UP

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$9.00 Staffing Ratio: 1:1 Benefits Factor: 30.28% Productivity Assumptions: 1.09 FTE Factor: 1.09 	\$13.94
Non-Direct Cost per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 19.60% 	\$2.73
Incentive Factor	1.12
TOTAL RATE	\$18.67

HOMEMAKER INDEPENDENT BUILD-UP

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$9.00 Staffing Ratio: 1:1 Benefits Factor: 30.28% Productivity Assumption: 1.09 	\$12.76
Non-Direct Costs per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 4.02% 	\$0.51
Incentive Factor	1.12
TOTAL RATE	\$14.87

ADULT DAY SERVICES (HOURLY)

SFY 2016 Rate	Preliminary Rate	Percentage Change
\$8.43	\$11.49	36%

ADULT DAY BUILD-UP

Category	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$12.03 Staffing Ratio: 1:3 Benefits Factor: 30.28% Productivity Assumption: 1.07 FTE Factor: 1.09 	\$6.13
Direct Care Staff Direct Care Supervision Cost per Unit <ul style="list-style-type: none"> Direct Supervision Span of Control: 1:9 Hourly Wage Rate: \$15.81 Benefits Factor: 30.28% 	\$2.68
Non-Direct Costs per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 19.60% Program Support Percentage: 10.76% 	\$2.68
TOTAL RATE	\$11.49

HABILITATIVE COMMUNITY INCLUSION – AGENCY (HOURLY)

Current Level	SFY 2016 Rate	Tier	Preliminary Rate	Percentage Change
11	\$8.68	Basic	\$9.86	14%
10	9.21	Basic	9.86	7
9	9.92	Basic	9.86	-1
8	10.89	Basic	9.86	-9
7	12.38	Basic	9.86	-20
6	13.44	Intermediate	13.64	1.5
5	14.86	Intermediate	13.64	-8
4	16.83	Intermediate	13.64	-19
3	19.80	High	23.09	16
2	24.72	High	23.09	-7
1	34.59	Advanced	37.52	8

HABILITATIVE COMMUNITY INCLUSION AGENCY BUILD-UP

Category		Cost		
Benefit Factor		30.28%		
Administration Cost Percentage		19.60%		
Program Support Percentage		10.76%		
Productivity Assumptions		1.10		
FTE Factor		1.09		
Transportation Services Cost		6.2%		
Incentive Factor		1.12		
Tier	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
Basic	1:5	\$11.89	1:9	\$15.81
Intermediate	1:3			
High	1:1.5			
Advanced	1:1	\$13.10	1:6	

HABILITATIVE COMMUNITY INCLUSION – INDEPENDENT (HOURLY)

Independent		
Tier	SFY 2016 Rate	Preliminary Rate
Basic	N/A	\$6.21
Intermediate	N/A	10.35
High	N/A	20.70
Advanced	N/A	31.05

HABILITATIVE COMMUNITY INCLUSION INDEPENDENT BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
Transportation Services Cost	6.2%
Incentive Factor	1.12

Tier	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
Basic	1:5	\$16.05
Intermediate	1:3	
High	1:1.5	
Advanced	1:1	

HABILITATIVE WORKSHOP (HOURLY)

Current Level	SFY 2016 Rate	Tier	Preliminary Rate	Percentage Change
11	\$8.68	Basic	\$8.80	1%
10	9.21	Basic	8.80	-4
9	9.92	Basic	8.80	-11
8	10.89	Basic	8.80	-19
7	12.38	Basic	8.80	-29
6	13.44	Intermediate	12.29	-9
5	14.86	Intermediate	12.29	-17
4	16.83	Intermediate	12.29	-27
3	19.80	High	21.00	6
2	24.72	High	21.00	-15
1	34.59	Advanced	31.98	-8

HABILITATIVE WORKSHOP BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
FTE Factor	1.09

Tier	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
Basic	1:5	\$11.89	1:9	\$15.81
Intermediate	1:3			
High	1:1.5			
Advanced	1:1	\$13.10	1:6	

PREVOCATIONAL (HOURLY)

Agency				
Service (1)	SFY 2016 Rate	Preliminary Rate (2)	(1) X (2)	Percentage Change*
Prevocational 1:1	\$40.16	\$34.18	\$34.18	-15%
Small Group (2-3)	40.16	16.14	40.35	-60
Large Group (4-5)	40.16	10.79	48.56	-73

Independent			
Service	SFY 2016 Rate	Preliminary Rate	(1) X (2)
Prevocational 1:1	N/A	\$30.25	\$30.25
Prevocational 1:2	N/A	15.12	30.24

PREVOCATIONAL AGENCY BUILD-UP

Category				Cost
Benefit Factor				30.28%
Administration Cost Percentage				19.60%
Program Support Percentage				10.76%
Productivity Assumptions				1.10
FTE Factor				1.09
Incentive Factor				1.15

Service Type	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
1:1	1:1	\$12.86	1:9	\$15.81
Small Group (2-3)	1:2.5			
Large Group (4-5)	1:4.5			

PREVOCATIONAL INDEPENDENT BUILD-UP

Category	Cost
Benefit Factor	30.28%
Hourly Wage Rate	\$16.05
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
Incentive Factor	1.15

Service Type	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
Independent (1:1)	1:1	\$16.05
Small Group (1:2)	1:2	

EMPLOYMENT SERVICES

Agency				
Service	Unit	SFY 2016 Rate	Preliminary Rate	Percentage Change
Supported Employment -Enclave	Hourly	\$8.68	\$10.79	24%
Supported Employment - Follow Along	15 Min	10.53	10.34 (41.36/hour)	-2
Supported Employment - Individual	Hourly	42.10	43.09	2

Independent			
Service	Unit	SFY 2016 Rate	Preliminary Rate
Supported Employment - Enclave	Hourly	N/A	\$6.05
Supported Employment - Follow Along	15 Min	N/A	7.51 (30.04/hour)
Supported Employment - Individual	Hourly	N/A	38.14

SUPPORTED EMPLOYMENT – ENCLAVE AGENCY BUILD UP

Category - AGENCY	Cost
Direct Care Staff Direct Care Cost per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$12.86 Staffing Ratio: 1:4.5 Benefits Factor: 30.28% Productivity Assumption: 1.10 FTE Factor: 1.09 	\$4.46
Direct Care Staff Direct Care Supervision Cost per Unit <ul style="list-style-type: none"> Direct Supervision Span of Control: 1:9 Hourly Wage Rate: \$15.81 Benefits Factor: 30.28% Productivity Assumption: 1.10 FTE Factor: 1.09 	\$2.74
Non-Direct Cost per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 19.60% Program Support Percentage: 10.76% 	\$2.19
Incentive Factor	1.15
TOTAL RATE	\$10.79

SUPPORTED EMPLOYMENT – ENCLAVE INDEPENDENT BUILD UP

Category - INDEPENDENT	Cost
Direct Care Staff Direct Care Cost Per Unit <ul style="list-style-type: none"> Hourly Wage Rate: \$16.05 Staffing Ratio: 1:5 Benefits Factor: 30.28% Productivity Assumption: 1:10 	\$4.58
Non-Direct Care Cost per Unit <ul style="list-style-type: none"> Administration Cost Percentage: 4.02% Program Support Percentage: 10.76% 	\$0.68
Incentive Factor	1.15
TOTAL RATE	\$6.05

SUPPORTED EMPLOYMENT – FOLLOW ALONG AGENCY BUILD-UP (15 MINUTE)

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.09
FTE Factor	1.09
Transportation Services Cost	N/A
Incentive Factor	1.15

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
1:1	\$16.05	1:9	\$15.81

SUPPORTED EMPLOYMENT – FOLLOW ALONG INDEPENDENT BUILD-UP (15 MINUTE)

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.09
FTE Factor	1.00
Transportation Services Cost	N/A
Incentive Factor	1.45

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
1:1	\$16.05

SUPPORTED EMPLOYMENT - INDIVIDUAL AGENCY BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
FTE Factor	1.09
Transportation Services Cost	N/A
Incentive Factor	1.45

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
1:1	\$12.86	1:9	\$15.81

SUPPORTED EMPLOYMENT - INDIVIDUAL INDEPENDENT BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
Transportation Services Cost	N/A
Incentive Factor	1.12

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
1:1	\$16.05

ADULT COMPANION SERVICES (HOURLY)

Agency		
SFY 2016 Rate	Preliminary Rate	Percentage Change
\$17.76	\$27.25	53%

Independent		
SFY 2016 Rate	Preliminary Rate	Percentage Change
\$12.00	\$21.96	83%

ADULT COMPANION SERVICES AGENCY BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
FTE Factor	1.09
Incentive Factor	1.12

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
1:1	\$11.89

ADULT COMPANION SERVICES INDEPENDENT BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.10
Incentive Factor	1.12

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
1:1	\$11.89

HABILITATIVE SERVICES (HOURLY)

Service	SFY 2016 Rate	Preliminary Rate
Crisis Intervention	N/A	\$63.03
Consultative Assessment Services - LIMHP	N/A	109.60
Consultative Assessment Services - LP	N/A	109.60
Consultative Assessment Services - APRN	N/A	109.60

CRISIS INTERVENTION BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.48
FTE Factor	1.09
Transportation Services Cost	6.2%

Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
1:1	\$21.89

IN-HOME RESIDENTIAL HABILITATION (HOURLY)

Agency				
Tier (1)	SFY 2016 Rate	Preliminary Rate (2)	(1) X (2)	Percentage Change
Group	34.71	18.79	37.58	-46
Individual (1:1)	34.71	38.04	38.04	10

Independent			
Tier (1)	SFY 2016 Rate	Preliminary Rate (2)	(1) X (2)
Group	N/A	15.74	31.48
Individual (1:1)	N/A	31.48	31.48

IN-HOME RESIDENTIAL HABILITATION AGENCY BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	19.60%
Program Support Percentage	10.76%
Productivity Assumptions	1.11
FTE Factor	1.09
Transportation Services Cost	6.2%
Incentive Factor	1.12

Service - Type	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate	Supervisor Span of Control	Supervisor Wage
Group	1:2	\$12.03	1:9	\$15.81
Individual	1:1	\$13.10	1:6	\$15.81

IN-HOME RESIDENTIAL HABILITATION INDEPENDENT BUILD-UP

Category	Cost
Benefit Factor	30.28%
Administration Cost Percentage	4.02%
Program Support Percentage	10.76%
Productivity Assumptions	1.11
Transportation Services Cost	6.2%
Incentive Factor	1.12

Service - Type	Direct Care Staffing Ratio	Direct Care Hourly Wage Rate
Group	1:2	\$16.05
Individual	1:1	

RESIDENTIAL HABILITATION (HOURLY)

Current Level	SFY 2016 Rate	Tier	Preliminary Rate	Percentage Change
7-11	13.47	Basic	12.45	-8%
6	14.08	Intermediate	14.18	1%
5	14.90	Intermediate	14.18	-5%
4	16.05	Intermediate	14.18	-12%
3	17.76	High	21.11	19%
2	20.63	High	21.11	2%
1	26.37	Advanced	33.97	29%

RESIDENTIAL HABILITATION (DAILY)

Current Level	SFY 2016 Rate	Tier	Preliminary Rate	Percentage Change
7-11	75.17	Basic	\$71.12	-5%
6	84.24	Intermediate	84.76	1%
5	97.11	Intermediate	84.76	-13%
4	116.58	Intermediate	84.76	-27%
3	149.01	High	150.98	1%
2	211.65	High	150.98	-29%
1	369.08	Advanced	301.58	-18%

RESIDENTIAL HABILITATION BUILD-UP AGENCY BUILD UP (HOURLY)

Tier	Direct Care Hourly Wage	Direct Care Ratio – Awake Time	Supervisor Span of Control	Supervisor Wage
Basic	\$12.03	1:3	1:9	\$15.81
Intermediate		1:2.5		
High		1:1.5		
Advanced	\$13.10	1:1	1:6	

Category	Cost
Benefits Factor	30.28%
Productivity Factor	1.11
FTE Factor	1.09
Administration Percentage	19.60%
Program Support Percentage	10.76%
Transportation Percentage	6.2%

RESIDENTIAL HABILITATION AGENCY BUILD-UP (DAILY)

Tier	Direct Care Hourly Wage	Direct Care Ratio – Awake Time	Direct Care Ratio – Asleep Time	Direct Care Hours Per Day	Supervisor Span of Control	Supervisor Wage
Basic	\$12.03	1:3	1:3	6.06	1:9	\$15.81
Intermediate		1:2.5	1:3	6.72		
High		1:1.5	1:3	9.34		
Advanced	\$13.10	1:1	1:3	12.61	1:6	

Category	Cost
Benefits Factor	30.28%
Productivity Factor	1.05
FTE Factor	1.09
Administration Percentage	19.60%
Program Support Percentage	10.76%
Transportation Percentage	6.2%

SCENARIOS

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 1: Agency Services at Intermediate Tier (Level 6)							
Residential Habilitation - Intermediate - Daily (EFH Re Hab Continuous Residential)	7	\$ 84.24	589.68	7	\$ 84.76	593.34	-10%
Prevocational - Agency - Individual (1:1) (Vocational Planning)	35	\$ 40.16	1,405.60	35	\$ 34.18	1,196.19	
Total (One Week)			\$1,995.28			\$1,789.54	

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 2: Agency Non-Residential Services at Intermediate Tier (Level 6)							
Supportive Employment Individual - Agency (Integrated Community Employment)	25	\$ 42.10	1,052.50	25	\$ 43.09	1,077.32	17%
Habilitative Community Inclusion - Intermediate (Adult Day Habilitation)	10	\$ 13.44	134.40	10	\$ 13.64	136.40	
Transportation (20 miles Round Trip - Metro)	N/A	N/A	N/A	10	\$ 17.66	176.60	
Total (One Week)			\$1,186.90			\$1,390.32	

SCENARIOS

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 3: Agency Services at Advanced Tier (Level 1)							
In-Home Residential Habilitation - Agency - Individual (1:1) <i>(In-Home Res Hab Intermittent Res & Day)</i>	7	\$ 34.71	242.97	7	\$ 38.04	266.29	
Habilitative Community Inclusion - Agency - Advanced <i>(Adult Day Habilitation)</i>	20	\$ 34.59	691.80	20	\$ 37.52	750.41	
Prevocational - Agency - Individual (1:1) <i>(Vocational Planning)</i>	15	\$ 40.16	602.40	15	\$ 34.18	512.65	
Transportation (20 miles Round Trip - Metro)	N/A	N/A	N/A	10	\$ 17.66	176.60	
Total (One Week)			\$1,537.17			\$1,705.96	

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 4: Mixed Service Providers at Basic Tier (Level 11)							
Adult Companion Services - Independent <i>(Companion Home Res Hab - No Overnight)</i>	15	\$ 12.00	180.00	15	\$ 21.96	329.47	
Habilitative Community Inclusion - Agency - Basic <i>(Adult Day Habilitation)</i>	20	\$ 8.68	173.60	20	\$ 9.86	197.21	
Total (One Week)			\$353.60			\$526.67	

SCENARIOS

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 5: Behavioral Consult at High Tier (Level 3)							
Behavioral Risk Services	7	\$ 529.80	3,708.60	N/A	N/A	N/A	
Residential Habilitation - High - Daily (EFH Re Hab Continuous Residential)	N/A	N/A	N/A	7	\$ 150.98	1,056.87	
Consultative Assessment Services - APRN	N/A	N/A	N/A	1	\$ 109.60	109.60	
Habilitative Community Inclusion - Agency - High (Adult Day Habilitation)	N/A	N/A	N/A	22.5	\$ 23.09	519.52	
Habilitative Workshop - High	N/A	N/A	N/A	22.5	\$ 21.00	472.57	
Transportation (20 miles Round Trip - Metro)	N/A	N/A	N/A	10	\$ 17.66	176.60	
Total (One Week)			\$3,708.60			\$2,335.17	

Service	SFY 2016 Rates			Preliminary Rates			Variance
	Units per Week	Per Unit Cost	Total Cost	Units per Week	Per Unit Cost	Total Cost	
Example 6: Behavioral Consult at Advanced Tier (Level 1)							
Behavioral Risk Services	7	\$ 529.80	3,708.60	N/A	N/A	N/A	
Residential Habilitation - Advanced - Daily (EFH Re Hab Continuous Residential)	N/A	N/A	N/A	7	\$ 301.51	2,110.60	
Consultative Assessment Services - APRN	N/A	N/A	N/A	1	\$ 109.60	109.60	
Habilitative Community Inclusion - Agency - Advanced (Adult Day Habilitation)	N/A	N/A	N/A	22.5	\$ 37.52	844.22	
Habilitative Workshop - Advanced	N/A	N/A	N/A	22.5	\$ 31.98	719.56	
Transportation (20 miles Round Trip - Metro)	N/A	N/A	N/A	10	\$ 17.66	176.60	
Total (One Week)			\$3,708.60			\$3,960.58	



Questions or Comments?