

NE DDD Rate Development Update

APRIL 12, 2018

Overview

- Rate Development Process
- Data Sources
- Rate Development Methodology Review
- Service Definition Review
- Fully Funded Rate Structure Walk-throughs
- Financial Implications
- Summary
- Questions

Rate Development Process

- Service Definitions
- Model Structure
- Service Sloping

Data Sources

- General Ledger (SFY 2016)
- Payroll (SFY 2016)
- Staffing Ratio Survey
- Training Survey
- BLS Wage Data (2016)
- Stakeholder Feedback

Rate Development Methodology Review

- Hourly Wages
- Staff Availability Factor
- Mileage
- Program Support
- Administration
- Convert Staff Hour to Billed Unit

Note: Rate development is still in process pending public feedback and CMS review.

Note: The tables shown in the presentation reflect full funding.

Wages

- 2016 Bureau of Labor Statistics wages, Nebraska statewide
 - Trended forward with CPI
- Social and Human Service Assistants
 - Applies to Direct Care Staff for most services
- Rehabilitation Counselors
 - Applies to Supported Employment Individual and Follow Along

Continuous Residential Habilitation – Fully Funded

	Basic	Intermediate	High	Advanced	Risk
Wage	\$ 14.63	\$ 14.88	\$ 15.12	\$ 15.99	\$ 16.86
ERE	30.0%	30.0%	30.0%	30.0%	30.0%
Availability	1.14	1.14	1.14	1.16	1.16
Adjusted Wage	\$ 21.72	\$ 22.08	\$ 22.44	\$ 24.13	\$ 25.44
Mileage*	4.5%	4.1%	3.3%	2.5%	1.8%
Program Support*	5.0%	6.6%	8.3%	12.4%	16.2%
Administration*	5.0%	5.1%	5.2%	5.2%	5.2%
Total Per Staff Hr	\$ 25.38	\$ 26.24	\$ 26.99	\$ 30.19	\$ 33.11
Hours	6.43	7.18	10.19	13.95	19.29
Daily	\$ 163.18	\$ 188.42	\$ 275.03	\$ 421.30	\$ 638.65
Half-Day	\$ 81.59	\$ 94.21	\$ 137.52	\$ 210.65	\$ 319.32

* Calculated as a percent of Total Per Staff Hour

Host Home (Employee) – Fully Funded

	Basic	Intermediate	High	Advanced
Wage	\$ 14.63	\$ 14.88	\$ 15.12	\$ 15.99
ERE	30.0%	30.0%	30.0%	30.0%
Availability	1.13	1.13	1.13	1.13
Adjusted Wage	\$ 21.47	\$ 21.83	\$ 22.19	\$ 23.46
Mileage*	15.3%	12.7%	7.8%	4.8%
Program Support*	4.4%	6.0%	8.0%	12.1%
Administration*	4.4%	4.6%	4.9%	5.1%
Total Per Staff Hour	\$ 28.32	\$ 28.50	\$ 27.97	\$ 30.07
Hours (Day)	3.76	4.52	7.53	11.29
Overnight	\$ 25.99	\$ 31.19	\$ 38.98	\$ 38.98
Daily	\$ 132.54	\$ 159.85	\$ 249.42	\$ 378.45
Half-Day	\$ 66.27	\$ 79.92	\$ 124.71	\$ 189.22

* Calculated as a percent of Total Per Staff Hour

Shared Living (Independent Contractor) – Fully Funded

	Basic	Intermediate	High	Advanced
Wage	\$ 18.29	\$ 18.60	\$ 18.90	\$ 19.98
ERE	0.0%	0.0%	0.0%	0.0%
Availability	1.00	1.00	1.00	1.00
Adjusted Wage	\$ 18.29	\$ 18.60	\$ 18.90	\$ 19.98
Mileage*	16.6%	13.7%	8.4%	5.2%
Program Support*	6.9%	9.0%	11.5%	16.6%
Administration*	6.9%	6.9%	7.2%	7.0%
Total Per Staff Hour	\$ 26.24	\$ 26.43	\$ 25.92	\$ 28.06
Hours (Day)	3.76	4.52	7.53	11.29
Overnight	\$ 25.99	\$ 31.19	\$ 38.98	\$ 38.98
Daily	\$ 124.71	\$ 150.54	\$ 234.06	\$ 355.73
Half-Day	\$ 62.35	\$ 75.27	\$ 117.03	\$ 177.87

* Calculated as a percent of Total Per Staff Hour

Independent Living – Fully Funded

	Individual	Group (2)	Group (3)
Wage	\$ 15.12	\$ 15.12	\$ 15.12
ERE	30.0%	30.0%	30.0%
Availability	1.32	1.32	1.32
Adjusted Wage	\$ 26.00	\$ 26.00	\$ 26.00
Mileage*	4.2%	4.2%	4.2%
Program Support*	10.4%	10.4%	10.4%
Administration*	5.1%	5.1%	5.1%
Total Per Staff Hour	\$ 32.39	\$ 32.39	\$ 32.39
Staffing Ratio	1.00	0.50	0.33
Hourly	\$ 32.39	\$ 16.20	\$ 10.80

* Calculated as a percent of Total Per Staff Hour

Independent Living (Independent) – Fully Funded

	Individual	Group (2)	Group (3)
Wage	\$ 15.12	\$ 15.12	\$ 15.12
ERE	8.3%	8.3%	8.3%
Availability	1.14	1.14	1.14
Adjusted Wage	\$ 18.72	\$ 18.72	\$ 18.72
Mileage*	6.7%	6.7%	6.7%
Program Support*	0.0%	0.0%	0.0%
Administration*	1.7%	1.7%	1.7%
Total Per Staff Hour	\$ 20.43	\$ 20.43	\$ 20.43
Staffing Ratio	1.00	0.50	0.33
Hourly	\$ 20.43	\$ 10.21	\$ 6.81

* Calculated as a percent of Total Per Staff Hour

Supported Family Living – Fully Funded

	Individual	Group (2)
Wage	\$ 15.12	\$ 15.12
ERE	30.0%	30.0%
Availability	1.24	1.24
Adjusted Wage	\$ 24.39	\$ 24.39
Mileage*	4.6%	4.6%
Program Support*	8.2%	8.2%
Administration*	5.1%	5.1%
Total Per Staff Hour	\$ 29.71	\$ 29.71
Staffing Ratio	1.00	0.50
Hourly	\$ 29.71	\$ 14.86

* Calculated as a percent of Total Per Staff Hour

Supported Family Living (Independent) – Fully Funded

	Individual	Group (2)
Wage	\$ 15.12	\$ 15.12
ERE	8.3%	8.3%
Availability	1.11	1.11
Adjusted Wage	\$ 18.20	\$ 18.20
Mileage*	6.8%	6.8%
Program Support*	0.0%	0.0%
Administration*	1.7%	1.7%
Total Per Staff Hour	\$ 19.90	\$ 19.90
Staffing Ratio	1.00	0.50
Hourly	\$ 19.90	\$ 9.95

* Calculated as a percent of Total Per Staff Hour

Habilitative Workshop – Fully Funded

	Basic	Intermediate	High	Advanced	Risk
Wage	\$ 15.12	\$ 15.12	\$ 15.12	\$ 15.99	\$ 16.86
ERE	30.0%	30.0%	30.0%	30.0%	30.0%
Availability	1.25	1.25	1.25	1.25	1.29
Adjusted Wage	\$ 24.66	\$ 24.66	\$ 24.66	\$ 26.07	\$ 28.20
Mileage*	2.3%	2.3%	2.3%	2.1%	1.9%
Program Support*	5.4%	5.4%	5.4%	6.5%	8.1%
Administration*	9.3%	9.3%	9.3%	9.3%	9.3%
Total Per Staff Hr	\$ 29.71	\$ 29.71	\$ 29.71	\$ 31.78	\$ 34.96
Staffing Ratio	0.20	0.33	0.67	1.00	1.00
Hourly	\$ 5.94	\$ 9.90	\$ 19.81	31.78	34.96

* Calculated as a percent of Total Per Staff Hour

Habilitative Community Inclusion – Fully Funded

	Basic	Intermediate	High	Advanced	Risk
Wage	\$ 15.12	\$ 15.12	\$ 15.12	\$ 15.99	\$ 16.86
ERE	30.0%	30.0%	30.0%	30.0%	30.0%
Availability	1.34	1.34	1.43	1.55	1.59
Adjusted Wage	\$ 26.31	\$ 26.31	\$ 28.20	\$ 32.12	\$ 34.94
Mileage*	6.2%	6.2%	5.8%	5.1%	4.6%
Program Support*	5.2%	5.2%	5.2%	6.3%	7.9%
Administration*	8.9%	8.9%	8.9%	9.0%	9.0%
Total Per Staff Hr	\$ 33.02	\$ 33.02	\$ 35.24	\$ 40.35	\$ 44.52
Staffing Ratio	0.29	0.40	0.67	1.00	1.00
Hourly	\$ 9.43	\$ 13.21	\$ 23.49	40.35	44.52

* Calculated as a percent of Total Per Staff Hour

Habilitative Community Inclusion (Independent) – Fully Funded

	Basic	Intermediate	High	Advanced
Wage	\$ 12.37	\$ 12.37	\$ 14.63	\$ 17.72
ERE	8.3%	8.3%	8.3%	8.3%
Availability	1.04	1.04	1.04	1.30
Adjusted Wage	\$ 13.96	\$ 13.96	\$ 16.51	\$ 24.92
Mileage*	8.7%	8.7%	7.5%	5.1%
Program Support*	0.0%	0.0%	0.0%	0.0%
Administration*	1.7%	1.7%	1.7%	1.7%
Total Per Staff Hour	\$ 15.58	\$ 15.58	\$ 18.18	\$ 26.75
Staffing Ratio	1.00	1.00	1.00	1.00
Hourly	\$ 15.58	\$ 15.58	\$ 18.18	\$ 26.75

* Calculated as a percent of Total Per Staff Hour

Community Integration – Fully Funded

	Basic	Intermediate	High	Advanced	Risk
Wage	\$ 15.12	\$ 15.12	\$ 15.12	\$ 15.99	\$ 16.86
ERE	30.0%	30.0%	30.0%	30.0%	30.0%
Availability	1.67	1.67	1.67	1.83	1.90
Adjusted Wage	\$ 32.92	\$ 32.92	\$ 32.92	\$ 37.99	\$ 41.57
Mileage*	5.8%	5.8%	5.8%	5.0%	4.5%
Program Support*	5.2%	5.2%	5.2%	6.3%	7.9%
Administration*	8.9%	8.9%	8.9%	9.0%	9.0%
Total Per Staff Hr	\$ 41.14	\$ 41.14	\$ 41.14	\$ 47.69	\$ 52.92
Staffing Ratio	0.33	0.40	0.67	1.00	1.00
Hourly	\$ 13.71	\$ 16.46	\$ 27.43	47.69	52.92

* Calculated as a percent of Total Per Staff Hour

Community Integration (Independent) – Fully Funded

	Basic	Intermediate	High	Advanced
Wage	\$ 12.37	\$ 12.37	\$ 14.63	\$ 17.72
ERE	8.3%	8.3%	8.3%	8.3%
Availability	1.04	1.04	1.04	1.30
Adjusted Wage	\$ 13.96	\$ 13.96	\$ 16.51	\$ 24.92
Mileage*	12.6%	12.6%	10.8%	7.5%
Program Support*	0.0%	0.0%	0.0%	0.0%
Administration*	1.6%	1.6%	1.6%	1.7%
Total Per Staff Hour	\$ 16.26	\$ 16.26	\$ 18.86	\$ 27.43
Staffing Ratio	1.00	1.00	1.00	1.00
Hourly	\$ 16.26	\$ 16.26	\$ 18.86	27.43

* Calculated as a percent of Total Per Staff Hour

Medical/Behavioral Day – Fully Funded

	Basic	Intermediate	High	Advanced	Risk
Wage	\$ 14.63	\$ 14.88	\$ 15.12	\$ 15.99	\$ 16.86
ERE	30.0%	30.0%	30.0%	30.0%	30.0%
Availability	1.13	1.13	1.13	1.13	1.13
Adjusted Wage	\$ 21.47	\$ 21.83	\$ 22.19	\$ 23.46	\$ 24.73
Mileage*	0.0%	0.0%	0.0%	0.0%	0.0%
Program Support*	5.2%	6.9%	8.6%	12.7%	16.5%
Administration*	5.2%	5.3%	5.4%	5.4%	5.3%
Total Per Staff Hr	\$ 23.97	\$ 24.87	\$ 25.79	\$ 28.63	\$ 31.61
Staffing Ratio	1.00	1.00	1.00	1.00	1.00
Hourly	\$ 23.97	\$ 24.87	\$ 25.79	28.63	31.61

* Calculated as a percent of Total Per Staff Hour

Supported Employment Enclave – Fully Funded

	Agency
Wage	\$ 15.12
ERE	30.0%
Availability	1.25
Adjusted Wage	\$ 24.66
Mileage*	4.5%
Program Support*	5.3%
Administration*	9.1%
Total Per Staff Hour	\$ 30.39
Staffing Ratio	0.33
Hourly	\$ 10.13

* Calculated as a percent of Total Per Staff Hour

Supported Employment Individual – Fully Funded

	Agency	Independent
Wage	\$ 20.88	\$ 20.88
ERE	30.0%	8.3%
Availability	1.34	1.08
Adjusted Wage	\$ 36.33	\$ 24.32
Mileage*	4.4%	7.6%
Program Support*	7.5%	0.0%
Administration*	9.1%	1.7%
Total Per Staff Hour	\$ 46.00	\$ 26.81
Staffing Ratio	1.00	1.00
Hourly	\$ 46.00	\$ 26.81

* Calculated as a percent of Total Per Staff Hour

Supported Employment Follow Along – Fully Funded

	Agency	Independent
Wage	\$ 19.65	\$ 19.65
ERE	30.0%	8.3%
Availability	1.34	1.08
Adjusted Wage	\$ 34.19	\$ 22.89
Mileage*	4.7%	8.1%
Program Support*	7.5%	0.0%
Administration*	9.0%	1.7%
Total Per Staff Hour	\$ 43.42	\$ 25.36
Staffing Ratio	1.00	1.00
Hourly	\$ 43.42	\$ 25.36

* Calculated as a percent of Total Per Staff Hour

Prevocational – Fully Funded

	Individual	Group (2-3)	Group (4-5)
Wage	\$ 20.88	\$ 20.88	\$ 20.88
ERE	30.0%	30.0%	30.0%
Availability	1.25	1.25	1.25
Adjusted Wage	\$ 34.05	\$ 34.05	\$ 34.05
Mileage*	3.3%	3.3%	3.3%
Program Support*	5.4%	5.4%	5.4%
Administration*	9.2%	9.2%	9.2%
Total Per Staff Hour	\$ 41.45	\$ 41.45	\$ 41.45
Staffing Ratio	1.00	0.40	0.22
Hourly	\$ 41.45	\$ 16.58	\$ 9.21

* Calculated as a percent of Total Per Staff Hour

Homemaker – Fully Funded

	Agency	Independent
Wage†	\$ 10.40	\$ 10.40
ERE	25.5%	8.3%
Availability	1.22	1.01
Adjusted Wage	\$ 15.96	\$ 11.37
Mileage*	0.0%	0.0%
Program Support*	0.0%	0.0%
Administration*	3.5%	1.8%
Total Per Staff Hour	\$ 16.53	\$ 11.58
Staffing Ratio	1.00	1.00
Hourly	\$ 16.53	\$ 11.58

† Maids and Housekeeping Cleaners BLS Wage Category, 50th Percentile

* Calculated as a percent of Total Per Staff Hour

Respite – Fully Funded

	Agency	Independent
Wage†	\$ 13.74	\$ 12.00
ERE	30.0%	8.3%
Availability	1.13	1.00
Adjusted Wage	\$ 20.13	\$ 12.99
Mileage*	0.0%	0.0%
Program Support*	6.3%	0.0%
Administration*	9.5%	1.8%
Total Per Staff Hour	\$ 23.90	\$ 13.23
Staffing Ratio	1.00	1.00
Hourly	\$ 23.90	\$ 13.23
Daily	\$ 191.23	\$ 105.83

† Personal Care Aides BLS Wage Category, 75th Percentile

* Calculated as a percent of Total Per Staff Hour

Adult Day Services – Fully Funded

	Agency
Wage	\$ 13.74
ERE	30.0%
Availability	1.22
Adjusted Wage	\$ 21.86
Mileage*	0.0%
Program Support*	6.3%
Administration*	9.5%
Total Per Staff Hour	\$ 25.95
Staffing Ratio	0.33
Hourly	\$ 8.65

* Calculated as a percent of Total Per Staff Hour

Financial Implications

- Righteous Rates
- Flat Adjustment
 - Across the board reduction
- Residential Adjustment
 - Adjust Basic, Intermediate, and High tiers for residential services

Financial Implications

- Residential adjustment addresses financial concerns while still allowing for an increase to the Basic, Intermediate, and High residential rates.
- Residential adjustment minimizes the regional variation compared to flat adjustment methodology.

Summary

- Rate Development Process
- Data Sources
- Rate Development Methodology Review
- Service Definition Review
- Fully Funded Rate Structure Walk-throughs
- Financial Implications
- Summary
- Questions

Questions?
