



DHSS
Division of
Developmental Disabilities
Services

Individual Rate System

July 2012



Components of Hourly Rate

The components used in calculating the Hourly Rate are:

- Direct Care Staff Salary – currently set at \$11.10 per hour.
- Employee Related Expenses – payroll taxes, benefits, etc. – currently set at 34% of Direct Care Staff Salary.
- Program Indirect Expenses – residential and vocational Medicaid reimbursed program supplies, training expenses, professional fees, etc; includes residential transportation expenses – currently set at 30.5% of Direct Care Staff Salary.
- Contract Administration – rate is dependent on program and size
- Vocational Facility Add-On – currently \$1.62
- Vocational Transportation Add-On – currently \$4.27
- Attendance Factor – see chart for attendance percentages

Hourly Rate is calculated by adding together the Direct Care Staff Salary, Employee Related Expenses, and Program Indirect Expenses and dividing the total by one minus the Contract Administration Rate. If add-ons apply, they are added in and the total divided by the Attendance Factor to arrive at the rate per direct care staff hour.



Component Chart for Hourly Rate

| | Residential | Vocational | Supported Employment | Adult Foster Care |
|--|-------------|------------|----------------------|-------------------|
| FY 2006 Direct Care Staff Rate (DCS) | \$ 10.50 | \$ 10.50 | \$ 22.00 | \$ 7.50 |
| FY 07- 11 Direct Care Staff Rate (DCS) | \$ 10.60 | \$ 10.60 | \$ 22.10 | \$ 7.50 |
| FY 2012 Direct Care Staff Rate (DCS) | \$ 10.93 | \$ 10.93 | \$ 49.02 | \$ 7.65 |
| FY 2013 Direct Care Staff Rate (DCS) | \$ 11.10 | \$ 11.10 | \$ 49.76 | \$ 7.77 |
| Employee Related Expense (ERE) | 34.0% | 34.0% | N/A | N/A |
| Program Indirect (PI) | 30.5% | 30.5% | N/A | N/A |

| | | | | |
|-------------------------------------|-------|-------|-----|-----|
| Contract Administration-Large (CA) | 12.0% | 12.0% | N/A | N/A |
| Contract Administration-Medium (CA) | 13.0% | 12.0% | N/A | N/A |
| Contract Administration-Small CA) | 15.0% | 12.0% | N/A | N/A |

| | | | | |
|----------------------------|-----|---------|-----|-----|
| Facility Add-On (FC) | N/A | \$ 1.62 | N/A | N/A |
| Transportation Add-On (TC) | N/A | \$ 4.27 | N/A | N/A |

| | | | | |
|------------------------|--------|--------|---------|---------|
| Attendance Factor (AF) | 95.07% | 91.00% | 100.00% | 100.00% |
|------------------------|--------|--------|---------|---------|

| | | | | |
|-------------|-----|-----|---------------|-----|
| Annual Days | 365 | 250 | Based on Need | 365 |
|-------------|-----|-----|---------------|-----|

Hourly Rate Calculation Residential:

$$((DCS+(DCS*ERE)+(DCS*PI))/(1-CA))/AF$$

Hourly Rate Calculation Vocational:

$$(((DCS+(DCS*ERE)+(DCS*PI))/(1-CA))+FC+TC)/AF$$



Hourly Rates for Services

| Service Name | FY 2005 | FY 2007 | FY 2012 | FY 2013 | Unit Type | Service Category |
|--|----------|----------|----------|----------|-----------|--------------------------|
| Neighborhood Group Home (Large) | \$ 20.65 | \$ 20.84 | \$ 21.49 | \$ 21.82 | Hour | Residential Habilitation |
| Neighborhood Group Home (Medium) | \$ 20.88 | \$ 21.08 | \$ 21.73 | \$ 22.07 | Hour | Residential Habilitation |
| Neighborhood Group Home (Small) | \$ 21.37 | \$ 21.57 | \$ 22.24 | \$ 22.59 | Hour | Residential Habilitation |
| Neighborhood Group Home (Specialized) | \$ 21.37 | \$ 21.57 | \$ 22.24 | \$22.59 | Hour | Residential Habilitation |
| Staffed Apartment / Non Cluster | | \$ 20.84 | \$ 21.49 | \$ 21.82 | Hour | Residential Habilitation |
| Apartment / Community Living | \$ 20.65 | \$ 20.84 | \$ 21.49 | \$ 21.82 | Hour | Residential Habilitation |
| Adult Foster Training Home | \$ 7.50 | \$ 7.50 | \$ 7.65 | \$ 7.77 | Hour | Residential Habilitation |
| Supported Employment | \$ 22.00 | \$ 22.10 | \$ 49.02 | \$ 49.76 | Hour | Day Habilitation |
| Day Program (Non-Facility Based - No Transportation) | \$ 21.57 | \$ 21.77 | \$ 22.45 | \$22.80 | Hour | Day Habilitation |
| Day Program (Non-Facility Based - With Transportation) | \$ 26.26 | \$ 26.46 | \$ 27.14 | \$ 27.49 | Hour | Day Habilitation |
| Day Program (Facility Based - No Transportation) | \$ 23.35 | \$ 23.55 | \$ 24.23 | \$ 24.58 | Hour | Day Habilitation |
| Day Program (Facility Based - With Transportation) | \$ 28.04 | \$ 28.24 | \$ 28.92 | \$ 29.27 | Hour | Day Habilitation |



RESIDENTIAL SCORE KEY

| Domain | Cost Center | Score | AFTH | Apt/CLA | Group Home & Apt / Non Cluster | Group Home (Spec) |
|----------------------------------|----------------------|-----------------------------|--|------------------|--------------------------------|-------------------|
| | | | Adaptive Behavior Direct Care Hours | | | |
| Broad Independence Index | Base | 499 to 600 | 0.00 | 1.71 | 3.79 | 7.05 |
| | Adjustment #1 | 450 to 498 | 1.00 | 2.38 | 5.86 | 9.71 |
| | Adjustment #2 | 400 to 449 | 2.75 | 11.43 | 8.57 | 15.14 |
| | Adjustment #3 | 350 to 399 | 5.50 | 17.14 | 11.43 | 17.86 |
| | Exception | 1 to 349 | Exception | Exception | Exception | Exception |
| | | | Maladaptive Behavior Add-On Hours | | | |
| General Maladaptive Index | Base | minus 10 to plus 10 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Adjustment #1 | minus 20 to minus 11 | 1.00 | 2.33 | 3.86 | 5.14 |
| | Adjustment #2 | minus 30 to minus 21 | 2.75 | 4.07 | 4.57 | 9.14 |
| | Adjustment #3 | minus 40 to minus 31 | 5.50 | 7.00 | 7.05 | 10.57 |
| | Exception | minus 41 + | Exception | Exception | Exception | Exception |

