

Fee Components	Community Participation (Comm) - Basic	Community Participation (Comm) - Level 1	Community Participation (Comm) - Level 2	Community Participation (Comm) Enhanced - Level 2
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W9351	W9352	W5996	W5997 TD TE
Group Size	2-3	3-3	1-1	1-1
Direct Care Worker Staffing Ratio	Varies	1:1.5	1:1	1:1
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Additional Support Staffing Ratio	1:25	1:25	1:25	1:25
Director Staffing Ratio	1:150	1:150	1:150	1:150
Daily Productivity	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5% - 15%	5% - 15%	5%	5%
Annual Direct Transportation Cost	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00
Percentage of Vehicle Direct Transportation Use	33.00%	33.00%	33.00%	33.00%
Occupancy Square Footage	N/A	N/A	N/A	N/A
Annual Occupancy Cost per Square Foot	N/A	N/A	N/A	N/A
Supply Cost per day	\$2.16	\$2.16	\$2.16	\$2.16
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$16.76 - \$24.42	\$16.76 - \$24.42	\$16.76 - \$24.42	\$27.87 - \$38.90
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Program Specialist Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	5.50%	5.50%	5.50%	5.50%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Community Participation (Comm) - Level 3	Community Participation (Comm) Enhanced - Level 3	Community Participation (Fac) - Basic	Community Participation (Fac) - Level 1
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W5993	W5994 TD TE	W7222	W7223
Group Size	1-1	1-1	11-15	7-10
Direct Care Worker Staffing Ratio	2:1	2:1	Varies	Varies
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Additional Support Staffing Ratio	1:25	1:25	1:25	1:25
Director Staffing Ratio	1:150	1:150	1:150	1:150
Daily Productivity	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5%	5%	5% - 15%	5% - 15%
Annual Direct Transportation Cost	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00
Percentage of Vehicle Direct Transportation Use	33.00%	33.00%	33.00%	33.00%
Occupancy Square Footage	N/A	N/A	60-70 sq ft	60-70 sq ft
Annual Occupancy Cost per Square Foot	N/A	N/A	\$6.91-\$19.33	\$6.91-\$19.33
Supply Cost per day	\$2.16	\$2.16	\$2.16	\$2.16
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$16.76 - \$24.42	\$27.87 - \$38.90	\$16.76 - \$24.42	\$16.76 - \$24.42
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Program Specialist Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	5.50%	5.50%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Community Participation (Fac) - Level 2	Community Participation (Fac) - Level 3	Community Participation (Fac) - Level 4	Community Participation (Fac) Enhanced - Level 4
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7226	W7224	W7244	W9353 TD TE
Group Size	4-6	2-3	1-1	1-1
Direct Care Worker Staffing Ratio	Varies	Varies	1:1	1:1
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Additional Support Staffing Ratio	1:25	1:25	1:25	1:25
Director Staffing Ratio	1:150	1:150	1:150	1:150
Daily Productivity	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5% - 15%	5% - 15%	5%	5%
Annual Direct Transportation Cost	\$7,500.00	\$7,500.00	\$7,500.00	\$7,500.00
Percentage of Vehicle Direct Transportation Use	33.00%	33.00%	33.00%	33.00%
Occupancy Square Footage	60-70 sq ft	60-70 sq ft	60-70 sq ft	60-70 sq ft
Annual Occupancy Cost per Square Foot	\$6.91-\$19.33	\$6.91-\$19.33	\$6.91-\$19.33	\$6.91-\$19.33
Supply Cost per day	\$2.16	\$2.16	\$2.16	\$2.16
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$16.76 - \$24.42	\$16.76 - \$24.42	\$16.76 - \$24.42	\$27.87 - \$38.90
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Program Specialist Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Community Participation (Fac) - Level 5	Community Participation (Fac) Enhanced - Level 5	Remote Community Participation Support - Level 1	Remote Community Participation Support - Level 2
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7269	W9356 TD TE	W0065	W0066
Group Size	1-1	1-1	3-3	10-10
Direct Care Worker Staffing Ratio	2:1	2:1	1:3	1:10
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Additional Support Staffing Ratio	1:25	1:25	1:25	1:25
Director Staffing Ratio	1:150	1:150	1:150	1:150
Daily Productivity	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)	6 hrs (7 hr day)
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5%	5%	5% - 15%	5% - 15%
Annual Direct Transportation Cost	\$7,500.00	\$7,500.00	\$500.00	\$500.00
Percentage of Vehicle Direct Transportation Use	33.00%	33.00%	33.00%	33.00%
Occupancy Square Footage	60-70 sq ft	60-70 sq ft	N/A	N/A
Annual Occupancy Cost per Square Foot	\$6.91-\$19.33	\$6.91-\$19.33	N/A	N/A
Supply Cost per day	\$2.16	\$2.16	\$2.72	\$2.37
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$16.76 - \$24.42	\$27.87 - \$38.90	\$16.76 - \$24.42	\$16.76 - \$24.42
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Program Specialist Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	5.50%	5.50%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Companion - Level 1	Companion - Level 2	Companion - Level 3	Homemaker
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per Hour
Procedure Code and Modifiers	W1724	W1725	W1726	W7283 UA
Group Size	3-3	2-2	1-1	1-1
Direct Care Worker Staffing Ratio	1:3	1:2	1:1	1:1
Supervisor Staffing Ratio	1:9	1:9	1:9	N/A
Director Ratio	1:150	1:150	1:150	N/A
Additional Support Staffing Ratio	N/A	N/A	N/A	N/A
Daily Productivity	7.5 hours	7.5 hours	7.5 hours	7 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5% - 15%	5% - 15%	5%	5%
Transportation Costs	\$7,337	\$7,337	\$7,337	\$0
Occupancy Costs	\$0	\$0	\$0	\$0
Supply Cost per day	\$1.12	\$1.12	\$1.12	\$1.29
Food Cost per Week	\$0.00	\$0.00	\$0.00	\$0.00
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$161.06	\$161.06	\$0.00
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	50%	50%	50%	75%
Part Time Employees as a Percent of Total Employees	50%	50%	50%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$15.19 - \$20.61	\$15.19 - \$20.61	\$15.19 - \$20.61	\$14.45 - \$19.71
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	N/A
Program Specialist Wages (per hour)	N/A	N/A	N/A	N/A
Director (wages per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	5.50%	5.50%	5.50%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Chore	In-Home Community Supports - Level 1	In-Home Community Supports - Level 2	In-Home Community Supports - Level 3
Unit of Service	Per Hour	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7282 UA	W7058	W7059	W7060
Group Size	1-1	3-3	2-2	1-1
Direct Care Worker Staffing Ratio	1:1	1:3	1:2	1:1
Supervisor Staffing Ratio	N/A	1:6	1:6	1:6
Director Ratio	N/A	1:150	1:150	1:150
Additional Support Staffing Ratio	N/A	N/A	N/A	N/A
Daily Productivity	7 hours	6.5 hours	6.5 hours	6.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	5% - 15%	5% - 15%	5%
Transportation Costs	\$0	\$5,647	\$5,647	\$5,647
Occupancy Costs	\$0	\$0	\$0	\$0
Supply Cost per day	\$1.29	\$2.16	\$2.16	\$2.16
Food Cost per Week	\$0.00	\$0.00	\$0.00	\$0.00
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$0.00	\$187.90	\$187.90	\$187.90
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	50%	50%	50%
Part Time Employees as a Percent of Total Employees	25%	50%	50%	50%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$14.45 - \$19.71	\$16.76 - \$24.41	\$16.76 - \$24.41	\$16.76 - \$24.41
Supervisor Wages (per hour)	N/A	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Program Specialist Wages (per hour)	N/A	N/A	N/A	N/A
Director (wages per hour)	N/A	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	5.50%	5.50%	5.50%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	In-Home Community Supports - Level 3 Enhanced	In-Home Community Supports - Level 4	In-Home Community Supports - Level 4 Enhanced	Older Adult Day Living Centers	CPS - On Call and Remote Support
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7061 TD TE	W7068	W7069 TD TE	W7094	W9400
Group Size	1-1	1-1	1-1	2-6	15-20
Direct Care Worker Staffing Ratio	1:1	2:1	2:1	Varies	Varies
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6	1:6
Director Ratio	1:150	1:150	1:150	1:150	1:150
Additional Support Staffing Ratio	N/A	N/A	N/A	1:25	1:25
Daily Productivity	6.5 hours	6.5 hours	6.5 hours	6 hrs (7 hr day)	7.5 hours
Annual Days of Service	365 days	365 days	365 days	260 days	260 days
Absentee Factor	5%	5%	5%	5%	5%
Transportation Costs	\$5,647	\$5,647	\$5,647	\$0	\$0
Occupancy Costs	\$0	\$0	\$0	\$415 - \$1,353	\$0
Supply Cost per day	\$2.16	\$2.16	\$2.16	\$2.16	\$0.00
Food Cost per Week	\$0.00	\$0.00	\$0.00	\$40.97-\$42.60	\$0.00
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$187.90	\$187.90	\$187.90	\$161.06	\$402.65
Annual Staff Turnover	40%	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	50%	50%	50%	75%	75%
Part Time Employees as a Percent of Total Employees	50%	50%	50%	25%	25%
Administrative Costs	10%	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>					
Direct Care Wages (per hour)	\$27.87 - \$38.90	\$16.76 - \$24.41	\$27.87 - \$38.90	\$16.43 - \$23.63	\$16.76 - \$24.42
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$29.44 - \$47.59	\$27.67 - \$44.22
Program Specialist Wages (per hour)	N/A	N/A	N/A	\$27.60 - \$39.80	\$27.67 - \$44.22
Director (wages per hour)	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66	\$32.09 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	5.50%	5.50%	5.50%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%	35.00%

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Fee Components	Shift Nursing - RN Level 1	Shift Nursing - RN Level 2	Shift Nursing - LPN - Level 1	Shift Nursing - LPN - Level 2
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	T2025 TD UN	T2025 TD	T2025 TE UN	T2025 TE
Group Size	2-2	1-1	2-2	1-1
Direct Care Worker Staffing Ratio	1:2	1:1	1:2	1:1
Supervisor Staffing Ratio	N/A	N/A	N/A	N/A
Daily Productivity	6.5 hours	6.5 hours	6.5 hours	6.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day per Recipient	30.00	30.00	30.00	30.00
Mileage Reimbursement	\$0.67	\$0.67	\$0.67	\$0.67
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$35.66 - \$50.00	\$35.66 - \$50.00	\$25.76 - \$32.02	\$25.76 - \$32.02
Supervisor Wages (per hour)	N/A	N/A	N/A	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Therapies - Physical	Therapies - Occupational	Therapies - Speech/Language	Therapies - Orientation, Mobility, Vision
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	T2025 GP	T2025 GO	T2025 GN	W7246
Group Size	1-1	1-1	1-1	1-1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	N/A	N/A	N/A	N/A
Daily Productivity	6.5 hours	6.5 hours	6.5 hours	6.5 hours
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day per Recipient	30.00	30.00	30.00	30.00
Mileage Reimbursement	\$0.67	\$0.67	\$0.67	\$0.67
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	100%	100%	100%	100%
Part Time Employees as a Percent of Total Employees	0%	0%	0%	0%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$42.83 - \$57.16	\$39.99 - \$54.42	\$37.02 - \$53.42	\$35.42 - \$50.23
Supervisor Wages (per hour)	N/A	N/A	N/A	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Music Therapy	Art Therapy	Equine Therapy	Communication Specialist
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	G0176 SE	G0176	S8940	T1013
Group Size	1-1	1-1	1-1	1-1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	N/A	N/A	1:12	N/A
Daily Productivity	6.5 hours	6.5 hours	6.5 hours	6.5 hours
Annual Days of Service	260 days	260 days	260 days	365 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day per Recipient	30.00	30.00	30.00	15.00
Mileage Reimbursement	\$0.67	\$0.67	\$0.67	\$0.67
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	100%	100%	100%	75%
Part Time Employees as a Percent of Total Employees	0%	0%	0%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$35.61 - \$59.25	\$35.61 - \$59.25	\$21.34 - \$29.78	\$33.57 - \$51.14
Supervisor Wages (per hour)	N/A	N/A	\$28.59 - \$45.05	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Consultative Nutritional Services	Music Group Therapy	Art Group Therapy	Equine Group Therapy
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	S9470 SE	G0176 SE HQ	G0176 HQ	S8940 HQ
Group Size	1-1	2-4	2-4	2-4
Direct Care Worker Staffing Ratio	1:1	Varies	Varies	Varies
Supervisor Staffing Ratio	N/A	N/A	N/A	1:12
Daily Productivity	6.5 hours	6.5 hours	6.5 hours	6.5 hours
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day per Recipient	15.00	30.00	30.00	30.00
Mileage Reimbursement	\$0.67	\$0.67	\$0.67	\$0.67
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	100%	100%	100%
Part Time Employees as a Percent of Total Employees	25%	0%	0%	0%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$29.57 - \$40.81	\$35.61 - \$59.25	\$35.61 - \$59.25	\$21.34 - \$29.78
Supervisor Wages (per hour)	N/A	N/A	N/A	\$28.59 - \$45.05
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	24-Hour Respite - Level 1	24-Hour Respite - Level 2	24-Hour Respite - Level 3	24-Hour Respite - Level 4
Unit of Service	Per Diem	Per Diem	Per Diem	Per Diem
Procedure Code and Modifiers	W9795	W9796	W9797	W9798
Group Size	4	3	2	1
Direct Care Worker Staffing Ratio	1:4	1:3	1:2	1:1
Supervisor Staffing Ratio	1:9	1:9	1:9	1:9
Director Ratio	1:150	1:150	1:150	1:150
Daily Productivity	7.5 hours	7.5 hours	7.5 hours	7.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5% - 15%	5% - 15%	5% - 15%	5%
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$15.19 - \$20.61	\$15.19 - \$20.61	\$15.19 - \$20.61	\$15.19 - \$20.61
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.0%	5.0%	5.0%	5.0%
Enhanced Communication Add-On	35.0%	35.0%	35.0%	35.0%

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Fee Components	24-Hour Respite - Level 4 (Enhanced)	24-Hour Respite - Level 5	24-Hour Respite - Level 5 (Enhanced)	15-Minute Respite - Level 1
Unit of Service	Per Diem	Per Diem	Per Diem	Per 15 Minutes
Procedure Code and Modifiers	W9799	W9800	W9801	W8096
Group Size	1	1	1	4
Direct Care Worker Staffing Ratio	1:1	2:1	2:1	1:4
Supervisor Staffing Ratio	1:9	1:9	1:9	1:9
Director Ratio	1:150	1:150	1:150	1:150
Daily Productivity	7.5 hours	7.5 hours	7.5 hours	7.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	5%	5%	5% - 15%
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$27.87 - \$38.90	\$15.19 - \$20.61	\$27.87 - \$38.90	\$15.19 - \$20.61
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.0%	5.0%	5.0%	5.0%
Enhanced Communication Add-On	35.0%	35.0%	35.0%	35.0%

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Fee Components	15-Minute Respite - Level 2	15-Minute Respite - Level 3	15-Minute Respite - Level 4	15-Minute Respite - Level 4 (Enhanced)
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W9860	W9861	W9862	W9863
Group Size	3	2	1	1
Direct Care Worker Staffing Ratio	1:3	1:2	1:1	1:1
Supervisor Staffing Ratio	1:9	1:9	1:9	1:9
Director Ratio	1:150	1:150	1:150	1:150
Daily Productivity	7.5 hours	7.5 hours	7.5 hours	7.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5% - 15%	5% - 15%	5%	5%
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$161.06	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$15.19 - \$20.61	\$15.19 - \$20.61	\$15.19 - \$20.61	\$27.87 - \$38.90
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66	\$52.66 - \$52.66
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.0%	5.0%	5.0%	5.0%
Enhanced Communication Add-On	35.0%	35.0%	35.0%	35.0%

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Fee Components	15-Minute Respite - Level 5	15-Minute Respite - Level 5 (Enhanced)
Unit of Service	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W9864	W8095
Group Size	1	1
Direct Care Worker Staffing Ratio	2:1	2:1
Supervisor Staffing Ratio	1:9	1:9
Director Ratio	1:150	1:150
Daily Productivity	7.5 hours	7.5 hours
Annual Days of Service	365 days	365 days
Absentee Factor	5%	5%
Supply Costs per Day	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$161.06
Annual Staff Turnover	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%
Administrative Costs	10%	10%
<b>Employee Related Expenses (EREs)</b>		
Direct Care Wages (per hour)	\$15.19 - \$20.61	\$27.87 - \$38.90
Supervisor Wages (per hour)	\$27.67 - \$44.22	\$27.67 - \$44.22
Director Wages (per hour)	\$52.66 - \$52.66	\$52.66 - \$52.66
Health Insurance*	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%
Workers' Compensation	1.25%	1.25%
Social Security Withholding	6.20%	6.20%
Medicare Withholding	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%
Overtime**	5.0%	5.0%
Enhanced Communication Add-On	35.0%	35.0%

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Fee Components	Small Group Employment - Basic	Small Group Employment - Level 1	Small Group Employment - Level 2	Small Group Employment - Level 3
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7237	W7239	W7241	W7245 SE
Group Size	6 - 10	4 - 5	2 - 3	1 - 1
Direct Care Worker Staffing Ratio	Varies	Varies	Varies	1:1
Supervisor Staffing Ratio	1:8	1:8	1:8	1:8
Daily Productivity	6.5 hrs (7.5 hr day)	6.5 hrs (7.5 hr day)	6.5 hrs (7.5 hr day)	6.5 hrs (7.5 hr day)
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5% - 15%	5% - 15%	5% - 15%	5%
Daily Transportation Miles Reimbursed	0.00	0.00	0.00	0.00
Mileage Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00
Supply Cost per day	\$1.29	\$1.29	\$1.29	\$1.29
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$21.83 - \$31.82	\$21.83 - \$31.82	\$21.83 - \$31.82	\$21.83 - \$31.82
Supervisor Wages (per hour)	\$33.38 - \$51.09	\$33.38 - \$51.09	\$33.38 - \$51.09	\$33.38 - \$51.09
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Benefits Counseling	Supported Employment - Job Finding and Development	Supported Employment - Job Coaching and Support 1:1	Supported Employment - Job Coaching and Support 1:2
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W1740	H2023	W9794	H2025
Group Size	1 - 1	1 - 1	1 - 1	2 - 4
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	Varies
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Daily Productivity	5.5 hours	5 hours	5 hours	5 hours
Annual Days of Service	260 days	365 days	365 days	365 days
Absentee Factor	5%	5%	5%	5% - 15%
Daily Transportation Miles Reimbursed	0.00	30.00	30.00	30.00
Mileage Reimbursement	\$0.00	\$0.66	\$0.66	\$0.66
Supply Cost per day	\$1.29	\$1.29	\$1.29	\$1.29
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$22.13 - \$36.71	\$21.83 - \$31.82	\$21.83 - \$31.82	\$21.83 - \$31.82
Supervisor Wages (per hour)	\$40.73 - \$64.77	\$33.37 - \$51.08	\$33.37 - \$51.08	\$33.37 - \$51.08
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Supported Employment - Career Assessment	Advanced Supported Employment (Discovery Profile Outcome)	Advanced Supported Employment (Job Acquisition Outcome)	Advanced Employment Support (Job Retention Outcome)
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7235	W7235 UD	H2023 UD	H2025 UD
Group Size	1 - 1	1 - 1	1 - 1	1 - 1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	1:6	1:6	1:6	1:6
Daily Productivity	5 hours	5 hours	5 hours	5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	5%	5%	5%
Daily Transportation Miles Reimbursed	30.00	30.00	30.00	30.00
Mileage Reimbursement	\$0.66	\$0.66	\$0.66	\$0.66
Supply Cost per day	\$1.29	\$1.29	\$1.29	\$1.29
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0	0	0	0
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Cost Per Staff Member	\$402.65	\$402.65	\$402.65	\$402.65
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$21.83 - \$31.82	\$25.90 - \$38.66	\$25.90 - \$38.66	\$25.90 - \$38.66
Supervisor Wages (per hour)	\$33.37 - \$51.08	\$28.40 - \$45.01	\$28.40 - \$45.01	\$28.40 - \$45.01
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Behavioral Supports - Level 1	Behavioral Supports - Level 2	Family Caregiver Training and Support - Level 1	Family Caregiver Training and Support - Level 2
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7095	W8996	90846 SE	90847 SE
Group Size	1	1	1	1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	1:9	N/A	N/A	N/A
Additional Support Staffing Ratio	N/A	N/A	N/A	N/A
Daily Productivity	5 hours	5 hours	6.5 hours	6.5 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day	15 miles	15 miles	15 miles	15 miles
Mileage Reimbursement	\$0.67 per mile	\$0.67 per mile	\$0.67 per mile	\$0.67 per mile
Additional Transportation Expenses	0%	0%	0%	0%
Occupancy Cost per Sq Ft	\$0.00 per sq ft	\$0.00 per sq ft	\$0.00 per sq ft	\$0.00 per sq ft
Occupancy Square Footage	0 sq ft	0 sq ft	0 sq ft	0 sq ft
Supply Costs per Day	\$1.12	\$1.12	\$1.12	\$1.12
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$268.44	\$268.44	\$161.06	\$161.06
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$29.08 - \$46.23	\$31.96 - \$51.38	\$30.94 - \$47.86	\$30.94 - \$47.86
Supervisor Wages (per hour)	\$31.96 - \$51.38	N/A	N/A	N/A
Director Wages (per hour)	N/A	N/A	N/A	N/A
Driver Wages (per hour)	N/A	N/A	N/A	N/A
Aide Wages (per hour)	N/A	N/A	N/A	N/A
Dispatcher Wages (per hour)	N/A	N/A	N/A	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Supports Broker	Supports Coordination	Targeted Supports Management	Housing Transition and Tenancy Sustaining Services
Unit of Service	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes	Per 15 Minutes
Procedure Code and Modifiers	W7096	W7210	T1017	H0043
Group Size	1	1	1	1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	1:6	1:6	1:6	1:8
Additional Support Staffing Ratio	N/A	1:30 (Director)	1:30 (Director)	N/A
Daily Productivity	5.5 hours	5.4 hours	5.4 hours	4 hours
Annual Days of Service	260 days	260 days	260 days	260 days
Absentee Factor	5%	5%	5%	5%
Miles Traveled a Day	75 miles	88 miles	88 miles	15 miles
Mileage Reimbursement	\$0.67 per mile	\$0.67 per mile	\$0.67 per mile	\$0.67 per mile
Additional Transportation Expenses	0%	0%	0%	0%
Occupancy Cost per Sq Ft	\$0.00 per sq ft	\$30.56 per sq ft	\$30.56 per sq ft	\$0.00 per sq ft
Occupancy Square Footage	0 sq ft	228 sq ft	228 sq ft	0 sq ft
Supply Costs per Day	\$1.00	\$2.79	\$2.79	\$1.29
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$322.12	\$322.12	\$536.87
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	100%	100%	100%
Part Time Employees as a Percent of Total Employees	25%	0%	0%	0%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$24.47 - \$34.58	\$31.85 - \$47.15	\$31.85 - \$47.15	\$18.41 - \$26.23
Supervisor Wages (per hour)	\$27.22 - \$41.40	\$39.94	\$39.94	\$26.82 - \$41.90
Director Wages (per hour)	N/A	\$47.15	\$47.15	N/A
Driver Wages (per hour)	N/A	N/A	N/A	N/A
Aide Wages (per hour)	N/A	N/A	N/A	N/A
Dispatcher Wages (per hour)	N/A	N/A	N/A	N/A
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	1.25%	1.25%	1.25%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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Fee Components	Family Medical Support Assistance	Transportation - Trip - Zone 1	Transportation - Trip - Zone 2	Transportation - Trip - Zone 3
Unit of Service	Per 15 Minutes	Per Trip (0-10 Miles)	Per Trip (10-30 Miles)	Per Trip (30+ Miles)
Procedure Code and Modifiers	W0064	W7274	W7275	W7276
Group Size	1	1	1	1
Direct Care Worker Staffing Ratio	1:1	1:1	1:1	1:1
Supervisor Staffing Ratio	1:10	1:50 (Dispatcher)	1:50 (Dispatcher)	1:50 (Dispatcher)
Additional Support Staffing Ratio	N/A	1:6 (Aide)	1:6 (Aide)	1:6 (Aide)
Daily Productivity	5.5 hours	8 hours	8 hours	8 hours
Annual Days of Service	365 days	365 days	365 days	365 days
Absentee Factor	5%	20% - 40%	20% - 40%	20% - 40%
Miles Traveled a Day	15 miles	0 miles	0 miles	0 miles
Mileage Reimbursement	\$0.67 per mile	\$0.00 per mile	\$0.00 per mile	\$0.00 per mile
Additional Transportation Expenses	0%	28%	28%	28%
Occupancy Cost per Sq Ft	\$0.00 per sq ft	\$0.00 per sq ft	\$0.00 per sq ft	\$0.00 per sq ft
Occupancy Square Footage	0 sq ft	0 sq ft	0 sq ft	0 sq ft
Supply Costs per Day	\$2.17	\$0.00	\$0.00	\$0.00
Full Time Employee Days Off	21 - 36 days	21 - 36 days	21 - 36 days	21 - 36 days
Part Time Employee Days Off	0 days	0 days	0 days	0 days
Onboarding Training Days Per Staff Member	3 days	3 days	3 days	3 days
Annual Training Days Per Staff Member	10 days	10 days	10 days	10 days
Annual Training Costs Per Staff Member	\$161.06	\$0.00	\$0.00	\$0.00
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	70%	70%	70%
Part Time Employees as a Percent of Total Employees	25%	30%	30%	30%
Administrative Costs	10%	10%	10%	10%
<b>Employee Related Expenses (EREs)</b>				
Direct Care Wages (per hour)	\$21.20 - \$29.89	N/A	N/A	N/A
Supervisor Wages (per hour)	\$30.71 - \$41.01	N/A	N/A	N/A
Director Wages (per hour)	N/A	N/A	N/A	N/A
Driver Wages (per hour)	N/A	\$14.66 - \$28.00	\$14.66 - \$28.00	\$14.66 - \$28.00
Aide Wages (per hour)	N/A	\$13.52 - \$18.90	\$13.52 - \$18.90	\$13.52 - \$18.90
Dispatcher Wages (per hour)	N/A	\$19.28 - \$39.16	\$19.28 - \$39.16	\$19.28 - \$39.16
Health Insurance*	\$638 per month	\$638 per month	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%	3.82%	3.82%
Workers' Compensation	1.25%	5.50%	5.50%	5.50%
Social Security Withholding	6.20%	6.20%	6.20%	6.20%
Medicare Withholding	1.45%	1.45%	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%	2.20%	2.20%
Overtime**	5.00%	5.00%	5.00%	5.00%
Enhanced Communication Add-on	35.00%	35.00%	35.00%	35.00%

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