

Residential Habilitation Services

Summary of Fee Assumptions, FY 2021–2022

Intellectual Disability/Autism (IDA) Fee Development

Pennsylvania Office of Developmental Programs

Allowable Cost Components	Residential Habilitation – Group Homes		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
Procedure Codes and Units of Service	Day	Day	Day
Wages and Employee Related Expenses(ERE)¹			
Direct Care Wages (Per Hour) ²	\$14.78–\$21.34 (DSP - High School Diploma) \$17.31–\$26.20 (DSP - Associate's Degree) \$19.61–\$36.20 (DSP - Bachelor's Degree)	\$14.78–\$21.34 (DSP - High School Diploma) \$17.31–\$26.20 (DSP - Associate's Degree) \$19.61–\$36.20 (DSP - Bachelor's Degree)	\$17.46–\$28.26
Other Program Staff Wages (Per Hour) ³	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Supported Living Specialist)

¹ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

² Wages for direct care staff reflect an adjustment for overtime by applying a 5% increase for full time employees below an annual salary of \$35,568.

³ Wages for non-direct support professional staff are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Residential Habilitation – Group Homes		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
Direct Care Staffing Ratio	N/A	N/A	Based on service definitions
Other Program Staff Staffing Ratio	1:20 (Program Specialist)	N/A	1:30 (Support Living Specialist)
Direct Care to Supervisor Staffing Ratio	N/A	N/A	1:6 (Supervisor)
ERE (Percent of compensation)	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% Short Term Disability (STD) 0.1% Long Term Disability (LTD) \$410.90 Federal Unemployment Tax Act/State Unemployment Tax Act (FUTA/SUTA) per year 7.65% FICA 5.5% Workers Compensation	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation
Paid Time Off (PTO) <i>PTO for full-time (FT) employees only</i>	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff
Other Indirect Assumptions			
FT/Part Time (PT) Split	75% FT/25% PT	75% FT/25% PT	75% FT/25% PT
Vacancy Factor	97%	97%	N/A
Productivity <i>Billable hours per day</i>	N/A	N/A	7 hours per 8 hour day
Absentee Factor	N/A	N/A	5.0%
Transportation, Supply, and Employee Training Costs ⁴	4.4%	4.4%	4.4%
Other Staff Equipment Costs	N/A	N/A	\$1,000 per employee per 3 years

⁴ The transportation cost component includes consideration for both staff travel time and participant transportation. Staff travel time may not be billed by the provider as a discrete unit of this service. Fee ranges include consideration for mileage costs and non-billable travel time.

Allowable Cost Components	Residential Habilitation – Group Homes		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
Stipend	N/A	N/A	N/A
Administration Percentage	10.0%	10.0%	10.0%
Fee Variations	<ul style="list-style-type: none"> • SIS Group • Approved Program Capacity • With and Without Day Activities 	<ul style="list-style-type: none"> • Home Size 	<ul style="list-style-type: none"> • SIS Group • Home Size

Allowable Cost Components	Residential Habilitation – Life Sharing		Supplemental Habilitation
	Licensed or Provided by Family	Unlicensed	
Procedure Codes and Units of Service	Day	Day	15 minutes
Wages and ERE⁵			
Direct Care Wages (Per Hour) ⁶	\$14.78–\$21.34 (DSP - High School Diploma) \$17.31–\$26.20 (DSP - Associate's Degree) \$19.61–\$36.20 (DSP - Bachelor's Degree)	\$14.78–\$21.34 (DSP - High School Diploma) \$17.31–\$26.20 (DSP - Associate's Degree) \$19.61–\$36.20 (DSP - Bachelor's Degree)	\$15.96–\$21.34
Other Program Staff Wages (Per Hour) ⁷	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)	N/A
Assumed Number of Hours of Direct Care Provided by Life Sharing Agency	Assumptions per Home: SIS Group 1: 2 hours/week SIS Group 2: 4 hours/week SIS Group 3: 7–14 hours/week SIS Group 4: 14–21 hours/week	N/A	N/A
Direct Care Staffing Ratio	N/A	N/A	Based on service definitions
Other Program Staff Staffing Ratio	1:8 (Life Sharing Program Specialist)	N/A	N/A

⁵ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

⁶ Wages for direct care staff reflect an adjustment for overtime by applying a 5% increase for full time employees below an annual salary of \$35,568.

⁷ Wages for non-direct support professional staff are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Residential Habilitation – Life Sharing		Supplemental Habilitation
	Licensed or Provided by Family	Unlicensed	
ERE <i>(Percent of compensation)</i>	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD) \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation
PTO <i>PTO for FT employees only</i>	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff
Other Indirect Assumptions			
FT/PT Split	75% FT/25% PT	75% FT/25% PT	75% FT/25% PT
Vacancy Factor	97%	97%	N/A
Productivity <i>Billable hours per day</i>	N/A	N/A	8 hours per 8 hour day
Absentee Factor	N/A	N/A	N/A
Transportation, Supply, and Employee Training Costs ⁸	4.4%	4.4%	0.4% for employee training costs
Other Staff Equipment Costs	N/A	N/A	N/A

⁸ The transportation cost component includes consideration for both staff travel time and participant transportation. Staff travel time may not be billed by the provider as a discrete unit of this service. Fee ranges include consideration for mileage costs and non-billable travel time.

Allowable Cost Components	Residential Habilitation – Life Sharing		Supplemental Habilitation
	Licensed or Provided by Family	Unlicensed	
Stipend	1-person home, SIS Group 1: \$37–\$66 per day 1-person home, SIS Group 2: \$48–\$85 per day 1-person home, SIS Group 3: \$59–\$107 per day 1-person home, SIS Group 4: \$67–\$120 per day 2-person home, SIS Group 1: \$32–\$57 per day 2-person home, SIS Group 2: \$41–\$74 per day 2-person home, SIS Group 3: \$52–\$93 per day 2-person home, SIS Group 4: \$57–\$104 per day	1-person home, All SIS Groups: \$36–\$64 per day 2-person home, All SIS Groups: \$31–\$56 per day	N/A
Administration Percentage	10.0%	10.0%	N/A
Fee Variations	<ul style="list-style-type: none"> SIS Group Home Size 	<ul style="list-style-type: none"> Home Size 	<ul style="list-style-type: none"> 1:1 and 2:1 staffing ratios

Allowable Cost Components	Respite Only Homes ⁹
Procedure Codes and Units of Service	Day
ERE¹⁰	
Direct Care Wages (Per Hour) ¹¹	\$14.78–\$21.34 (DSP - High School Diploma) \$17.31–\$26.20 (DSP - Associate's Degree) \$19.61–\$36.20 (DSP - Bachelor's Degree)
Other Program Staff Wages (Per Hour) ¹²	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)
Direct Care Staffing Ratio	N/A
Other Program Staff Staffing Ratio	1:20 (Program Specialist)
Direct Care to Supervisor Staffing Ratio	N/A
ERE (Percent of compensation)	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year 7.65% FICA 5.5% Workers Compensation
PTO PTO for FT employees only	10–25 days PTO bank (FT only) + 7 training days + 11 federal holidays (FT only) + 1 new hire training days per 24.0% of staff
Other Indirect Assumptions	
FT/PT Split	75% FT/25% PT

⁹ For Licensed Respite Group Homes, ODP modeled the non-room and board portion of the rate using the assumptions for Licensed Group Homes. The rates for Licensed Respite Group Homes and Respite Only Homes also include room and board.

¹⁰ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

¹¹ Wages for direct care staff reflect an adjustment for overtime by applying a 5% increase for full time employees below an annual salary of \$35,568.

¹² Wages for non-direct support professional staff are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Respite Only Homes ⁹
Vacancy Factor	85%
Productivity <i>Billable hours per day</i>	N/A
Absentee Factor	N/A
Transportation, Supply, and Employee Training Costs ¹³	4.4%
Other Staff Equipment Costs	N/A
Stipend	N/A
Administration Percentage	10.0%
Fee Variations	<ul style="list-style-type: none"> • SIS Group • Home Size

¹³ The transportation cost component includes consideration for both staff travel time and participant transportation. Staff travel time may not be billed by the provider as a discrete unit of this service. Fee ranges include consideration for mileage costs and non-billable travel time.

Licensed Group Homes – Direct Care Hours per Individual per Week¹⁴

For Individuals Attending Day Activities								
Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	103	128	119	148	137	171	137	171
2 People Total	72	90	94	117	115	143	115	144
3 People Total	52	65	61	76	80	99	80	100
4 People Total	39	49	46	57	60	75	60	75
5–8 People Total	36	45	42	52	54	68	54	68

For Individuals <u>Not</u> Attending Day Activities								
Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	150	186	162	202	176	219	196	245
2 People Total	99	123	115	143	127	158	141	176
3 People Total	74	92	84	105	96	120	108	134
4 People Total	56	70	64	79	73	91	81	101
5–8 People Total	49	62	56	70	64	80	72	89

¹⁴ SIS Group 1 = Level 1; SIS Group 2 = Level 2; SIS Group 3 = Levels 3-4; SIS Group 4 = Levels 5-7.

Licensed Group Homes – Non-Direct Care Hours per Individual per Week

With and Without Day Activities								
Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	13	17	13	17	13	17	15	19
2 People Total	11	13	11	13	11	13	12	15
3 People Total	7	9	7	9	7	9	8	10
4 People Total	6	7	6	8	6	8	7	8
5–8 People Total	5	7	6	7	6	7	6	8

Licensed Group Homes - Hours Allocation by Position Group

Employee Type	Direct Care Hours			
	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4
DSP – High School Diploma	85%	65%	45%	0%
DSP – Associate's Degree	7%	25%	38%	73%
DSP – Bachelor's Degree	1%	2%	5%	5%
Supervisor	5%	5%	5%	5%
Residential Manager, Program Specialist, Staff Trainer	2%	2%	2%	2%
Nurse and Other Practitioners	0%	1%	5%	15%

Non-Direct Care Hours			
SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A
59%	57%	46%	39%
40%	42%	44%	46%
1%	1%	10%	15%

Unlicensed Group Homes – Direct Care Hours per Individual per Week

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	14	30	14	30	14	30	14	30
2 People Total	11	24	11	24	11	24	11	24
3 People Total	9	19	9	19	9	19	9	19

Unlicensed Group Homes – Non-Direct Care Hours per Individual per Week

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	10	14	10	14	10	14	10	14
2 People Total	5	7	5	7	5	7	5	7
3 People Total	3	5	3	5	3	5	3	5

Unlicensed Group Homes - Hours Allocation by Position Group¹⁵

Employee Type	Direct Care Hours	Non-Direct Care Hours
DSP – High School Diploma	85%	N/A
DSP – Associate's Degree	7%	N/A
DSP – Bachelor's Degree	1%	N/A
Supervisor	5%	59%
Residential Manager, Program Specialist, Staff Trainer	2%	40%

¹⁵ Allocations apply to all SIS groups.

Employee Type	Direct Care Hours	Non-Direct Care Hours
Nurse and Other Practitioners	0%	1%

Licensed Life Sharing – Direct Care Hours per Individual per Week

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	2	2	4	4	7	14	14	21
2 People Total	1	1	2	2	4	7	7	11

Licensed Life Sharing – Non-Direct Care Hours per Individual per Week

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	1	2	1	2	3	4	3	4
2 People Total	1	2	1	2	3	4	3	4

Unlicensed Life Sharing – Non-Direct Care Hours per Individual per Week¹⁶

Approved Program Capacity	Lower Bound	Upper Bound
1 Person Total	1	2
2 People Total	1	2

¹⁶ Allocations apply to all SIS groups.

Non-Direct Care Hours Allocation by Position Group

Employee Type	Licensed Life Sharing				Unlicensed Life Sharing
	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4	All SIS Groups
Supervisor	59%	57%	46%	39%	59%
Residential Manager, Program Specialist, Staff Trainer	40%	42%	44%	46%	40%
Nurse and Other Practitioners	1%	1%	10%	15%	1%