

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 ¹		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
Procedure Codes and Units of Service	Day	Day	Day
Wages and Employee Related Expenses(ERE)²			
Direct Care Wages (Per Hour) ³	\$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) ⁴	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Staff Trainer)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Supported Living Specialist)

¹ ODP added Licensed Group Home fees for Needs Group 5 on January 1, 2024.

² Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

³ 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.

⁴ 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 ¹		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
	\$25.80–\$41.44 (Nurse and Other Practitioners)	\$25.80–\$41.44 (Nurse and Other Practitioners)	
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

Allowable Cost Components	Residential Habilitation – Group Homes ¹		Residential Habilitation – Supported Independent Living
	Licensed	Unlicensed	
Absentee Factor	N/A	N/A	5.0%
Transportation, Supply, and Employee Training Costs ⁵	4.4%	4.4%	4.4%
Other Staff Equipment Costs	N/A	N/A	\$1,000 per employee per 3 years
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

⁵ 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		
	Under 30 hours per week on average	Over 30 hours per week on average	Unlicensed
Procedure Codes and Units of Service	Day	Day	Day
Wages and Employee Related Expenses(ERE)⁶			
Direct Care Wages (Per Hour) ⁷	\$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)	\$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) ⁸	\$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 (Residential Manager, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)
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	Assumptions per Home: SIS Group 1: 17–22 hours/week SIS Group 2: 19–24 hours/week SIS Group 3: 22–34 hours/week SIS Group 4: 29–41 hours/week	N/A
Direct Care Staffing Ratio	N/A	N/A	N/A
Other Program Staff Staffing Ratio	1:8 (Life Sharing Program Specialist)	1:8 (Life Sharing Program Specialist)	N/A

⁶ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

⁷ 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.

⁸ 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		
	Under 30 hours per week on average	Over 30 hours per week on average	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%	97%
Productivity Billable hours per day	N/A	N/A	N/A
Absentee Factor	N/A	N/A	N/A
Transportation, Supply, and Employee Training Costs ⁹	4.4%	4.4%	4.4%
Other Staff Equipment Costs	N/A	N/A	N/A

⁹ 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		
	Under 30 hours per week on average	Over 30 hours per week on average	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, 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
Administration Percentage	10.0%	10.0%	10.0%
Fee Variations	<ul style="list-style-type: none"> SIS Group Home Size 	<ul style="list-style-type: none"> SIS Group Home Size 	<ul style="list-style-type: none"> Home Size

Allowable Cost Components	Life Sharing for Participants with Medically Complex Condition Over 30 hours per week on average	Transition to Independent Living
Procedure Codes and Units of Service	Day	Semi-annual (twice per participant transitioned)
Wages and Employee Related Expenses(ERE)¹⁰		
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)	\$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)	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)
Assumed Number of Hours of Direct Care Provided by Life Sharing Agency	Assumptions Per Home: SIS Group 4: 35-42 hours/week	Assumptions per Home: 2 hours/week
Direct Care Staffing Ratio	N/A	N/A
Other Program Staff Staffing Ratio	1:8 (Program Specialist)	1:8 (Life Sharing Program Specialist)

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	Life Sharing for Participants with Medically Complex Condition Over 30 hours per week on average	Transition to Independent Living
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
PTO <i>PTO for FT employees only</i>	10–25 days PTO bank (FT only) + 10 training days + 11 federal holidays (FT only) + 3 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
Vacancy Factor	97%	97%
Productivity <i>Billable hours per day</i>	N/A	N/A
Absentee Factor	N/A	N/A
Transportation, Supply, and Employee Training Costs ¹³	4.4%	4.4%
Other Staff Equipment Costs	N/A	N/A

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.

Allowable Cost Components	Life Sharing for Participants with Medically Complex Condition Over 30 hours per week on average	Transition to Independent Living
Stipend	1-person home, SIS Group 4: \$67 - \$120 Per Day 2-person home, SIS Group 4: \$57 - \$104 Per Day	\$32–\$57 per day
Administration Percentage	10.0%	10.0%
Fee Variations	<ul style="list-style-type: none"> • SIS Group • Home Size 	<ul style="list-style-type: none"> • N/A

Allowable Cost Components	Respite Only Homes ¹⁴	Supplemental Habilitation
Procedure Codes and Units of Service	Day	15 minutes
ERE¹⁵		
Direct Care Wages (Per Hour) ¹⁶	\$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) ¹⁷	\$26.02–\$40.70 (Supervisor) \$32.16–\$40.70 (Residential Manager, Program Specialist, Staff Trainer) \$25.80–\$41.44 (Nurse and Other Practitioners)	N/A
Assumed Number of Hours of Direct Care Provided	N/A	N/A
Direct Care Staffing Ratio	N/A	Based on service definitions
Other Program Staff Staffing Ratio	1:20 (Program Specialist)	N/A
Direct Care to Supervisor Staffing Ratio	N/A	N/A

¹⁴ 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.

¹⁵ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

¹⁶ 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.

¹⁷ 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 ¹⁴	Supplemental Habilitation
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
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
Other Indirect Assumptions		
FT/PT Split	75% FT/25% PT	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
Vacancy Factor	85%	N/A
Productivity <i>Billable hours per day</i>	N/A	8 hours per 8 hour day
Absentee Factor	N/A	N/A
Transportation, Supply, and Employee Training Costs ¹⁸	4.4%	0.4% for employee training costs
Other Staff Equipment Costs	N/A	N/A
Stipend	N/A	N/A
Administration Percentage	10.0%	N/A
Fee Variations	<ul style="list-style-type: none"> • SIS Group • Home Size 	<ul style="list-style-type: none"> • 1:1 and 2:1 staffing ratios

Licensed Group Homes – Direct Care Hours per Individual per Week¹⁹

For Individuals Attending Day Activities										
Approved Program Capacity	Needs Group 1		Needs Group 2		Needs Group 3		Needs Group 4		Needs Group 5	
	Lower Bound	Upper Bound	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	158	198
2 People Total	72	90	94	117	115	143	115	144	145	182
3 People Total	52	65	61	76	80	99	80	100	99	124
4 People Total	39	49	46	57	60	75	60	75	75	93
5–8 People Total	36	45	42	52	54	68	54	68	66	84

For Individuals <u>Not</u> Attending Day Activities										
Approved Program Capacity	Needs Group 1		Needs Group 2		Needs Group 3		Needs Group 4		Needs Group 5	
	Lower Bound	Upper Bound	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	214	269
2 People Total	99	123	115	143	127	158	141	176	159	198
3 People Total	74	92	84	105	96	120	108	134	123	152
4 People Total	56	70	64	79	73	91	81	101	92	114
5–8 People Total	49	62	56	70	64	80	72	89	82	100

¹⁹ SIS Group 1 = Needs Group 1; SIS Group 2 = Needs Group 2; SIS Groups 3 – 4 = Needs Group 3; definitions of Needs Group 4 and Needs Group 5 based on ODP policy.

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

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

Licensed Group Homes - Hours Allocation by Position Group

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

Non-Direct Care Hours				
Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5
N/A	N/A	N/A	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%	39%
40%	42%	44%	46%	46%

Employee Type	Direct Care Hours				
	Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5
Nurse and Other Practitioners	0%	1%	5%	15%	15%

Non-Direct Care Hours				
Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5
1%	1%	10%	15%	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 Group²⁰

²⁰ Allocations apply to all SIS groups.

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%
Nurse and Other Practitioners	0%	1%

Life Sharing Under 30 Hours Per Week – 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

Life Sharing Under 30 Hours Per Week – 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

Life Sharing Over 30 Hours Per Week – 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	17	22	19	24	22	34	29	41
2 People Total	16	21	17	22	19	27	22	31

Life Sharing Over 30 Hours Per Week – 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

Non-Direct Care Hours Allocation by Position Group

Employee Type	Life Sharing Under 30 Hours Per Week				Life Sharing Over 30 Hours Per Week			
	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4
Supervisor	59%	57%	46%	39%	59%	57%	46%	39%

Employee Type	Life Sharing Under 30 Hours Per Week				Life Sharing Over 30 Hours Per Week			
	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4
Residential Manager, Program Specialist, Staff Trainer	40%	42%	44%	46%	40%	42%	44%	46%
Nurse and Other Practitioners	1%	1%	10%	15%	1%	1%	10%	15%