

Non-Residential Services (Excluding PDS)

Summary of Fee Assumptions, FY 2021–2022

Intellectual Disability/Autism (ID/A) Waiver Fee Development

Pennsylvania Office of Developmental Programs

Allowable Cost Components	Community Participation Support (CPS)		
	Community	Facility	On-Call and Remote Support
Procedure Codes and Units of Service	15 minutes Procedure Codes: W5996, W5997 TD/TE, W5993, W5994 TD/TE, W9351, W9352	15 minutes Procedure Codes: W7222, W7223, W7224, W7226, W7244, W7269, W9353 TD/TE, W9356 TD/TE	15 minutes Procedure Codes: W9400
Wages and Employee Related Expenses(ERE)¹			
Direct Care Wages (Per Hour) ²	\$15.00–\$21.86	\$15.00–\$21.86	\$15.00–\$21.86
Enhanced Direct Care Wages (Per Hour)	\$23.54–\$33.23	\$23.54–\$33.23	\$23.54–\$33.23
Other Program Staff Wages (Per Hour) ³	\$23.49–\$35.69 (Supervisor, Program Specialist) \$40.44–\$40.44 (Director)	\$23.49–\$35.69 (Supervisor, Program Specialist) \$40.44–\$40.44 (Director)	\$23.49–\$35.69 (Supervisor, Program Specialist) \$40.44–\$40.44 (Director)
Direct Care Staffing Ratio	Based on service definitions	Based on service definitions	1:15 to 1:20

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 supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Community Participation Support (CPS)		
	Community	Facility	On-Call and Remote Support
Other Program Staff Staffing Ratio	1:6 (Supervisor) 1:25 (Program Specialist) 1:150 (Director)	1:6 (Supervisor) 1:25 (Program Specialist) 1:150 (Director)	1:6 (Supervisor) 1:25 (Program Specialist) 1:150 (Director)
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 (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 1.2% 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 1.2% Workers Compensation
Paid Time Off (PTO)	10–25 days PTO bank (Full Time [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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 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
Productivity <i>Billable hours per day</i>	6 hours (per 7 hour day)	6 hours (per 7 hour day)	7.5 hours
Absentee Factor	A flat 0% for staffing ratios of 1:1 and above, and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:4)	A flat 5% for staffing ratios of 1:1 and above, and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:4)	0%
Transportation ⁴	\$7,500 per year for three individuals	\$7,500 per year for three individuals	N/A
Occupancy Costs	N/A	60–70 sq ft Sq ft Cost \$5.72–\$16.00	N/A

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	Community Participation Support (CPS)		
	Community	Facility	On-Call and Remote Support
Food	N/A	N/A	N/A
Supply Costs	\$1.00 per individual per day	\$1.00 per individual per day	N/A
Employee Training Costs	\$375 per employee per year (including \$225 for certification)	\$375 per employee per year (including \$225 for certification)	\$375 per employee per year (including \$225 for certification)
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

Allowable Cost Components	Companion Services	Behavioral Supports	Supports Coordination
Procedure Codes and Units of Service	15 minutes Procedure Codes: W1724, W1725, W1726	15 minutes Procedure Codes: W7095, W8996	15 minutes Procedure Codes: W7210
Wages and ERE⁵			
Direct Care Wages (Per Hour) ⁶	\$12.98–\$18.56	\$24.56–\$41.47 (Level 1) \$31.01–\$50.36 (Level 2)	\$20.37–\$41.40
Enhanced Direct Care Wages (Per Hour)	N/A	N/A	N/A
Other Program Staff Wages (Per Hour) ⁷	\$23.49–\$35.69 (Supervisor) \$40.44–\$40.44 (Director)	\$31.01–\$50.36 (Level 1 Supervisor)	\$33.21 (Supervisor) \$41.40 (Director)
Direct Care Staffing Ratio	Based on service definitions (1:1, 1:2, and 1:3)	1:1	1:1
Other Program Staff Staffing Ratio	1:9 (Supervisor) 1:150 (Director to Participant)	1:9 (Level 1)	1:6 (Supervisor) 1:5 (Director to Supervisor)
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	\$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 1.2% 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 1.2% Workers Compensation

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 supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Companion Services	Behavioral Supports	Supports Coordination
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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
Other Indirect Assumptions			
FT/PT Split	50% FT/50% PT	75% FT/25% PT	75% FT/25% PT
Productivity <i>Billable hours per day</i>	7.5 hours	5 hours	5.4 hours (11 hours travel time; 2 hours other employer contact — per week)
Absentee Factor	A flat 0% for staffing ratios of 1:1 and above and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:3)	5%	5%
Transportation ⁸	30 miles per individual per day Mileage Reimbursement: \$0.56 per mile	15 miles per individual per day Mileage Rate: \$0.56 per mile	440 miles per individual per week Mileage Rate: \$0.56 per mile
Occupancy Costs	N/A	N/A	\$5,768.40 per year (assumes 190 sq ft per staff member at cost of \$25.30 per sq ft)

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.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Companion Services	Behavioral Supports	Supports Coordination
Food	N/A	N/A	N/A
Supply Costs	\$0.10 per individual per day	\$0.10 per individual per day	\$1,000 per staff member per three years
Employee Training Costs	\$150 per employee per year	\$150 per employee per year	\$300 per year (Direct Care Staff) \$500 per year (Supervisor/Director)
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Respite		Music and Art Therapy
	In-Home	Unlicensed Out-of-Home	
Procedure Codes and Units of Service	15 minutes/24 hour Procedure Codes: W8095, W8096, W9795, W9796, W9797, W9798, W9799, W9800, W9801, W9860, W9861, W9862, W9863, W9864		15 minutes Procedure Codes: G0176, G0176 SE
Wages and ERE⁹			
Direct Care Wages (Per Hour) ¹⁰	\$13.14–\$18.56		\$31.38–\$50.29
Enhanced Direct Care Wages	\$23.54–\$33.23		N/A
Other Program Staff Wages (Per Hour) ¹¹	\$23.49–\$35.69 (Supervisor) \$40.44–\$40.44 (Director)		N/A
Direct Care Staffing Ratio	Based on service definitions		1:1
Other Program Staff Staffing Ratio	1:9 (Supervisor) 1:150 (Director to Participant)		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 1.2% 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 1.2% Workers Compensation

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¹¹ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Respite		Music and Art Therapy
	In-Home	Unlicensed Out-of-Home	
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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
FT/PT Split	75% FT/25% PT		75% FT/25% PT
Productivity <i>Billable hours per day</i>	7.5 hours		6.5 hours
Absentee Factor	A flat 0% for staffing ratios of 1:1 and above and ranging from 5%–15% for staffing ratios below 1:1 (e.g., 1:4)		0%
Transportation ¹²	N/A		15 miles per individual per day Mileage Rate: \$0.56 per mile
Transportation ¹³	N/A		15 miles per individual per day Mileage Rate: \$0.56 per mile
Occupancy Costs	N/A		N/A
Food	N/A		N/A
Supply Costs	\$0.10 per individual per day		\$0.10 per individual per day
Employee Training Costs	\$150 per employee per year		\$150 per employee per year
Administration Percentage	10%		10%
Unit Multiplier	Day Rate = 10 hours (24 hours unit multiplier)		N/A

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Non-Residential Services (Excluding PDS)

Allowable Cost Components	Supported Employment			Advanced Supported Employment	Benefits Counseling
	Career Assessment	Job Finding and Development	Job Coaching and Support		
Procedure Codes and Units of Service	15 minutes Procedure Codes: W7235, H2023, H2025, W9794			Job Outcomes Procedure Codes: W7235 UD, H2023 UD, H2025 UD	15 minutes Procedure Codes: W1740 SE
Wages and ERE¹⁴					
Direct Care Wages (Per Hour) ¹⁵	\$19.54–\$28.92			\$22.77–\$35.37	\$20.02–\$32.28
Enhanced Direct Care Wages (Per Hour)	N/A			N/A	N/A
Other Program Staff Wages (Per Hour) ¹⁶	\$27.56–\$42.99 (Supervisor)			\$25.27–\$40.45 (Supervisor)	\$32.45–\$51.36 (Supervisor)
Direct Care Staffing Ratio	Based on service definitions			Based on service definitions	1:1
Other Program Staff Staffing Ratio	1:6 (Supervisor)			1:6 (Supervisor)	1:6 (Supervisor)
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 1.2% 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 1.2% 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 1.2% Workers Compensation

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¹⁶ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Supported Employment			Advanced Supported Employment	Benefits Counseling
	Career Assessment	Job Finding and Development	Job Coaching and Support		
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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 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
Productivity <i>Billable hours per day</i>	5 hours			5 hours	5.5 hours
Absentee Factor	A flat 0% for staffing ratios of 1:1 and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:4)			0%	0%
Transportation ¹⁷	15 miles per individual per day Mileage Reimbursement: \$0.56 per mile			15 miles per individual per day Mileage Reimbursement: \$0.56 per mile	N/A
Occupancy Costs	N/A			N/A	N/A
Food	N/A			N/A	N/A
Supply Costs	\$0.25 per individual per day			\$0.25 per individual per day	\$0.25 per individual per day
Employee Training Costs	\$375 per employee per year			\$375 per employee per year	\$375 per employee per year
Administration Percentage	10%			10%	10%
Unit Multiplier	N/A			50 Hours (Discovery) 50 Hours (Job Offer) 120 Hours (Job Retention)	N/A

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Non-Residential Services (Excluding PDS)

Allowable Cost Components	Therapies (Physical, Occupational, Speech/Language, and Orientation/Mobility/Vision)	Communication Specialist	Family Caregiver Support Counseling
Procedure Codes and Units of Service	15 minutes Procedure Codes: T2025 GP, T2025 GO, T2025 GN, W7246	15 minutes Procedure Code: T1013	15 minutes Procedure Codes: 90846 SE, 90847 SE
Wages and ERE¹⁸			
Direct Care Wages (Per Hour) ¹⁹	\$37.49–\$53.24 (Physical) \$34.79–\$50.55 (Occupational) \$33.59–\$48.43 (Speech/Language) \$31.81–\$45.79 (Orientation/Mobility/Vision)	\$30.73–\$47.53	\$22.78–\$38.67
Enhanced Direct Care Wages (Per Hour)	N/A	N/A	N/A
Other Program Staff Wages (Per Hour) ²⁰	N/A	N/A	N/A
Direct Care Staffing Ratio	1:1	1:1	1:1
Other Program Staff Staffing Ratio	N/A	N/A	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	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year	\$571.29 Health (per month) 2.3% Retirement 0.1% Life 0.2% STD 0.1% LTD \$410.90 FUTA/SUTA per year

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¹⁹ 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.

²⁰ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Therapies (Physical, Occupational, Speech/Language, and Orientation/Mobility/Vision)	Communication Specialist	Family Caregiver Support Counseling
	7.65% FICA 1.2% Workers Compensation	7.65% FICA 1.2% Workers Compensation	7.65% FICA 1.2% 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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 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
Productivity <i>Billable hours per day</i>	6.5 hours	6.5 hours	6.5 hours
Absentee Factor	0%	0%	0%
Transportation ²¹	15 miles per individual per day Mileage Rate: \$0.56 per mile	15 miles per individual per day Mileage Rate: \$0.56 per mile	15 miles per individual per day Mileage Rate: \$0.56 per mile
Occupancy Costs	N/A	N/A	N/A
Food	N/A	N/A	N/A
Supply Costs	\$0.10 per individual per day	\$0.10 per individual per day	\$0.10 per individual per day
Employee Training Costs	\$150 per employee per year	\$150 per employee per year	\$150 per employee per year
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

²¹ 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.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Older Adult Day Living	Small Group Employment	In-Home and Community Supports
Procedure Codes and Units of Service	15 minutes Procedure Code: W7094	15 minutes Procedure Code: W7237, W7239, W7241, W7245	15 minutes Procedure Codes: W7058, W7059, W7060, W7061 TD TE, W7068, W7069 TD TE
Wages and ERE ²²			
Direct Care Wages (Per Hour) ²³	\$14.63–\$21.02	\$19.54–\$28.92	\$14.82–\$21.86
Enhanced Direct Care Wages (Per Hour)	N/A	N/A	\$23.54–\$33.23 (W7061 and W7069)
Other Program Staff Wages (Per Hour) ²⁴	\$24.73–\$37.59 (Supervisor) \$23.37–\$33.61 (Program Specialist) \$40.44–\$40.44 (Director)	\$27.56 - \$42.99 (Supervisor)	\$23.49–\$35.69 (Supervisor) \$40.44–\$40.44 (Director)
Direct Care Staffing Ratio	1:6 low – 1:2 high	Based on service definitions	Based on service definitions 1:1, 1:2, 1:3, and 2:1 1:1 and 2:1 (Enhanced)
Other Program Staff Staffing Ratio	1:6 (Supervisor) 1:25 (Program Specialist) 1:150 (Director to Participant)	1:8 (Supervisor)	1:6 (Supervisor) 1:150 (Director to Participant)
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 1.2% 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 1.2% 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

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²³ 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.

²⁴ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Older Adult Day Living	Small Group Employment	In-Home and Community Supports
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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
Other Indirect Assumptions			
FT/PT Split	75% FT/25% PT	75% FT/25% PT	50% FT/50% PT
Productivity <i>Billable hours per day</i>	6 hours (per 7 hour day)	6.5 hours (per 7.5 hour day)	6.5 hours
Absentee Factor	5%	A flat 0% for staffing ratios of 1:1 and above, and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:6)	A flat 0% for staffing ratios of 1:1 and above, and ranged from 5%–15% for staffing ratios below 1:1 (e.g., 1:4)
Transportation ²⁵	N/A	Agency Owned Vehicle (\$10,000 per year @ 50% usage for 20 individuals)	75% mileage (30 miles per individual per day); 25% agency vehicle (\$10,000 per year for 20 individuals) Mileage Reimbursement: \$0.56 per mile
Occupancy Costs	60–70 sq ft Sq ft Cost \$5.72–\$16.00	N/A	N/A
Food	\$37.60–\$39.10 per individual per week	N/A	N/A
Supply Costs	\$1.00 per individual per day	\$0.25 per individual per day	\$1.00 per individual per day
Employee Training Costs	\$150 per employee per year	\$309 per employee per year (including \$159 for certification)	\$210 per employee per year
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

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Non-Residential Services (Excluding PDS)

Allowable Cost Components	Consultative Nutritional Services	Housing Transition and Tenancy Sustaining	Supports Broker
Procedure Codes and Units of Service	15 minutes Procedure Codes: S9470 SE	15 minutes Procedure Codes: H0043	15 minutes Procedure Codes: W7096
Wages and ERE²⁶			
Direct Care Wages (Per Hour) ²⁷	\$25.31–\$37.12	\$16.98–\$23.53	\$18.46–\$31.04
Enhanced Direct Care Wages (Per Hour)	N/A	N/A	N/A
Other Program Staff Wages (Per Hour) ²⁸	N/A	\$22.71–\$34.27 (Supervisor)	\$21.08–\$35.14
Direct Care Staffing Ratio	1:1	1:1	1:1
Other Program Staff Staffing Ratio	N/A	1:8 (Supervisor)	1:6 (Supervisor)
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 1.2% 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 1.2% 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 1.2% 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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
Other Indirect Assumptions			
FT/PT Split	75% FT/25% PT	100% FT	75% FT/25% PT

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²⁷ 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.

²⁸ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Consultative Nutritional Services	Housing Transition and Tenancy Sustaining	Supports Broker
Productivity <i>Billable hours per day</i>	6.5 hours	4 hours	5.5 hours
Absentee Factor	0%	5%	5%
Transportation ²⁹	15 miles per individual per day Mileage Rate: \$0.56 per mile	15 miles per individual per day Mileage Rate: \$0.56 per mile	75 miles per individual per day Mileage Rate: \$0.56 per mile
Occupancy Costs	N/A	N/A	N/A
Food	N/A	N/A	N/A
Supply Costs	\$0.10 per individual per day	\$0.25 per individual per day	N/A
Employee Training Costs	\$150 per employee per year	\$500 per employee per year	\$150 per employee per year
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

²⁹ 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.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Skilled Nursing	Equine Assisted Therapy	Homemaker/Chore
Procedure Codes and Units of Service	15 minutes Procedure Codes: T2025 TD UN, T2025 TD, T2025 TE UN, T2025 TE	15 minutes Procedure Codes: S8940	1 hour Procedure Codes: W7282, W7283
Wages and ERE³⁰			
Direct Care Wages (Per Hour) ³¹	\$22.01–\$29.63 (LPN) \$31.32–\$42.89 (RN)	\$17.73–\$30.23	\$12.58–\$17.40
Enhanced Direct Care Wages (Per Hour)	N/A	N/A	N/A
Other Program Staff Wages (Per Hour) ³²	N/A	\$30.00–\$45.81	N/A
Direct Care Staffing Ratio	1:1 and 1:2	1:1	1:1
Other Program Staff Staffing Ratio	N/A	1:12	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 1.2% 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 1.2% 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 1.2% 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) + 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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff

³⁰ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

³¹ 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.

³² Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Allowable Cost Components	Skilled Nursing	Equine Assisted Therapy	Homemaker/Chore
Other Indirect Assumptions			
FT/PT Split	75% FT/25% PT	75% FT/25% PT	75% FT/25% PT
Productivity <i>Billable hours per day</i>	6.5 hours	6.5 hours	7.5 hours
Absentee Factor	5%	0%	0%
Transportation ³³	15 miles per individual per day Mileage Rate: \$0.56 per mile	15 miles per individual per day Mileage Rate: \$0.56 per mile	N/A
Occupancy Costs	N/A	N/A	N/A
Food	N/A	N/A	N/A
Supply Costs	\$0.10 per individual per day	\$0.10 per individual per day	\$0.25 per individual per day
Employee Training Costs	\$150 per employee per year	\$150 per employee per year	\$0
Administration Percentage	10%	10%	10%
Unit Multiplier	N/A	N/A	N/A

³³ 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.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Family Medical Support Assistance	Remote CPS/Day Habilitation
Procedure Codes and Units of Service	Units: 15 minutes Procedure Codes: TBD	Units: 15 minutes Procedure Codes: TBD
Wages and ERE		
Direct Care Wages (per hour) ³⁴	\$18.38–\$26.50	\$15.00–\$21.86
Enhanced Direct Care Wages (per hour)	N/A	\$23.54–\$33.23
Other Program Staff Wages (per hour) ³⁵	\$26.66–\$36.26 (Supervisor)	\$23.49–\$35.69 (Supervisor and Program Specialist) \$40.44 (Director)
Direct Care Staffing Ratio	1:1	Based on service definitions
Other Program Staff Staffing Ratio	1:10 (Supervisor)	1:6 (Supervisor) 1:30 (Program Specialist) 1:150 (Director)
ERE (<i>percentage 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 1.2% 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

³⁴ Wages for direct care staff reflect an adjustment for overtime for FT employees below an annual salary of \$35,568.

³⁵ Wages for supervisors and directors are all above an annual salary of \$35,568. Overtime adjustments do not apply to these staff.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Family Medical Support Assistance	Remote CPS
Paid Time Off (<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) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
Other Indirect Assumptions		
FT/PT Split	75% FT/25% PT	75% FT/25% PT
Productivity (billable hours per day)	5.5 hours	6.0 billable hours per 7 hour day
Absentee Factor	0%	A flat 0% for staffing ratios of 1:1 and above and ranged from 5%-15% for staffing ratios below 1:1, e.g. 1:4.
Transportation ³⁶	15 miles per day; mileage reimbursement \$0.56 per mile	\$500 per year for 3 individuals
Occupancy Costs	N/A	N/A
Food	N/A	N/A
Supply Costs	\$1,000 per individual staff member per three years	\$1.00 per individual per day
Employee Training Costs	\$150 per year	\$375 per employee per year (including \$225 for certification)
Technology Fee	N/A	\$1,000 per staff member every 3 years
Administration Percentage	10.0%	10.0%
Unit Multiplier	N/A	N/A

³⁶ 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.