

Fee Components	Residential Habilitation - Group Homes	Residential Habilitation - Life Sharing	Transition to Independent Living	Respite Homes
Unit of Service	Per Diem	Per Diem	Per Outcome	Per Diem
Procedure Code and Modifiers	Varies	Varies	Varies	Varies
Group Size	1-8	1-2	1	2-4
Direct Care Worker Staffing Ratio	Varies	Varies	N/A	Varies
Supervisor Staffing Ratio	Varies	Varies	N/A	Varies
Additional Support Staffing Ratio	1:20 (Licensed Only)	1:8 (Licensed Only)	1:8 (Program Specialist)	1:20 (Program Specialist)
Daily Productivity	N/A	N/A	N/A	N/A
Transportation, Supplies and Training	4.40%	4.40%	4.40%	4.40%
Occupancy Rate	97%	97%	97%	85%
PPE Per Individual Per Day	\$2.00	\$2.00	\$2.00	\$2.00
Full Time Employee Days Off	21-36 Days	21-36 Days	21-36 Days	21-36 Days
Onboarding Training Days Per Staff Member	1 Day	1 Day	1 Day	1 Day
Annual Training Days Per Staff Member	7 Days	7 Days	7 Days	7 Days
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%
Technology Cost Per Staff Member	N/A	N/A	N/A	N/A

Employee Related Expenses (EREs)				
Direct Care Wages (per hour)	DSP - High School Diploma:			
	\$15.56-\$23.90	\$15.56-\$23.90	\$15.56-\$23.90	\$15.56-\$23.90
	DSP - Associate's Degree:			
	\$18.81-\$27.33	\$18.81-\$27.33	\$18.81-\$27.33	\$18.81-\$27.33
Supervisor Wages (per hour)	DSP - Bachelor's Degree:			
	\$22.55-\$33.48	\$22.55-\$33.48	\$22.55-\$33.48	\$22.55-\$33.48
Program Specialist Wages (per hour)	\$27.67-\$44.22	\$27.67-\$44.22	\$27.67-\$44.22	\$27.67-\$44.22
Nurse and Other Practitioners (per hour)	\$29.08-\$47.24	\$29.08-\$47.24	\$29.08-\$47.24	\$29.08-\$47.24
Health Insurance*	\$32.75-\$46.97	\$32.75-\$46.97	\$32.75-\$46.97	\$32.75-\$46.97
Federal Unemployment Tax Act (FUTA)	\$638 per month	\$638 per month	\$638 per month	\$638 per month
State Unemployment Insurance Taxes	0.60%	0.60%	0.60%	0.60%
Workers' Compensation	3.82%	3.82%	3.82%	3.82%
Social Security Withholding	5.50%	5.50%	5.50%	5.50%
Medicare Withholding	6.20%	6.20%	6.20%	6.20%
STD, LTD, Life Insurance*	1.45%	1.45%	1.45%	1.45%
Retirement Benefits*	0.40%	0.40%	0.40%	0.40%
Enhanced Communication Add-on	2.20%	2.20%	2.20%	2.20%
Overtime**	35.00%	35.00%	35.00%	35.00%
	N/A	N/A	N/A	N/A

*Applicable to full time employees only.

**Applicable only to salaries at or below \$35,568 in accordance with federal overtime salary threshold.

Fee Components	Supported Living	Supplemental Habilitation
Unit of Service	Per Diem	Per 15 Minutes
Procedure Code and Modifiers	Varies	Varies
Group Size	1-3	1
Direct Care Worker Staffing Ratio	Varies	Varies
Supervisor Staffing Ratio	1:6	N/A
Additional Support Staffing Ratio	1:30 (Program Specialist)	N/A
Daily Productivity	7 hours	N/A
Transportation, Supplies and Training	4.40%	0.4%
Occupancy Rate	95%	98%
PPE Per Individual Per Day	\$2.00	\$2.00
Full Time Employee Days Off	21-36 Days	21-36 Days
Onboarding Training Days Per Staff Member	1 Day	1 Day
Annual Training Days Per Staff Member	10 Days	10 Days
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%	0%
Technology Cost Per Staff Member	\$333.33	N/A

Employee Related Expenses (EREs)

Direct Care Wages (per hour)	\$22.14-\$31.92	\$15.56-\$23.90
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Supervisor Wages (per hour)	\$29.08-\$47.24	N/A
Program Specialist Wages (per hour)	\$29.08-\$47.24	N/A
Nurse and Other Practitioners (per hour)	N/A	N/A
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	5.50%	5.50%
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%
Enhanced Communication Add-on	35.00%	35.00%
Overtime**	5.00%	5.00%

*Applicable to full time employees only.

**Applicable only to salaries at or below \$35,568 in accordance with federal overtime salary threshold.

Licensed Group Homes – Direct Care Hours per Individual per Week

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								
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 Not 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								
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

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								
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					Non-Direct Care Hours				
	Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5	Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5
DSP – High School Diploma	85%	65%	45%	0%	0%	N/A	N/A	N/A	N/A	N/A
DSP – Associate's Degree	7%	25%	38%	73%	73%	N/A	N/A	N/A	N/A	N/A
DSP – Bachelor's Degree	1%	2%	5%	5%	5%	N/A	N/A	N/A	N/A	N/A
Supervisor	5%	5%	5%	5%	5%	59%	57%	46%	39%	39%
Program Specialist	2%	2%	2%	2%	2%	40%	42%	44%	46%	46%
Nurse and Other Practitioners	0%	1%	5%	15%	15%	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						
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						
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 Group

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%
Program Specialist	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						
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						
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						
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						
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%
Program Specialist	40%	42%	44%	46%	40%	42%	44%	46%
Nurse and Other Practitioners	1%	1%	10%	15%	1%	1%	10%	15%