

Review of Home and Community Based Services  
(HCBS) Payment Methodologies and Rates

Proposed Rate Models

- prepared for -

Vermont Developmental Disabilities Services Division

- prepared by -

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**Service Planning and Coordination (A01)**

		<i>with Tiers</i>			
			<b>Low</b>	<b>Medium</b>	<b>High</b>
	Unit of Service	Month	Month	Month	Month
Case-load	Average Caseload per Service Coordinator	15	18	15	12
Svc. Coord. Wages & Benefits	- Percent of Service Coordinators Working Full-Time	100%	100%	100%	100%
	- Service Coordinator Hourly Wage	\$23.65	\$23.65	\$23.65	\$23.65
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.7%	24.7%	24.7%	24.7%
	Annual Service Coordinator Wage and Benefit Cost	\$61,342.42	\$61,342.42	\$61,342.42	\$61,342.42
	<b>Monthly Staff Cost per Individual</b>	<b>\$340.79</b>	<b>\$283.99</b>	<b>\$340.79</b>	<b>\$425.99</b>
Service Coord. Mileage	- Number of Miles Traveled per Month	650	650	650	650
	- Amount per Mile	\$0.580	\$0.580	\$0.580	\$0.580
	Monthly Mileage Cost	\$377.00	\$377.00	\$377.00	\$377.00
	<b>Monthly Mileage Cost per Individual</b>	<b>\$25.13</b>	<b>\$20.94</b>	<b>\$25.13</b>	<b>\$31.42</b>
Admin and Program Support	Monthly Cost per Individual Before Admin. and Program Support	\$365.92	\$304.93	\$365.92	\$457.41
	- Program Support Percent	10%	10%	10%	10%
	<b>Monthly Program Support Cost per Individual</b>	<b>\$45.74</b>	<b>\$38.12</b>	<b>\$45.74</b>	<b>\$57.18</b>
	- Administration Percent	10%	10%	10%	10%
	<b>Monthly Administration Cost per Individual</b>	<b>\$45.74</b>	<b>\$38.12</b>	<b>\$45.74</b>	<b>\$57.18</b>
<b>Rate per Month</b>		<b>\$457.40</b>	<b>\$381.17</b>	<b>\$457.40</b>	<b>\$571.77</b>

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**Community Supports - Individual Support (B01)**

		1:1	2:1	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits - Primary Staff	- Percent of Direct Care Staff Working Full-Time	80%	80%	
	- Direct Staff Hourly Wage	\$14.75	\$14.75	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.5%	29.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.10	\$19.10	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Attending Individual Support Agreement Meetings	0.26	0.26	
	- Travel Time Between Individuals	1.90	1.90	
	- Recordkeeping	0.76	0.76	
	- Employer Time	0.84	0.84	
	- Time Lost Due to Missed Appointments	-	-	
	- Training	0.92	0.92	
	- Paid Time Off	4.73	4.73	
	"Billable" Hours	26.59	26.59	
	Productivity Factor	1.35	1.35	
<b>Primary Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$25.79</b>	<b>\$25.79</b>	
Direct Support Staff Wages and Benefits - Second Staff	- Percent of Direct Care Staff Working Full-Time		80%	
	- Direct Staff Hourly Wage		\$14.56	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)		29.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.88	
	<i>Productivity Adjustments</i>			
	Total Hours		36.00	
	- Travel Time Between Individuals		1.90	
	- Employer Time		0.84	
	- Training		0.92	
	- Paid Time Off		4.73	
"Billable" Hours		27.61		
Productivity Factor		1.30		
<b>Additional Staff Cost After Productivity Adj. per Billable Hour</b>			<b>\$24.54</b>	
Mileage	- Number of Miles Traveled per Week	150	150	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$87.00	\$87.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.27</b>	<b>\$3.27</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$29.06	\$53.60	
	- Program Support Percent	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.63</b>	<b>\$6.70</b>	
	- Administration Percent	10%	10%	
<b>Administration Cost per Billable Hour</b>		<b>\$3.63</b>	<b>\$6.70</b>	
<b>Rate per Hour</b>		<b>\$36.32</b>	<b>\$67.00</b>	

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**Community Supports - Individual Support (B01), Consumer-Directed**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.75
	- Employee Benefit Rate	10.3%
	- Sick Leave (as a percentage of wages)	1.9%
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>	<b>\$16.55</b>
Administration	Hourly Cost Before Administration	\$16.55
	- Administration Percent	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.87</b>
	<b>Rate per Hour</b>	<b>\$17.42</b>

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**Community Supports - Group Support (B02)**

		<b>Low</b>	<b>Medium</b>	<b>High</b>	
Unit of Service		Hour	Hour	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	80%	80%	
	- Direct Staff Hourly Wage	\$14.75	\$14.75	\$14.75	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.5%	29.5%	29.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.10	\$19.10	\$19.10	
	<i>Productivity Adjustments</i>				
	Total Hours	36.00	36.00	36.00	
	- Attending Individual Support Agreement Meetings	0.53	0.53	0.53	
	- Recordkeeping	1.51	1.51	1.51	
	- Program Preparation/Set-Up/Clean-Up	2.84	2.84	2.84	
	- Employer Time	0.84	0.84	0.84	
	- Training	0.92	0.92	0.92	
	- Paid Time Off	4.73	4.73	4.73	
	"Billable" Hours	24.63	24.63	24.63	
	Productivity Factor	1.46	1.46	1.46	
	Hourly Staff Cost per Billable Hour	\$27.89	\$27.89	\$27.89	
	<i>Staffing Ratio</i>				
	- Group Size (Participants per Direct Support Staff)	3.0	2.0	1.5	
	- Participant Attendance Rate	90%	90%	90%	
	- Adjusted Weighted Avg. of No. of Participants per Staff	2.70	1.80	1.35	
	<b>Staff Cost per Participant per Billable Hour</b>	<b>\$10.33</b>	<b>\$15.49</b>	<b>\$20.66</b>	
Attendance	- Annual Days of Program Operations	250.0	250.0	250.0	
	- Annual Days of Participant Attendance	225.0	225.0	225.0	
	- Hours per Day of Participant Attendance	5.00	5.00	5.00	
	Hours per Year of Participant Attendance	1,125	1,125	1,125	
Mileage	- Number of Miles Traveled per Group per Week	150	150	150	
	- Amount per Mile	\$0.580	\$0.580	\$0.580	
	Allocated Miles per Participant per Week	55.6	83.3	111.1	
	Annual Mileage Cost/ Participant (at 250 days of operation)	\$1,611.11	\$2,416.67	\$3,222.22	
<b>Mileage Cost per Participant per Billable Hour</b>	<b>\$1.43</b>	<b>\$2.15</b>	<b>\$2.86</b>		
Facility	- Square Feet of Service Space per Participant	75	75	75	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	
	Annual Facility Cost per Participant	\$1,500.00	\$1,500.00	\$1,500.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.33</b>	<b>\$1.33</b>	<b>\$1.33</b>	
Supplies	- Cost of Supplies per Participant per Day	\$1.00	\$1.00	\$1.00	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.20</b>	<b>\$0.20</b>	<b>\$0.20</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$13.29	\$19.17	\$25.05	
	- Program Support Percent	10%	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$1.66</b>	<b>\$2.40</b>	<b>\$3.13</b>	
	- Administration Percent	10%	10%	10%	
<b>Administration Cost per Billable Hour</b>	<b>\$1.66</b>	<b>\$2.40</b>	<b>\$3.13</b>		
<b>Rate per Hour</b>		<b>\$16.61</b>	<b>\$23.97</b>	<b>\$31.31</b>	

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**Employment Supports - Employment Assessment (C01)**

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	
	- Direct Staff Hourly Wage	\$19.37	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.15	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Attending Individual Support Agreement Meetings	0.26	
	- Conducting Employer Market Research	1.51	
	- Travel Time Between Individuals	1.90	
	- Recordkeeping	0.76	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	4.73	
	"Billable" Hours	25.08	
	Productivity Factor	1.44	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$34.78</b>	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$58.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.31</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$37.09	
	- Program Support Percent	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$4.64</b>	
	- Administration Percent	10%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.64</b>	
	<b>Rate per Hour</b>	<b>\$46.37</b>	

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**Employment Supports - Employer and Job Development (C02)**

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	
	- Direct Staff Hourly Wage	\$19.37	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.15	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Attending Individual Support Agreement Meetings	0.26	
	- Conducting Employer Market Research	1.51	
	- Travel Time Between Individuals	1.90	
	- Recordkeeping	0.76	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	4.73	
	"Billable" Hours	25.08	
	Productivity Factor	1.44	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$34.78</b>	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$58.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$2.31</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$37.09	
	- Program Support Percent	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$4.64</b>	
	- Administration Percent	10%	
	<b>Administration Cost per Billable Hour</b>	<b>\$4.64</b>	
	<b>Rate per Hour</b>	<b>\$46.37</b>	



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**Employment Supports - Job Training (C03)**

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	
	- Direct Staff Hourly Wage	\$19.37	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$24.15	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Attending Individual Support Agreement Meetings	0.26	
	- Travel Time Between Individuals	1.90	
	- Recordkeeping	0.76	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	4.73	
	"Billable" Hours	26.59	
	Productivity Factor	1.35	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$32.60</b>	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$87.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.27</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$35.87	
	- Program Support Percent	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$4.48</b>	
	- Administration Percent	10%	
<b>Administration Cost per Billable Hour</b>	<b>\$4.48</b>		
	<b>Rate per Hour</b>	<b>\$44.83</b>	

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**Employment Supports - Ongoing Support (C04)**

		1:1	2:1	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	80%	
	- Direct Staff Hourly Wage	\$16.69	\$16.69	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	27.2%	27.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$21.23	\$21.23	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Attending Individual Support Agreement Meetings	0.26	0.26	
	- Travel Time Between Individuals	1.90	1.90	
	- Recordkeeping	0.76	0.76	
	- Employer Time	0.84	0.84	
	- Time Lost Due to Missed Appointments	-	-	
	- Training	0.92	0.92	
	- Paid Time Off	4.73	4.73	
	"Billable" Hours	26.59	26.59	
	Productivity Factor	1.35	1.35	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$28.66</b>	<b>\$28.66</b>	
Direct Support Staff Wages and Benefits - Second Staff	- Percent of Direct Care Staff Working Full-Time		80%	
	- Direct Staff Hourly Wage		\$14.56	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)		29.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.88	
	<i>Productivity Adjustments</i>			
	Total Hours		36.00	
	- Travel Time Between Individuals		1.90	
	- Employer Time		0.84	
	- Training		0.92	
	- Paid Time Off		4.73	
"Billable" Hours		27.61		
Productivity Factor		1.30		
<b>Additional Staff Cost After Productivity Adj. per Billable Hour</b>			<b>\$24.54</b>	
Mileage	- Number of Miles Traveled per Week	150	150	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$87.00	\$87.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.27</b>	<b>\$3.27</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$31.93	\$56.47	
	- Program Support Percent	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.99</b>	<b>\$7.06</b>	
	- Administration Percent	10%	10%	
<b>Administration Cost per Billable Hour</b>		<b>\$3.99</b>	<b>\$7.06</b>	
<b>Rate per Hour</b>		<b>\$39.91</b>	<b>\$70.59</b>	

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**Employment Supports, Consumer-Directed**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$16.69
	- Employee Benefit Rate	10.2%
	- Sick Leave (as a percentage of wages)	1.9%
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>	<b>\$18.71</b>
Administration	Hourly Cost Before Administration	\$18.71
	- Administration Percent	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.98</b>
	<b>Rate per Hour</b>	<b>\$19.69</b>

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**Respite - Hourly Supports (D01)**

	Unit of Service	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	
	- Direct Staff Hourly Wage	\$14.56	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.88	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	4.73	
	"Billable" Hours	29.51	
	Productivity Factor	1.22	
	<b>Staff Cost After Productivity Adj. per Billable Hour</b>	<b>\$23.03</b>	
	Mileage	- Number of Miles Traveled per Week	0
- Amount per Mile		\$0.580	
Weekly Mileage Cost		\$0.00	
<b>Mileage Cost per Billable Hour</b>		<b>\$0.00</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$23.03	
	- Program Support Percent	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$2.88</b>	
	- Administration Percent	10%	
<b>Administration Cost per Billable Hour</b>	<b>\$2.88</b>		
	<b>Rate per Hour</b>	<b>\$28.79</b>	
Multi-Person Rate	- Number of Participants Served	2	
	- Multi-Person 'Premium'	10%	
	Total Rate per Hour	\$31.67	
	<b>Rate per Hour per Person</b>	<b>\$15.84</b>	
	- Number of Participants Served	3	
	- Multi-Person 'Premium'	20%	
Total Rate per Hour	\$34.55		
<b>Rate per Hour per Person</b>	<b>\$11.52</b>		

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**Respite - Hourly Supports (D01), Consumer-Directed**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.56
	- Employee Benefit Rate	10.3%
	- Sick Leave (as a percentage of wages)	1.9%
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>	<b>\$16.34</b>
Administration	Hourly Cost Before Administration	\$16.34
	- Administration Percent	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.86</b>
	<b>Rate per Hour</b>	<b>\$17.20</b>

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**Respite - Daily Supports (D02)**

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	
	- Direct Staff Hourly Wage	\$14.56	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.88	
	<i>Productivity Adjustments</i>		
	Total Hours	36.00	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	4.73	
	"Billable" Hours	29.51	
	Productivity Factor	1.22	
	Staff Cost After Productivity Adj. per Hour	\$23.03	
	- Number of Funded Hours per Day	16	
	<b>Staff Cost per Billable Day</b>	<b>\$368.48</b>	
	Admin and Program Support	Daily Cost Before Administration and Program Support	\$368.48
- Program Support Percent		10%	
<b>Program Support Cost per Billable Day</b>		<b>\$46.06</b>	
- Administration Percent		10%	
<b>Administration Cost per Billable Day</b>	<b>\$46.06</b>		
	<b>Rate per Billable Day</b>	<b>\$460.60</b>	
Multi-Person Rate*	- Number of Participants Served	2	
	- Multi-Person 'Premium'	10%	
	Total Rate per Hour	\$506.66	
	<b>Rate per Hour per Person</b>	<b>\$253.33</b>	
	- Number of Participants Served	3	
	- Multi-Person 'Premium'	20%	
Total Rate per Hour	\$552.72		
<b>Rate per Hour per Person</b>	<b>\$184.24</b>		

\* The three-person rate are applicable in individuals' own home (e.g., a sibling group) or other settings that would not require licensure as a residential care home.

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**Respite - Daily Supports (D02), Consumer-Directed**

	Unit of Service	Day
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.56
	- Employee Benefit Rate	10.3%
	- Sick Leave (as a percentage of wages)	1.9%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.34
	- Number of Funded Hours per Day	16
	<b>Staff Cost per Billable Day</b>	<b>\$261.44</b>
Administration	Daily Cost Before Administration	\$261.44
	- Administration Percent	5%
	<b>Administration Cost per Billable Day</b>	<b>\$13.76</b>
	<b>Rate per Billable Day</b>	<b>\$275.20</b>

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**Housing and Home Supports - Supervised Living (H01)**

		1:1	2:1	
Unit of Service		Hour	Hour	
Direct Support Staff Wages and Benefits	- Percent of Direct Care Staff Working Full-Time	80%	80%	
	- Direct Staff Hourly Wage	\$14.75	\$14.75	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	29.5%	29.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.10	\$19.10	
	<i>Productivity Adjustments</i>			
	Total Hours	36.00	36.00	
	- Attending Individual Support Agreement Meetings	0.26	0.26	
	- Travel Time Between Individuals	1.90	1.90	
	- Recordkeeping	0.76	0.76	
	- Employer Time	0.84	0.84	
	- Time Lost Due to Missed Appointments	-	-	
	- Training	0.92	0.92	
	- Paid Time Off	4.73	4.73	
	"Billable" Hours	26.59	26.59	
	Productivity Factor	1.35	1.35	
<b>Staff Cost After Productivity Adj. per Billable Hour</b>		<b>\$25.79</b>	<b>\$25.79</b>	
Direct Support Staff Wages and Benefits - Second Staff	- Percent of Direct Care Staff Working Full-Time		80%	
	- Direct Staff Hourly Wage		\$14.56	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)		29.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)		\$18.88	
	<i>Productivity Adjustments</i>			
	Total Hours		20.00	
	- Travel Time Between Individuals		1.05	
	- Employer Time		0.84	
	- Training		0.92	
	- Paid Time Off		2.15	
"Billable" Hours		15.04		
Productivity Factor		1.33		
<b>Additional Staff Cost After Productivity Adj. per Billable Hour</b>			<b>\$25.11</b>	
Mileage	- Number of Miles Traveled per Week	150	150	
	- Amount per Mile	\$0.580	\$0.580	
	Weekly Mileage Cost	\$87.00	\$87.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$3.27</b>	<b>\$3.27</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$29.06	\$54.17	
	- Program Support Percent	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$3.63</b>	<b>\$6.77</b>	
	- Administration Percent	10%	10%	
<b>Administration Cost per Billable Hour</b>		<b>\$3.63</b>	<b>\$6.77</b>	
<b>Rate per Hour</b>		<b>\$36.32</b>	<b>\$67.71</b>	



**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
Proposed Rate Models  
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**Housing and Home Supports - Supervised Living (H01)**

Multi-Person Rate	- Number of Participants Served	2
	- Multi-Person 'Premium'	10%
	Total Rate per Hour	\$39.95
	<b>Rate per Hour per Person</b>	<b>\$19.98</b>
	- Number of Participants Served	3
	- Multi-Person 'Premium'	20%
Total Rate per Hour	\$43.58	
<b>Rate per Hour per Person</b>	<b>\$14.53</b>	

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**Housing/ Home Supp. - Supervised Living (H01), Consumer-Directed**

	Unit of Service	Hour
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.75
	- Employee Benefit Rate	10.3%
	- Sick Leave (as a percentage of wages)	1.9%
	<b>Hourly Staff Cost Before Productivity Adj. (wages + benefits)</b>	<b>\$16.55</b>
Administration	Hourly Cost Before Administration	\$16.55
	- Administration Percent	5.0%
	<b>Administration Cost per Billable Hour</b>	<b>\$0.87</b>
	<b>Rate per Hour</b>	<b>\$17.42</b>

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**Housing and Home Supports - Staffed Living (H02)**

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.75	
	- Employee Benefit Rate (as a percent of wages)	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.74	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Attending Individual Support Agreement Meetings	0.17	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	5.38	
	"Billable" Hours	32.69	
	Productivity Factor	1.22	
	Staff Cost After Productivity Adj. per Hour	\$24.08	
	<i>Staffing</i>		
	- Total Hours per Home per Week		
	<b>Weekly Staff Cost per Home</b>	<b>\$0.00</b>	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.580	
	<b>Weekly Mileage Cost per Home</b>	<b>\$87.00</b>	
Admin and Program Support	Weekly Cost Before Administration and Program Support	\$87.00	
	- Program Support Percent	10%	
	<b>Program Support Cost per Participant per Week</b>	<b>\$10.88</b>	
	- Administration Percent	10%	
<b>Administration Cost per Participant per Week</b>	<b>\$10.88</b>		
	Total Cost per Home per Week	\$108.76	
	- Number of Participants		
	<b>Rate per Day</b>	<b>#DIV/0!</b>	

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Housing and Home Supports - Group Living (H03)**

	Unit of Service	Day	
Direct Support Staff Wages and Benefits	- Direct Staff Hourly Wage	\$14.75	
	- Employee Benefit Rate (as a percent of wages)	33.8%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$19.74	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Attending Individual Support Agreement Meetings	0.17	
	- Employer Time	0.84	
	- Training	0.92	
	- Paid Time Off	5.38	
	"Billable" Hours	32.69	
	Productivity Factor	1.22	
	Staff Cost After Productivity Adj. per Hour	\$24.08	
	<i>Staffing</i>		
	- Total Hours per Home per Week		
	<b>Weekly Staff Cost per Home</b>	<b>\$0.00</b>	
Mileage	- Number of Miles Traveled per Week	150	
	- Amount per Mile	\$0.580	
	<b>Weekly Mileage Cost per Home</b>	<b>\$87.00</b>	
Admin and Program Support	Weekly Cost Before Administration and Program Support	\$87.00	
	- Program Support Percent	10%	
	<b>Program Support Cost per Participant per Week</b>	<b>\$10.88</b>	
	- Administration Percent	10%	
<b>Administration Cost per Participant per Week</b>	<b>\$10.88</b>		
	Total Cost per Home per Week	\$108.76	
	- Number of Participants		
	<b>Rate per Day</b>	<b>#DIV/0!</b>	

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Housing and Home Supports - Shared Living (H04 and H05)**

		<b>Low</b>	<b>Medium</b>	<b>High</b>
Unit of Service		<b>Day</b>	<b>Day</b>	<b>Day</b>
<b>FT/ PT</b>	- Percent of Staff Working Full-Time (all positions)	100%	100%	100%
<b>Recruitment</b>	- Recruitment Staff Hourly Wage	\$24.86	\$24.86	\$24.86
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.0%	24.0%	24.0%
	Hourly Recruiter Cost (wages + benefits)	\$30.83	\$30.83	\$30.83
	- Number of Recruiter Hours to Complete Recruitment	80	80	80
	Recruiter Cost per Home Recruitment	\$2,466.40	\$2,466.40	\$2,466.40
	- Number of Years Under Supervision	8.0	8.0	8.0
	<b>Amortized Annual Home Recruitment Cost</b>	<b>\$308.30</b>	<b>\$308.30</b>	<b>\$308.30</b>
<b>Home Pay- ment</b>	<b>Annual Payment per Participant</b>	<b>\$24,000.00</b>	<b>\$30,000.00</b>	<b>\$40,000.00</b>
<b>Admin and Program Support</b>	Annual Cost Before Administration and Program Support	\$24,308.30	\$30,308.30	\$40,308.30
	- Program Support Percent	10%	10%	10%
	<b>Program Support Cost per Participant per Year</b>	<b>\$3,038.54</b>	\$3,788.54	\$5,038.54
	- Administration Percent	10%	10.0%	10.0%
	<b>Administration Cost per Participant per Year</b>	<b>\$3,038.54</b>	<b>\$3,788.54</b>	<b>\$5,038.54</b>
Total Cost per Participant per Year		\$30,385.38	\$37,885.38	\$50,385.38
<b>Rate per Day</b>		<b>\$83.25</b>	<b>\$103.80</b>	<b>\$138.04</b>

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Clinical Services - Assessment and Therapy (E01, E02, E03, E04)**

		Psychiatrist	Psychiatric Trainee	Psychologist	Psychology Trainee	
Unit of Service		15 Min.	15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Percent of Clinicians Working Full-Time	100%	100%	100%	100%	
	- Direct Staff Hourly Wage	\$90.07	\$73.42	\$30.30	\$22.81	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	13.6%	14.5%	21.4%	25.2%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$102.32	\$84.07	\$36.78	\$28.56	
	<i>Productivity Adjustments</i>					
	Total Hours	40.00	40.00	40.00	40.00	
	- Travel Time Between Individuals	0.84	0.84	0.84	0.84	
	- Recordkeeping	4.21	4.21	4.21	4.21	
	- Employer Time	0.84	2.84	0.84	2.84	
	- Time Lost Due to Missed Appointments	0.42	0.42	0.42	0.42	
	- Training	0.92	0.92	0.92	0.92	
	- Paid Time Off	5.38	5.38	5.38	5.38	
	"Billable" Hours	27.39	25.39	27.39	25.39	
	Productivity Factor	1.46	1.58	1.46	1.58	
<b>Hourly Staff Cost per Billable Hour</b>		<b>\$149.39</b>	<b>\$132.83</b>	<b>\$53.70</b>	<b>\$45.12</b>	
Clinical Supervision	- Clinical Supervisor Wage		\$90.07		\$30.30	
	- Employee Benefit Rate		13.6%		21.4%	
	- Hours of Supervision per Week		2.00		2.00	
	Weekly Clinical Supervision Cost		\$204.64		\$73.57	
<b>Clinical Supervision Cost per Billable Hour</b>			<b>\$8.06</b>		<b>\$2.90</b>	
Clinic Space	- Square Feet of Service Space per Clinician	100	100	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	\$20.00	
	Annual Clinic Space Cost per Clinician	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$1.40</b>	<b>\$1.51</b>	<b>\$1.40</b>	<b>\$1.51</b>	
Supplies	- Annual Cost of Supplies per Clinician	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.70</b>	<b>\$0.76</b>	<b>\$0.70</b>	<b>\$0.76</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$151.49	\$143.16	\$55.80	\$50.29	
	- Program Support Percent	10%	10%	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$18.94</b>	<b>\$17.90</b>	<b>\$6.98</b>	<b>\$6.29</b>	
	- Administration Percent	10%	10%	10%	10%	
<b>Administration Cost per Billable Hour</b>		<b>\$18.94</b>	<b>\$17.90</b>	<b>\$6.98</b>	<b>\$6.29</b>	
Cost per Hour		\$189.37	\$178.96	\$69.76	\$62.87	
<b>Rate per 15 Minutes (E01, E02, E03)</b>		<b>\$47.34</b>	<b>\$44.74</b>	<b>\$17.44</b>	<b>\$15.72</b>	
Multi-Person Rates (E04)	- Number of Participants Served	2	2	2	2	
	- Multi-Person 'Premium'	10%	10%	10%	10%	
	Total Cost per Hour	\$208.31	\$196.86	\$76.74	\$69.16	
	<b>Rate per 15 Minutes per Person</b>	<b>\$26.04</b>	<b>\$24.61</b>	<b>\$9.59</b>	<b>\$8.65</b>	
	- Number of Participants Served	3	3	3	3	
	- Multi-Person 'Premium'	20%	20%	20%	20%	
	Total Cost per Hour	\$227.24	\$214.75	\$83.71	\$75.44	
	<b>Rate per 15 Minutes per Person</b>	<b>\$18.94</b>	<b>\$17.90</b>	<b>\$6.98</b>	<b>\$6.29</b>	
	- Number of Participants Served	4	4	4	4	
	- Multi-Person 'Premium'	30%	30%	30%	30%	
	Total Cost per Hour	\$246.18	\$232.65	\$90.69	\$81.73	
	<b>Rate per 15 Minutes per Person</b>	<b>\$15.39</b>	<b>\$14.54</b>	<b>\$5.67</b>	<b>\$5.11</b>	

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**Clinical Services - Assessment and Therapy (E01, E02, E03, E04)**

		<b>Social Worker</b>	<b>Soc. Wrk. Trainee</b>	
	Unit of Service	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Percent of Clinicians Working Full-Time	100%	100%	
	- Direct Staff Hourly Wage	\$28.12	\$22.36	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	22.3%	25.6%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$34.39	\$28.08	
	<i>Productivity Adjustments</i>			
	Total Hours	40.00	40.00	
	- Travel Time Between Individuals	0.84	0.84	
	- Recordkeeping	4.21	4.21	
	- Employer Time	0.84	2.84	
	- Time Lost Due to Missed Appointments	0.42	0.42	
	- Training	0.92	0.92	
	- Paid Time Off	5.38	5.38	
	"Billable" Hours	27.39	25.39	
Productivity Factor	1.46	1.58		
	<b>Hourly Staff Cost per Billable Hour</b>	<b>\$50.21</b>	<b>\$44.37</b>	
Clinical Supervision	- Clinical Supervisor Wage		\$28.12	
	- Employee Benefit Rate		22.3%	
	- Hours of Supervision per Week		2.00	
	Weekly Clinical Supervision Cost		\$68.78	
	<b>Clinical Supervision Cost per Billable Hour</b>		<b>\$2.71</b>	
Clinic Space	- Square Feet of Service Space per Clinician	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	
	Annual Clinic Space Cost per Clinician	\$2,000.00	\$2,000.00	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$1.40</b>	<b>\$1.51</b>	
Supplies	- Annual Cost of Supplies per Clinician	\$1,000.00	\$1,000.00	
	<b>Supply Cost per Participant per Billable Hour</b>	<b>\$0.70</b>	<b>\$0.76</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$52.31	\$49.35	
	- Program Support Percent	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$6.54</b>	<b>\$6.17</b>	
	- Administration Percent	10%	10%	
	<b>Administration Cost per Billable Hour</b>	<b>\$6.54</b>	<b>\$6.17</b>	
	Cost per Hour	\$65.39	\$61.69	
	<b>Rate per 15 Minutes (E01, E02, E03)</b>	<b>\$16.35</b>	<b>\$15.42</b>	
Multi-Person Rates (E04)	- Number of Participants Served	2	2	
	- Multi-Person 'Premium'	10%	10%	
	Total Cost per Hour	\$71.93	\$67.86	
	<b>Rate per 15 Minutes per Person</b>	<b>\$8.99</b>	<b>\$8.48</b>	
	- Number of Participants Served	3	3	
	- Multi-Person 'Premium'	20%	20%	
	Total Cost per Hour	\$78.47	\$74.03	
	<b>Rate per 15 Minutes per Person</b>	<b>\$6.54</b>	<b>\$6.17</b>	
	- Number of Participants Served	4	4	
- Multi-Person 'Premium'	30%	30%		
Total Cost per Hour	\$85.01	\$80.20		
	<b>Rate per 15 Minutes per Person</b>	<b>\$5.31</b>	<b>\$5.01</b>	

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**Clinical Services - Medication and Medical Support (E05)**

		Psychiatrist	Nurse Practitioner	Registered Nurse	
Unit of Service		15 Min.	15 Min.	15 Min.	
Direct Support Staff Wages and Benefits	- Percent of Clinicians Working Full-Time	100%	100%	100%	
	- Direct Staff Hourly Wage	\$90.07	\$50.84	\$32.88	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	13.6%	16.6%	20.5%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$102.32	\$59.28	\$39.62	
	<i>Productivity Adjustments</i>				
	Total Hours	40.00	40.00	40.00	
	- Attending Individual Support Agreement Meetings	-	-	-	
	- Travel Time Between Individuals	0.84	0.84	0.84	
	- Recordkeeping	4.21	4.21	4.21	
	- Employer Time	0.84	0.84	0.84	
	- Time Lost Due to Missed Appointments	0.42	0.42	0.42	
	- Training	0.92	0.92	0.92	
	- Paid Time Off	5.38	5.38	5.38	
	"Billable" Hours	27.39	27.39	27.39	
Productivity Factor	1.46	1.46	1.46		
<b>Hourly Staff Cost per Billable Hour</b>		<b>\$149.39</b>	<b>\$86.55</b>	<b>\$57.85</b>	
Clinic Space	- Square Feet of Service Space per Clinician	100	100	100	
	- Annual Cost per Square Foot	\$20.00	\$20.00	\$20.00	
	Annual Clinic Space Cost per Clinician	\$2,000.00	\$2,000.00	\$2,000.00	
	<b>Clinic Space Cost per Billable Hour</b>	<b>\$1.40</b>	<b>\$1.40</b>	<b>\$1.40</b>	
Mileage	- Number of Miles Traveled per Week	35	35	35	
	- Amount per Mile	\$0.580	\$0.580	\$0.580	
	Weekly Mileage Cost	\$20.30	\$20.30	\$20.30	
	<b>Mileage Cost per Billable Hour</b>	<b>\$0.74</b>	<b>\$0.74</b>	<b>\$0.74</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$151.53	\$88.69	\$59.99	
	- Program Support Percent	10%	10%	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$18.94</b>	<b>\$11.09</b>	<b>\$7.50</b>	
	- Administration Percent	10%	10%	10%	
<b>Administration Cost per Billable Hour</b>		<b>\$18.94</b>	<b>\$11.09</b>	<b>\$7.50</b>	
Cost per Hour		\$189.41	\$110.87	\$74.99	
<b>Rate per 15 Minutes</b>		<b>\$47.35</b>	<b>\$27.72</b>	<b>\$18.75</b>	
Multi-Person Rates (E04)	- Number of Participants Served	2	2	2	
	- Multi-Person 'Premium'	10%	10%	10%	
	Total Cost per Hour	\$208.35	\$121.96	\$82.49	
	<b>Rate per 15 Minutes per Person</b>	<b>\$26.04</b>	<b>\$15.25</b>	<b>\$10.31</b>	
	- Number of Participants Served	3	3	3	
	- Multi-Person 'Premium'	20%	20%	20%	
	Total Cost per Hour	\$227.29	\$133.04	\$89.99	
	<b>Rate per 15 Minutes per Person</b>	<b>\$18.94</b>	<b>\$11.09</b>	<b>\$7.50</b>	
	- Number of Participants Served	4	4	4	
- Multi-Person 'Premium'	30%	30%	30%		
Total Cost per Hour	\$246.23	\$144.13	\$97.49		
<b>Rate per 15 Minutes per Person</b>		<b>\$15.39</b>	<b>\$9.01</b>	<b>\$6.09</b>	



**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Supportive Services - Behavioral Support (E07), Communication Support (N01)**

	Unit of Service	15 Min.	
Direct Support Staff Wages and Benefits	- Percent of Clinicians Working Full-Time	100%	
	- Direct Staff Hourly Wage	\$23.65	
	- Employee Benefit Rate (weighted by FT/ PT, as % of wages)	24.7%	
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$29.49	
	<i>Productivity Adjustments</i>		
	Total Hours	40.00	
	- Attending Individual Support Agreement Meetings	-	
	- Travel Time Between Individuals	2.53	
	- Recordkeeping	3.16	
	- Employer Time	0.84	
	- Time Lost Due to Missed Appointments	-	
	- Training	0.92	
	- Paid Time Off	5.38	
	"Billable" Hours	33.47	
	Productivity Factor	1.20	
Hourly Staff Cost per Billable Hour	\$35.39		
Clinic Space	- Square Feet of Service Space per Participant	100	
	- Annual Cost per Square Foot	\$20.00	
	Annual Facility Cost per Participant	\$2,000.00	
	<b>Facility Cost per Participant per Billable Hour</b>	<b>\$1.15</b>	
Mileage	- Number of Miles Traveled per Week	100	
	- Amount per Mile	\$0.580	
	Weekly Mileage Cost	\$58.00	
	<b>Mileage Cost per Billable Hour</b>	<b>\$1.73</b>	
Admin and Program Support	Hourly Cost Before Administration and Program Support	\$38.27	
	- Program Support Percent	10%	
	<b>Program Support Cost per Billable Hour</b>	<b>\$4.78</b>	
	- Administration Percent	10%	
<b>Administration Cost per Billable Hour</b>	<b>\$4.78</b>		
	Cost per Hour	\$47.83	
	<b>Rate per 15 Minutes</b>	<b>\$11.96</b>	

Review of Home and Community Based Services  
(HCBS) Payment Methodologies and Rates

Appendices to Proposed Rate Models

- prepared for -

Vermont Developmental Disabilities Services Division

- prepared by -

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June 11, 2019

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Appendix A: Wage Assumptions  
Data for Job Classifications with Duties Related to HCBS Job Requirements**

BLS Code and Title	Education and Training Requirements (per Bureau of Labor Statistics)			Bureau of Labor Statistics Wages (May 2018)				
	Typical Education	Related Experience	Typical on-the-job training	10th %ile	25th %ile	50th %ile	75th %ile	90th %ile
11-9151 Social and community service mgr.	Bachelor's	Under 5 yrs.	None	\$17.29	\$21.72	\$29.39	\$38.60	\$47.62
19-3031 Clinical/ couns./ school psychologist	Doctoral/ prof.	None	Intern/ resident	\$19.23	\$21.93	\$29.13	\$38.71	\$60.59
21-1012 Educational/ voc./ school counselor	Master's	None	None	\$16.21	\$18.89	\$23.39	\$31.42	\$41.86
21-1015 Rehabilitation counselor	Master's	None	None	\$13.62	\$15.87	\$18.62	\$26.09	\$32.76
21-1018 Substance/ behav./ mental hlth. counsel	Bachelor's	None	None	\$13.69	\$16.17	\$19.09	\$24.84	\$40.83
21-1021 Child/ family/ school social worker	Bachelor's	None	None	\$15.80	\$18.31	\$23.90	\$28.71	\$33.69
21-1022 Healthcare social worker	Master's	None	Intern/ resident	\$17.39	\$21.49	\$27.03	\$32.50	\$39.74
21-1023 Mental health/ sub. abuse social work	Master's	None	Intern/ resident	\$13.67	\$15.66	\$18.44	\$23.12	\$29.19
21-1091 Health educator	Bachelor's	None	None	\$16.88	\$22.09	\$26.61	\$34.10	\$40.51
21-1093 Social and human service assistant	High school	None	Short-term OTJ	\$12.82	\$14.27	\$16.41	\$18.70	\$22.83
21-1094 Community health worker	High school	None	Short-term OTJ	\$12.48	\$13.34	\$14.78	\$18.03	\$23.00
25-2051 Special education teacher, preschool <sup>1</sup>	Bachelor's	None	None	\$23.67	\$30.16	\$38.03	\$48.03	\$58.11
25-2052 Special ed. teacher, kinder. & elem. <sup>1</sup>	Bachelor's	None	None	\$24.46	\$30.54	\$37.41	\$46.61	\$59.28
25-2053 Special ed. teacher, middle school <sup>1</sup>	Bachelor's	None	None	\$27.12	\$33.20	\$38.69	\$46.73	\$53.56
25-2054 Special ed. teacher, secondary school <sup>1</sup>	Bachelor's	None	None	\$24.80	\$31.58	\$38.61	\$46.16	\$51.32
25-3097 Teachers and instructors, all other <sup>1</sup>		<i>Not available</i>		\$16.00	\$19.07	\$23.77	\$34.18	\$42.63
25-9041 Teacher assistant <sup>1</sup>	Some college	None	None	\$14.81	\$16.69	\$19.81	\$23.51	\$27.53
29-1066 Psychiatrist <sup>2</sup>	Doctoral/ prof.	None	Intern/ resident	\$45.53	\$70.58	\$86.58	<i>No wage data</i>	
29-1122 Occupational therapist	Master's	None	None	\$25.51	\$31.68	\$37.32	\$44.16	\$48.41
29-1123 Physical therapist	Doctoral/ prof.	None	None	\$24.73	\$31.16	\$36.01	\$41.95	\$47.94
29-1127 Speech-language pathologist	Master's	None	Intern/ resident	\$24.19	\$28.39	\$34.34	\$41.80	\$48.76
29-1141 Registered nurse	Bachelor's	None	None	\$25.01	\$27.43	\$31.61	\$38.00	\$45.47
29-1171 Nurse practitioner	Master's	None	None	\$39.30	\$43.10	\$48.87	\$58.21	\$67.21
29-2053 Psychiatric technician	Postsec. award	Under 5 yrs.	Short-term OTJ	\$13.22	\$15.58	\$18.97	\$22.13	\$26.08
29-2061 Licensed practical/ vocational nurse	Postsec. award	None	None	\$18.93	\$20.72	\$23.40	\$27.13	\$30.02
31-1011 Home health aide	High school	None	Short-term OTJ	\$11.11	\$12.09	\$13.41	\$14.60	\$16.50
31-1013 Psychiatric aide	High school	None	Short-term OTJ	\$12.08	\$15.53	\$17.04	\$18.60	\$20.13
31-1014 Nursing assistant	Postsec. award	None	None	\$11.74	\$12.89	\$14.38	\$16.49	\$18.70
31-1015 Orderly	High school	None	Short-term OTJ	\$10.99	\$11.71	\$12.76	\$14.26	\$15.41
31-2011 Occupational therapist assistant	Associate's	None	None	\$22.60	\$25.74	\$28.26	\$30.91	\$38.65
31-2021 Physical therapist assistant	Associate's	None	None	\$19.74	\$22.86	\$26.61	\$29.85	\$33.86
31-9092 Medical assistant	Postsec. award	None	None	\$13.97	\$15.79	\$17.45	\$19.30	\$23.19
37-2011 Janitor/ cleaner, except 37-2012	None	None	Short-term OTJ	\$11.07	\$11.98	\$14.15	\$17.15	\$20.56
37-2012 Maid and housekeeping cleaner	None	None	Short-term OTJ	\$10.81	\$11.29	\$12.17	\$13.91	\$15.28
39-1021 First-line super. of pers. svc. worker	High school	Under 5 yrs.	None	\$15.66	\$17.56	\$20.83	\$25.10	\$31.16
39-9021 Personal care aide	High school	None	Short-term OTJ	\$11.01	\$11.77	\$13.24	\$15.69	\$19.63
39-9032 Recreation worker	High school	None	Short-term OTJ	\$10.87	\$11.45	\$12.91	\$16.22	\$21.28
39-9041 Residential adviser	High school	None	Short-term OTJ	\$12.42	\$13.67	\$16.18	\$20.07	\$25.08
53-3022 Bus driver, school or special client	High school	None	Short-term OTJ	\$12.23	\$15.58	\$17.94	\$20.79	\$25.30

<sup>1</sup>BLS does not publish hourly wages for teacher positions so the figures are calculated based on BLS' annual wages, assuming a 200-day (1,600-hour) work year.

<sup>2</sup>BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

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**Appendix A: Wage Assumptions  
BLS Wage Data Adjusted for \$14 Minimum and Inflation<sup>3</sup>**

*Inflationary Adjustment*

# of Months from May 2018 to January 2020	20
Total Inflation	4.03%

BLS Code and Title	Estimated January 2020 Wages (Based on May 2018 BLS)				
	10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151 Social and community service mgr.	\$17.99	\$22.60	\$30.57	\$40.16	\$49.54
19-3031 Clinical/ couns./ school psychologist	\$20.00	\$22.81	\$30.30	\$40.27	\$63.03
21-1012 Educational/ voc./ school counselor	\$16.86	\$19.65	\$24.33	\$32.69	\$43.55
21-1015 Rehabilitation counselor	\$14.17	\$16.51	\$19.37	\$27.14	\$34.08
21-1018 Substance/ behav./ mental hlth. counsel	\$14.24	\$16.82	\$19.86	\$25.84	\$42.48
21-1021 Child/ family/ school social worker	\$16.44	\$19.05	\$24.86	\$29.87	\$35.05
21-1022 Healthcare social worker	\$18.09	\$22.36	\$28.12	\$33.81	\$41.34
21-1023 Mental health/ sub. abuse social work	\$14.22	\$16.29	\$19.18	\$24.05	\$30.37
21-1091 Health educator	\$17.56	\$22.98	\$27.68	\$35.47	\$42.14
21-1093 Social and human service assistant	\$14.00	\$14.85	\$17.07	\$19.45	\$23.75
21-1094 Community health worker	\$14.00	\$14.00	\$15.38	\$18.76	\$23.93
25-2051 Special education teacher, preschool <sup>1</sup>	\$24.62	\$31.38	\$39.56	\$49.97	\$60.45
25-2052 Special ed. teacher, kinder. & elem. <sup>1</sup>	\$25.45	\$31.77	\$38.92	\$48.49	\$61.67
25-2053 Special ed. teacher, middle school <sup>1</sup>	\$28.21	\$34.54	\$40.25	\$48.61	\$55.72
25-2054 Special ed. teacher, secondary school <sup>1</sup>	\$25.80	\$32.85	\$40.17	\$48.02	\$53.39
25-3097 Teachers and instructors, all other <sup>1</sup>	\$16.64	\$19.84	\$24.73	\$35.56	\$44.35
25-9041 Teacher assistant <sup>1</sup>	\$15.41	\$17.36	\$20.61	\$24.46	\$28.64
29-1066 Psychiatrist <sup>2</sup>	\$47.36	\$73.42	\$90.07	<i>No wage data</i>	
29-1122 Occupational therapist	\$26.54	\$32.96	\$38.82	\$45.94	\$50.36
29-1123 Physical therapist	\$25.73	\$32.42	\$37.46	\$43.64	\$49.87
29-1127 Speech-language pathologist	\$25.16	\$29.53	\$35.72	\$43.48	\$50.73
29-1141 Registered nurse	\$26.02	\$28.54	\$32.88	\$39.53	\$47.30
29-1171 Nurse practitioner	\$40.88	\$44.84	\$50.84	\$60.56	\$69.92
29-2053 Psychiatric technician	\$14.00	\$16.21	\$19.73	\$23.02	\$27.13
29-2061 Licensed practical/ vocational nurse	\$19.69	\$21.56	\$24.34	\$28.22	\$31.23
31-1011 Home health aide	\$14.00	\$14.00	\$14.00	\$15.19	\$17.16
31-1013 Psychiatric aide	\$14.00	\$16.16	\$17.73	\$19.35	\$20.94
31-1014 Nursing assistant	\$14.00	\$14.00	\$14.96	\$17.15	\$19.45
31-1015 Orderly	\$14.00	\$14.00	\$14.00	\$14.83	\$16.03
31-2011 Occupational therapist assistant	\$23.51	\$26.78	\$29.40	\$32.16	\$40.21
31-2021 Physical therapist assistant	\$20.54	\$23.78	\$27.68	\$31.05	\$35.22
31-9092 Medical assistant	\$14.53	\$16.43	\$18.15	\$20.08	\$24.12
37-2011 Janitor/ cleaner, except 37-2012	\$14.00	\$14.00	\$14.72	\$17.84	\$21.39
37-2012 Maid and housekeeping cleaner	\$14.00	\$14.00	\$14.00	\$14.47	\$15.90
39-1021 First-line super. of pers. svc. worker	\$16.29	\$18.27	\$21.67	\$26.11	\$32.42
39-9021 Personal care aide	\$14.00	\$14.00	\$14.00	\$16.32	\$20.42
39-9032 Recreation worker	\$14.00	\$14.00	\$14.00	\$16.87	\$22.14
39-9041 Residential adviser	\$14.00	\$14.22	\$16.83	\$20.88	\$26.09
53-3022 Bus driver, school or special client	\$14.00	\$16.21	\$18.66	\$21.63	\$26.32

<sup>1</sup>BLS does not publish hourly wages for teacher positions so the figures are calculated based on BLS' annual wages, assuming a 200-day (1,600-hour) work year.

<sup>2</sup>BLS does not publish wages that exceed \$100 per hour or \$208,000 per year.

<sup>3</sup>Wages receive the larger of an adjustment for the \$14 minimum wage for DDS services established by the Legislature or wage inflation based on 2.4% annual growth (the 10-year compound annual growth rate for net earnings in Vermont as reported by the Bureau of Economic Analysis at <https://apps.bea.gov/regional/bearfacts/action.cfm>).

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**Appendix A: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

Service Planning and Coordination (A01)	Community Supports - Individual Support (B01)	Community Supports - Group Support (B02)	Employment Supports - Employment Assessment (C01)	Employment Supports - Employer and Job Development (C02)	Employment Supports - Job Training (C03)	Employment Supports - Ongoing Support (C04)	Respite - Hourly Supports (D01) and Daily Supports (D02)	Housing and Home Supports - Supervised Living (H01)	Housing and Home Supports - Staffed Living (H02)	Housing and Home Supports - Group Living (H03)
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**BLS Code and Title**

11-9151	Social and community service mgr.										
19-3031	Clinical/ couns./ school psychologist										
21-1012	Educational/ voc./ school counselor										
21-1015	Rehabilitation counselor			100%	100%	100%	50%				
21-1018	Substance/ behav./ mental hlth. counsel.										
21-1021	Child/ family/ school social worker										
21-1022	Healthcare social worker	50%									
21-1023	Mental health/ sub. abuse social work	50%									
21-1091	Health educator										
21-1093	Social and human service assistant										
21-1094	Community health worker										
25-2051	Special education teacher, preschool										
25-2052	Special ed. teacher, kinder. & elem.										
25-2053	Special ed. teacher, middle school										
25-2054	Special ed. teacher, secondary school										
25-3097	Teachers and instructors, all other										
25-9041	Teacher assistant										
29-1066	Psychiatrist										
29-1122	Occupational therapist										
29-1123	Physical therapist										
29-1127	Speech-language pathologist										
29-1141	Registered nurse										
29-1171	Nurse Practitioner										
29-2053	Psychiatric technician										
29-2061	Licensed practical/ vocational nurse										
31-1011	Home health aide	20%	20%				15%	20%	20%	20%	
31-1013	Psychiatric aide	20%	20%				15%	20%	20%	20%	
31-1014	Nursing assistant										
31-1015	Orderly										
31-2011	Occupational therapist assistant										
31-2021	Physical therapist assistant										
31-9092	Medical assistant										
37-2011	Janitor/ cleaner, except 37-2012										
37-2012	Maid and housekeeping cleaner										
39-1021	First-line super. of pers. svc. worker										
39-9021	Personal care aide	40%	40%			50%	55%	40%	40%	40%	
39-9032	Recreation worker	20%	20%				15%	20%	20%	20%	
39-9041	Residential adviser										
53-3022	Bus driver, school or special client										
		<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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**Appendix A: Wage Assumptions  
Development of Job Requirements by Service  
(Using BLS Job Codes)**

Housing and Home Supports - Shared Living (H04 and H05)	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychiatrist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychologist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Social Worker	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - OT/ PT/ SLP	Clinical Services - Medication and Medical Support (E05) - Psychiatrist	Clinical Services - Medication and Medical Support (E05) - Nurse Practitioner	Clinical Services - Medication and Medical Support (E05) - Registered Nurse	Supportive Services - Behavioral Support (E07), Communication Support (N01)	Second Staff Person in 2:1 Rate Models
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BLS Code and Title	Housing and Home Supports - Shared Living (H04 and H05)	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychiatrist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychologist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Social Worker	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - OT/ PT/ SLP	Clinical Services - Medication and Medical Support (E05) - Psychiatrist	Clinical Services - Medication and Medical Support (E05) - Nurse Practitioner	Clinical Services - Medication and Medical Support (E05) - Registered Nurse	Supportive Services - Behavioral Support (E07), Communication Support (N01)	Second Staff Person in 2:1 Rate Models
11-9151 Social and community service mgr.										
19-3031 Clinical/ couns./ school psychologist		100%								
21-1012 Educational/ voc./ school counselor										
21-1015 Rehabilitation counselor										
21-1018 Substance/ behav./ mental hlth. counsel										
21-1021 Child/ family/ school social worker	100%									
21-1022 Healthcare social worker			100%						50%	
21-1023 Mental health/ sub. abuse social work									50%	
21-1091 Health educator										
21-1093 Social and human service assistant										
21-1094 Community health worker										
25-2051 Special education teacher, preschool										
25-2052 Special ed. teacher, kinder. & elem.										
25-2053 Special ed. teacher, middle school										
25-2054 Special ed. teacher, secondary school										
25-3097 Teachers and instructors, all other										
25-9041 Teacher assistant										
29-1066 Psychiatrist		100%				100%				
29-1122 Occupational therapist					33%					
29-1123 Physical therapist					33%					
29-1127 Speech-language pathologist					33%					
29-1141 Registered nurse								100%		
29-1171 Nurse Practitioner							100%			
29-2053 Psychiatric technician										
29-2061 Licensed practical/ vocational nurse										
31-1011 Home health aide										15%
31-1013 Psychiatric aide										15%
31-1014 Nursing assistant										
31-1015 Orderly										
31-2011 Occupational therapist assistant										
31-2021 Physical therapist assistant										
31-9092 Medical assistant										
37-2011 Janitor/ cleaner, except 37-2012										
37-2012 Maid and housekeeping cleaner										
39-1021 First-line super. of pers. svc. worker										
39-9021 Personal care aide										55%
39-9032 Recreation worker										15%
39-9041 Residential adviser										
53-3022 Bus driver, school or special client										
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Appendix A: Wage Assumptions  
Rate Model Wage Assumptions  
(Using BLS Wages and Job Requirement Assumptions)<sup>1</sup>**

	Service Planning and Coordination (A01)	Community Supports - Individual Support (B01)	Community Supports - Group Support (B02)	Employment Supports - Employment Assessment (C01)	Employment Supports - Employer and Job Development (C02)	Employment Supports - Job Training (C03)	Employment Supports - Ongoing Support (C04)	Respite - Hourly Supports (D01) and Daily Supports (D02)	Housing and Home Supports - Supervised Living (H01)	Housing and Home Supports - Staffed Living (H02)	Housing and Home Supports - Group Living (H03)
10th Percentile	\$16.16	\$14.00	\$14.00	\$14.17	\$14.17	\$14.17	\$14.09	\$14.00	\$14.00	\$14.00	\$14.00
25th Percentile	\$19.33	\$14.43	\$14.43	\$16.51	\$16.51	\$16.51	\$15.26	\$14.32	\$14.43	\$14.43	\$14.43
<b>50th Percentile (Median)</b>	<b>\$23.65</b>	<b>\$14.75</b>	<b>\$14.75</b>	<b>\$19.37</b>	<b>\$19.37</b>	<b>\$19.37</b>	<b>\$16.69</b>	<b>\$14.56</b>	<b>\$14.75</b>	<b>\$14.75</b>	<b>\$14.75</b>
75th Percentile	\$28.93	\$16.81	\$16.81	\$27.14	\$27.14	\$27.14	\$21.73	\$16.69	\$16.81	\$16.81	\$16.81
90th Percentile	\$35.86	\$20.22	\$20.22	\$34.08	\$34.08	\$34.08	\$27.25	\$20.27	\$20.22	\$20.22	\$20.22

<sup>1</sup>Wage assumptions in the rate models are set at the median values, except for clinical trainees that are set at the 25th percentile

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
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**Appendix A: Wage Assumptions  
Rate Model Wage Assumptions  
(Using BLS Wages and Job Requirement Assumptions)<sup>1</sup>**

	Housing and Home Supports - Shared Living (H04 and H05) <sup>2</sup>	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychiatrist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Psychologist	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - Social Worker	Clinical Services - Assessment and Therapy (E01, E02, E03, E04) - OT/PT/SLP	Clinical Services - Medication and Medical Support (E05) - Psychiatrist	Clinical Services - Medication and Medical Support (E05) - Nurse Practitioner	Clinical Services - Medication and Medical Support (E05) - Registered Nurse	Supportive Services - Behavioral Support (E07), Communication Support (N01)	Second Staff Person in 2:1 Rate Models
10th Percentile	\$16.44	\$47.36	\$20.00	\$18.09	\$25.81	\$47.36	\$40.88	\$26.02	\$16.16	\$14.00
25th Percentile	\$19.05	\$73.42	\$22.81	\$22.36	\$31.64	\$73.42	\$44.84	\$28.54	\$19.33	\$14.32
<b>50th Percentile (Median)</b>	<b>\$24.86</b>	<b>\$90.07</b>	<b>\$30.30</b>	<b>\$28.12</b>	<b>\$37.33</b>	<b>\$90.07</b>	<b>\$50.84</b>	<b>\$32.88</b>	<b>\$23.65</b>	<b>\$14.56</b>
75th Percentile	\$29.87		\$40.27	\$33.81	\$44.35		\$60.56	\$39.53	\$28.93	\$16.69
90th Percentile	\$35.05		\$63.03	\$41.34	\$50.32		\$69.92	\$47.30	\$35.86	\$20.27

<sup>1</sup>Wage assumptions in the rate models are set at the median values, except for clinical trainees that are set at the 25th percentile

<sup>2</sup>Shared Living staff relates to agency supports/ services, not the home provider



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**Appendix B: Benefits Assumptions  
Assumptions for Individual Benefits to Establish Benefit Rates**

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models

**Mandatory Benefits**

FICA <sup>2</sup>	All	-	100%	-	100%	-	7.65%	-	7.65%
Federal UI <sup>3</sup>	All	-	100%	-	100%	-	0.60%	-	0.60%
State UI <sup>4</sup>	All	-	100%	-	100%	-	1.00%	-	1.00%
Workers' Comp.	All	-	100%	-	100%	-	2.00%	-	2.00%

**Paid Time Off**

						Days per year <sup>5</sup>		Days per year	
Holidays	Full-Time		100%		100%		10.0		10.0
	Part-Time	80%	100%	80%	100%	8.0	4.0	6.4	4.0
	Cons. Dir.	-	0%	-	0%	-	0.0	-	0.0
Vacation Leave	Full-Time		100%		100%		15.0		15.0
	Part-Time	78%	100%	78%	100%	10.0	5.0	7.8	5.0
	Cons. Dir.	-	100%	-	100%	-	0.0	-	0.0
Sick Leave	Full-Time		100%		100%		10.0		10.0
	Part-Time	78%	100%	78%	100%	7.0	5.0	5.5	5.0
	Cons. Dir.	-	100%	-	100%	-	5.0	-	5.0
<b>Total</b>	Full-Time	-	-	-	-	<b>25.0</b>	<b>35.0</b>	<b>19.7</b>	<b>35.0</b>
	Part-Time	-	-	-	-	-	<b>14.0</b>	-	<b>14.0</b>
	Cons. Dir.	-	-	-	-	-	<b>5.0</b>	-	<b>5.0</b>

**Health Insurance<sup>6</sup>**

						Employer contribution/ month		Employer contribution/ month	
	Full-Time		100%		80%		\$500		\$400
	Part-Time	74%	0%	51%	0%	\$461	\$0	\$235	\$0
	Cons. Dir.	-	0%	-	0%	-	\$0	-	\$0

**Other Benefits<sup>7</sup>**

						Employer contribution/ month		Employer contribution/ month	
	Full-Time		100%		100%		\$200		\$200
	Part-Time	-	100%	-	100%	-	\$50	-	\$50
	Cons. Dir.	-	0%	-	0%	-	\$0	-	\$0

**Notes**

<sup>1</sup>BLS' 2018 National Compensation Survey ([http://www.bls.gov/ncs/ebs/benefits/2018/ownership\\_private.htm](http://www.bls.gov/ncs/ebs/benefits/2018/ownership_private.htm)); data reported is for private employers in the New England region; separate data for full- and part-time staff is not published at the regional level

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%

<sup>3</sup>Applies to first \$7,000 in wages

<sup>4</sup>The rate model uses the rate assigned to new employers; the tax applies to first \$15,600 in wages

<sup>5</sup>BLS data for vacation and sick leave is based on national data (means) for employees with 1-5 years of experience (mean for those with 6-10 experience is 15 days of vacation and 7 days of sick leave)

<sup>6</sup>According to U.S. DHHS' 2017 Medical Expenditure Panel Survey, the average premium across all Vermont employers was \$545.92 with an employer share of \$422.33 (Tables II.C.1 and II.C.2). According to the Kaiser Family Fund, the average monthly premium for benchmark plans offered through the State health insurance exchange for a 40-year-old is \$622 in 2019 compared to \$505 in 2018 (<https://www.kff.org/health-reform/state-indicator/marketplace-average-benchmark-premiums/?currentTimeframe=0&sortModel=%7B%22colId%22:%22Location%22,%22sort%22:%22asc%22%7D>)

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined

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**Appendix B: Benefits Assumptions**  
**Benefit Rates by Wage Level Based on Benefits Assumptions**

Hourly Wage	Full-Time Annual Salary	Part-Time Annual Salary (20 Hours)	Effective Benefit Rate - Model Assumptions <sup>1,2</sup>					
			w/ Paid Time Off			w/o Paid Time Off		
			FT	PT	CD	FT	PT	CD
\$14	\$29,120	\$14,560	48.5%	20.4%	12.2%	35.1%	15.1%	10.3%
\$15	\$31,200	\$15,600	46.8%	20.1%	12.2%	33.4%	14.8%	10.3%
\$16	\$33,280	\$16,640	45.3%	19.8%	12.2%	31.9%	14.4%	10.2%
\$17	\$35,360	\$17,680	44.0%	19.5%	12.1%	30.6%	14.2%	10.2%
\$18	\$37,440	\$18,720	42.8%	19.3%	12.1%	29.4%	13.9%	10.2%
\$19	\$39,520	\$19,760	41.8%	19.1%	12.1%	28.4%	13.7%	10.2%
\$20	\$41,600	\$20,800	40.9%	18.9%	12.0%	27.4%	13.5%	10.1%
\$21	\$43,680	\$21,840	40.0%	18.7%	12.0%	26.6%	13.3%	10.1%
\$22	\$45,760	\$22,880	39.2%	18.5%	12.0%	25.8%	13.1%	10.1%
\$23	\$47,840	\$23,920	38.5%	18.4%	12.0%	25.1%	13.0%	10.1%
\$24	\$49,920	\$24,960	37.9%	18.2%	12.0%	24.5%	12.8%	10.0%
\$25	\$52,000	\$26,000	37.3%	18.1%	11.9%	23.9%	12.7%	10.0%
\$26	\$54,080	\$27,040	36.8%	18.0%	11.9%	23.3%	12.6%	10.0%
\$27	\$56,160	\$28,080	36.2%	17.9%	11.9%	22.8%	12.5%	10.0%
\$28	\$58,240	\$29,120	35.8%	17.8%	11.9%	22.4%	12.4%	10.0%
\$29	\$60,320	\$30,160	35.3%	17.7%	11.9%	21.9%	12.3%	10.0%
\$30	\$62,400	\$31,200	34.9%	17.6%	11.9%	21.5%	12.2%	10.0%
\$31	\$64,480	\$32,240	34.5%	17.5%	11.9%	21.1%	12.1%	10.0%
\$32	\$66,560	\$33,280	34.2%	17.4%	11.9%	20.8%	12.0%	9.9%
\$33	\$68,640	\$34,320	33.9%	17.3%	11.9%	20.4%	12.0%	9.9%
\$34	\$70,720	\$35,360	33.5%	17.3%	11.8%	20.1%	11.9%	9.9%
\$35	\$72,800	\$36,400	33.2%	17.2%	11.8%	19.8%	11.8%	9.9%
\$36	\$74,880	\$37,440	33.0%	17.2%	11.8%	19.5%	11.8%	9.9%
\$37	\$76,960	\$38,480	32.7%	17.1%	11.8%	19.3%	11.7%	9.9%
\$38	\$79,040	\$39,520	32.4%	17.0%	11.8%	19.0%	11.7%	9.9%
\$39	\$81,120	\$40,560	32.2%	17.0%	11.8%	18.8%	11.6%	9.9%
\$40	\$83,200	\$41,600	32.0%	16.9%	11.8%	18.5%	11.6%	9.9%
\$41	\$85,280	\$42,640	31.7%	16.9%	11.8%	18.3%	11.5%	9.9%
\$42	\$87,360	\$43,680	31.5%	16.8%	11.8%	18.1%	11.5%	9.9%
\$43	\$89,440	\$44,720	31.3%	16.8%	11.8%	17.9%	11.4%	9.9%
\$44	\$91,520	\$45,760	31.2%	16.8%	11.8%	17.7%	11.4%	9.9%
\$45	\$93,600	\$46,800	31.0%	16.7%	11.8%	17.6%	11.4%	9.9%
\$46	\$95,680	\$47,840	30.8%	16.7%	11.8%	17.4%	11.3%	9.9%
\$47	\$97,760	\$48,880	30.6%	16.7%	11.8%	17.2%	11.3%	9.9%
\$48	\$99,840	\$49,920	30.5%	16.6%	11.8%	17.1%	11.2%	9.8%
\$49	\$101,920	\$50,960	30.3%	16.6%	11.8%	16.9%	11.2%	9.8%
\$50	\$104,000	\$52,000	30.2%	16.6%	11.8%	16.8%	11.2%	9.8%

<sup>1</sup>This table illustrates benefit rates in one dollar wage increments, but benefit rates in rate models are calculated to the penny

<sup>2</sup>Benefit rates in rate models exclude paid time off, which is accounted for in productivity assumptions

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**Appendix C: Productivity Assumptions**

Community Supports - Individual Support (B01)	Community Supports - Group Support (B02)	Employment Supports - Employment Assessment	Employment Supports - Employer and Job Development	Employment Supports - Job Training (C03)	Employment Supports - Ongoing Support (C04)	Respite - Hourly Supports (D01) and Daily Supports (D02)
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**Full-Time Staff**

*'Typical Workweek' Without Training and PTO*

Attending Individual Support Agreement Meetings	0.35	0.70	0.35	0.35	0.35	0.35	-
Travel Time Between Individuals	2.50	-	2.50	2.50	2.50	2.50	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-
Recordkeeping	1.00	2.00	1.00	1.00	1.00	1.00	-
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	3.75	-	-	-	-	-
Conducting Employer Market Research	-	-	2.00	2.00	-	-	-
Direct Services	35.15	32.55	33.15	33.15	35.15	35.15	39.00
<b>Total Hours</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*Annual Hours for Training and PTO*

Training	48.00	48.00	48.00	48.00	48.00	48.00	48.00
Paid Time Off	280.00	280.00	280.00	280.00	280.00	280.00	280.00

*Workweek Adjusted for Training and PTO*

Attending Individual Support Agreement Meetings	0.29	0.59	0.29	0.29	0.29	0.29	-
Travel Time Between Individuals	2.11	-	2.11	2.11	2.11	2.11	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-
Recordkeeping	0.84	1.68	0.84	0.84	0.84	0.84	-
Employer Time	0.84	0.84	0.84	0.84	0.84	0.84	0.84
Program Preparation/Set-Up/Clean-Up	-	3.16	-	-	-	-	-
Conducting Employer Market Research	-	-	1.68	1.68	-	-	-
Training	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Paid Time Off	5.38	5.38	5.38	5.38	5.38	5.38	5.38
Direct Services	29.62	27.43	27.94	27.94	29.62	29.62	32.86
<b>Total Hours</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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**Appendix C: Productivity Assumptions**

Community Supports - Individual Support (B01)	Community Supports - Group Support (B02)	Employment Supports - Employment Assessment	Employment Supports - Employer and Job Development	Employment Supports - Job Training (C03)	Employment Supports - Ongoing Support (C04)	Respite - Hourly Supports (D01) and Daily Supports (D02)
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**Part-Time Staff**

*'Typical Workweek' Without Training and PTO*

Attending Individual Support Agreement Meetings	0.18	0.35	0.18	0.18	0.18	0.18	-
Travel Time Between Individuals	1.25	-	1.25	1.25	1.25	1.25	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-
Recordkeeping	0.50	1.00	0.50	0.50	0.50	0.50	-
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	1.88	-	-	-	-	-
Conducting Employer Market Research	-	-	1.00	1.00	-	-	-
Direct Services	17.07	15.77	16.07	16.07	17.07	17.07	19.00
<b>Total Hours</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>

*Annual Hours for Training and PTO*

Training	48.00	48.00	48.00	48.00	48.00	48.00	48.00
Paid Time Off	112.00	112.00	112.00	112.00	112.00	112.00	112.00

*Workweek Adjusted for Training and PTO*

Attending Individual Support Agreement Meetings	0.15	0.29	0.15	0.15	0.15	0.15	-
Travel Time Between Individuals	1.05	-	1.05	1.05	1.05	1.05	-
Time Lost Due to Missed Appointments	-	-	-	-	-	-	-
Recordkeeping	0.42	0.84	0.42	0.42	0.42	0.42	-
Employer Time	0.84	0.84	0.84	0.84	0.84	0.84	0.84
Program Preparation/Set-Up/Clean-Up	-	1.58	-	-	-	-	-
Conducting Employer Market Research	-	-	0.84	0.84	-	-	-
Training	0.92	0.92	0.92	0.92	0.92	0.92	0.92
Paid Time Off	2.15	2.15	2.15	2.15	2.15	2.15	2.15
Direct Services	14.47	13.38	13.63	13.63	14.47	14.47	16.09
<b>Total Hours</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>

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**Appendix C: Productivity Assumptions**

Housing and Home Supports - Supervised Living (H01)	Housing and Home Supports - Staffed Living (H02)	Housing and Home Supports - Group Living (H03)	Clinical Services - Assessment and Therapy (E01, E02, E03, E04)	Clinical Services - Medication and Medical Support (E05)	Supportive Services - Behavioral Support (E07), Communication Support (N01)
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**Full-Time Staff**

*'Typical Workweek' Without Training and PTO*

Attending Individual Support Agreement Meetings	0.35	0.20	0.20	-	-	-
Travel Time Between Individuals	2.50	-	-	1.00	1.00	3.00
Time Lost Due to Missed Appointments	-	-	-	0.50	0.50	-
Recordkeeping	1.00	-	-	5.00	5.00	3.75
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-
Direct Services	35.15	38.80	38.80	32.50	32.50	32.25
<b>Total Hours</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

*Annual Hours for Training and PTO*

Training	48.00	48.00	48.00	48.00	48.00	48.00
Paid Time Off	280.00	280.00	280.00	280.00	280.00	280.00

*Workweek Adjusted for Training and PTO*

Attending Individual Support Agreement Meetings	0.29	0.17	0.17	-	-	-
Travel Time Between Individuals	2.11	-	-	0.84	0.84	2.53
Time Lost Due to Missed Appointments	-	-	-	0.42	0.42	-
Recordkeeping	0.84	-	-	4.21	4.21	3.16
Employer Time	0.84	0.84	0.84	0.84	0.84	0.84
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-
Training	0.92	0.92	0.92	0.92	0.92	0.92
Paid Time Off	5.38	5.38	5.38	5.38	5.38	5.38
Direct Services	29.62	32.69	32.69	27.39	27.39	27.17
<b>Total Hours</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>	<b>40.00</b>

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Housing and Home Supports - Supervised Living (H01)	Housing and Home Supports - Staffed Living (H02)	Housing and Home Supports - Group Living (H03)	Clinical Services - Assessment and Therapy (E01, E02, E03, E04)	Clinical Services - Medication and Medical Support (E05)	Supportive Services - Behavioral Support (E07), Communication Support (N01)
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**Part-Time Staff**

*'Typical Workweek' Without Training and PTO*

Attending Individual Support Agreement Meetings	0.18	0.10	0.10	-	-	-
Travel Time Between Individuals	1.25	-	-	0.50	0.50	1.50
Time Lost Due to Missed Appointments	-	-	-	0.25	0.25	-
Recordkeeping	0.50	-	-	2.50	2.50	1.88
Employer Time	1.00	1.00	1.00	1.00	1.00	1.00
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-
Direct Services	17.07	18.90	18.90	15.75	15.75	15.62
<b>Total Hours</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>

*Annual Hours for Training and PTO*

Training	48.00	48.00	48.00	48.00	48.00	48.00
Paid Time Off	112.00	112.00	112.00	112.00	112.00	112.00

*Workweek Adjusted for Training and PTO*

Attending Individual Support Agreement Meetings	0.15	0.08	0.08	-	-	-
Travel Time Between Individuals	1.05	-	-	0.42	0.42	1.26
Time Lost Due to Missed Appointments	-	-	-	0.21	0.21	-
Recordkeeping	0.42	-	-	2.11	2.11	1.58
Employer Time	0.84	0.84	0.84	0.84	0.84	0.84
Program Preparation/Set-Up/Clean-Up	-	-	-	-	-	-
Conducting Employer Market Research	-	-	-	-	-	-
Training	0.92	0.92	0.92	0.92	0.92	0.92
Paid Time Off	2.15	2.15	2.15	2.15	2.15	2.15
Direct Services	14.47	16.01	16.01	13.35	13.35	13.25
<b>Total Hours</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>	<b>20.00</b>

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**Exhibit 1: Bureau of Labor Statistics Descriptions for Select Job Classifications**

<b>BLS Code and Title</b>	<b>Description</b>
11-9151 Social and community service managers	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization’s budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
19-3031 Clinical/ couns./ school psychologists	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.
21-1012 Educational/ voc./ school counselors	Advise and assist students and provide educational and vocational guidance services.
21-1015 Rehabilitation counselors	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement. Excludes “Occupational Therapists” (29-1122).
21-1018 Substance/ behav./ mental hlth. counsel.	Counsel and advise individuals, families, or groups to prevent or treat substance abuse problems, behavioral disorders, or a broad range of mental health issues in order to promote optimum mental and emotional health.
21-1021 Child/ family/ school social workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.
21-1022 Healthcare social workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.
21-1023 Mental health/ sub. abuse social work	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.
21-1091 Health educator	Provide and manage health education programs that help individuals, families, and their communities maximize and maintain healthy lifestyles. Collect and analyze data to identify community needs prior to planning, implementing, monitoring, and evaluating programs designed to encourage healthy lifestyles, policies, and environments. May serve as resource to assist individuals, other health professionals, or the community, and may administer fiscal resources for health education programs. Excludes "Community Health Workers" (21-1094).
21-1093 Social and human service assistants	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes “Rehabilitation Counselors” (21-1015), “Psychiatric Technicians” (29-2053), “Personal Care Aides” (31-1122), and “Eligibility Interviewers, Government Programs” (43-4061).

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**Exhibit 1: Bureau of Labor Statistics Descriptions for Select Job Classifications**

<b>BLS Code and Title</b>	<b>Description</b>
21-1094 Community health worker	Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes "Health Educators" (21-1091).
25-2051 Special education teacher, preschool	Teach preschool school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
25-2052 Special education teachers, kindergarten and elementary school	Teach elementary school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
25-2053 Special education teachers, middle school	Teach middle school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
25-2054 Special education teachers, secondary school	Teach secondary school subjects to educationally and physically handicapped students. Includes teachers who specialize and work with audibly and visually handicapped students and those who teach basic academic and life processes skills to the mentally impaired. Substitute teachers are included in "Teachers and Instructors, All Other" (25-3099).
25-3097 Teachers and instructors, all other	All teachers and instructors not listed separately.
25-9041 Teacher assistant	Perform duties that are instructional in nature or deliver direct services to students or parents. Serve in a position for which a teacher has ultimate responsibility for the design and implementation of educational programs and services. Excludes "Graduate Teaching Assistants" (25-1191).
29-1066 Psychiatrist	Physicians who diagnose, treat, and help prevent disorders of the mind.
29-1122 Occupational therapists	Assess, plan, and organize rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays. Use therapeutic techniques, adapt the individual's environment, teach skills, and modify specific tasks that present barriers to the individual.
29-1123 Physical therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.
29-1127 Speech-language pathologists	Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.
29-1141 Registered nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).



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**Exhibit 1: Bureau of Labor Statistics Descriptions for Select Job Classifications**

<b>BLS Code and Title</b>	<b>Description</b>
29-1171 Nurse practitioner	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention. May order, perform, or interpret diagnostic tests such as lab work and x rays. May prescribe medication. Must be registered nurses who have specialized graduate education.
29-2053 Psychiatric technician	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable
29-2061 Lic. practical and lic. vocational nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.
31-1011 Home health aides	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.
31-1013 Psychiatric aide	Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.
31-1014 Nursing assistant	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes "Home Health Aides" (31-1011), "Orderlies" (31-1015), "Personal Care Aides" (39-9021), and "Psychiatric Aides" (31-1013).
31-1015 Orderly	Transport patients to areas such as operating rooms or x-ray rooms using wheelchairs, stretchers, or moveable beds. May maintain stocks of supplies or clean and transport equipment. Psychiatric orderlies are included in "Psychiatric Aides" (31-1013). Excludes "Nursing Assistants" (31-1014).
31-2011 Occupational therapist assistant	Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.
31-2021 Physical therapist assistant	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.
31-9092 Medical assistant	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. Excludes "Physician Assistants" (29-1071).
37-2011 Janitors/ cleaners, except 37-2012	Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

**Review of Home and Community Based Services (HCBS) Payment Methodologies and Rates  
Proposed Rate Models  
prepared for Vermont Developmental Disabilities Services Division**

**Exhibit 1: Bureau of Labor Statistics Descriptions for Select Job Classifications**

<b>BLS Code and Title</b>		<b>Description</b>
37-2012	Maids and housekeeping cleaners	Perform any combination of light cleaning duties to maintain private households or commercial establishments, such as hotels and hospitals, in a clean and orderly manner. Duties may include making beds, replenishing linens, cleaning rooms and halls, and
39-1021	First-line super. of pers. svc. worker	Directly supervise and coordinate activities of personal service workers, such as flight attendants, hairdressers, or caddies.
39-9021	Personal and home care aides	Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.
39-9032	Recreation workers	Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies, taking into account the needs and interests of individual members.
39-9041	Residential Advisers	Coordinate activities in resident facilities in secondary school and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.
53-3022	Bus driver, school or special client	Transport students or special clients, such as the elderly or persons with disabilities. Ensure adherence to safety rules. May assist passengers in boarding or exiting.