

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		
	Community ¹	Facility ¹	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)²			
Direct Care Wages (Per Hour) ³	\$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) ⁴	\$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 For Community and Facility CPS, ODP adjusted the productivity assumption in FY 2023-2024.

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

³ Wages for direct care staff reflect an adjustment for overtime by applying a 5% increase for full time employees below an annual salary of \$35,568.

⁴ Wages for 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		
	Community ¹	Facility ¹	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>	4.6 hours (per 7 hour day)	4.6 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 ⁵	\$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

⁵ The transportation cost component includes consideration for both staff travel time and participant transportation. Staff travel time may not be billed by the provider as a discrete unit of this service. Fee ranges include consideration for mileage costs and non-billable travel time.

Allowable Cost Components	Community Participation Support		
	Community ¹	Facility ¹	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 ERE⁶			
Direct Care Wages (Per Hour) ⁷	\$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) ⁸	\$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

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

⁷ Wages for direct care staff reflect an adjustment for overtime by applying a 5% increase for full time employees below an annual salary of \$35,568.

⁸ Wages for 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 ⁹	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)

⁹ The transportation cost component includes consideration for both staff travel time and participant transportation. Staff travel time may not be billed by the provider as a discrete unit of this service. Fee ranges include consideration for mileage costs and non-billable travel time.

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 ERE¹⁰			
Direct Care Wages (Per Hour) ¹¹	\$13.14–\$18.56		\$31.38–\$50.29
Enhanced Direct Care Wages	\$23.54–\$33.23		N/A
Other Program Staff Wages (Per Hour) ¹²	\$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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¹² 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 ¹³	N/A		15 miles per individual per day Mileage Rate: \$0.56 per mile
Transportation ¹⁴	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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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 ERE¹⁵					
Direct Care Wages (Per Hour) ¹⁶	\$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) ¹⁷	\$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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¹⁷ 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 ¹⁸	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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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 ERE¹⁹			
Direct Care Wages (Per Hour) ²⁰	\$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) ²¹	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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²¹ 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 ²²	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

²² 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 ²³			
Direct Care Wages (Per Hour) ²⁴	\$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) ²⁵	\$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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²⁵ 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 ²⁶	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 ERE²⁷			
Direct Care Wages (Per Hour) ²⁸	\$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) ²⁹	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

²⁷ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

²⁸ 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.

²⁹ 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	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 ³⁰	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

³⁰ 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 ERE ³¹			
Direct Care Wages (Per Hour) ³²	\$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) ³³	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

³¹ Direct care wages and other program staff wages are increased by 29% for the Enhanced Communication Statewide Fee (U1 modifier) fees.

³² 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.

³³ 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 ³⁴	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

³⁴ 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.

Transportation Trip

Summary of Fee Assumptions, FY 2023–2024

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

Pennsylvania Office of Developmental Programs

Allowable Cost Components	Transportation
Procedure Codes and Units of Service	Per Trip; Zone 1: 0 to 10 Miles Zone 2: 10+ to 30 Miles Zone 3: 30+ Miles Procedure Codes: W7274, W7275 and W7276
Wages and ERE	
Direct Care Wages (Per Hour) ¹	Driver: \$12.87 - \$24.46 Aide: \$11.94 - \$17.12
Enhanced Direct Care Wages (Per Hour)	N/A
Other Program Staff Wages (Per Hour)	Dispatcher: \$17.38 - \$32.90
Staffing Ratios	1:50 Dispatcher to Driver Ratio 1:6 Aide to Recipient Ratio

¹ 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.

Non-Residential Services (Excluding PDS)

Allowable Cost Components	Transportation
ERE <i>(Percent of compensation)</i>	\$571.29 Health (per month) 2.3% Retirement \$23 (Monthly) STD/LTD* \$9 (Monthly) Life Ins* \$410.90 (FUTA/SUTA per year) 7.65% FICA 5.5% Workers Compensation
PTO <i>PTO for FT employees only</i>	10-25 days PTO bank (FT only) + 10 training days + 11 federal holidays (FT only) + 3 new hire training days per 24.0% of staff
Other Indirect Assumptions	
FT/PT Split	70% FT/30% PT
Productivity <i>Number of Trips Per Hour</i>	Zone 1: Avg Trip = 10 miles; 30 mph Zone 2: Avg Trip = 27 miles; 35 mph Zone 3: Avg Trip = 46 miles; 40 mph
Absentee Factor	20-40%
Vehicle Lease/Depreciation	7.4%
Insurance	5.3%
Vehicle Repairs & Maintenance	6.2%
Fuel	9.1%
Administration Percentage ²	10%
Unit Multiplier	N/A

² Staff recruiting costs have been considered and are included in the administration percentage.