

Fee Components	Residential Habilitation - Group Homes	Residential Habilitation - Life Sharing	Transition to Independent Living	Respite Homes
Unit of Service	Per Diem	Per Diem	Per Outcome	Per Diem
Procedure Code and Modifiers	Varies	Varies	Varies	Varies
Group Size	1-8	1-2	1	2-4
Direct Care Worker Staffing Ratio	Varies	Varies	N/A	Varies
Supervisor Staffing Ratio	Varies	Varies	N/A	Varies
Additional Support Staffing Ratio	1:20 (Licensed Only)	1:8 (Licensed Only)	1:8 (Program Specialist)	1:20 (Program Specialist)
Daily Productivity	N/A	N/A	N/A	N/A
Transportation, Supplies and Training	4.40%	4.40%	4.40%	4.40%
Occupancy Rate	97%	97%	97%	85%
PPE Per Individual Per Day	\$2.00	\$2.00	\$2.00	\$2.00
Full Time Employee Days Off	21-36 Days	21-36 Days	21-36 Days	21-36 Days
Onboarding Training Days Per Staff Member	1 Day	1 Day	1 Day	1 Day
Annual Training Days Per Staff Member	7 Days	7 Days	7 Days	7 Days
Annual Staff Turnover	40%	40%	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%	25%	25%
Administrative Costs	10%	10%	10%	10%
Technology Cost Per Staff Member	N/A	N/A	N/A	N/A

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

\*Applicable to full time employees only.

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

Fee Components	Supported Living	Supplemental Habilitation
Unit of Service	Per Diem	Per 15 Minutes
Procedure Code and Modifiers	Varies	Varies
Group Size	1-3	1
Direct Care Worker Staffing Ratio	Varies	Varies
Supervisor Staffing Ratio	1:6	N/A
Additional Support Staffing Ratio	1:30 (Program Specialist)	N/A
Daily Productivity	7 hours	N/A
Transportation, Supplies and Training	4.40%	0.4%
Occupancy Rate	95%	98%
PPE Per Individual Per Day	\$2.00	\$2.00
Full Time Employee Days Off	21-36 Days	21-36 Days
Onboarding Training Days Per Staff Member	1 Day	1 Day
Annual Training Days Per Staff Member	10 Days	10 Days
Annual Staff Turnover	40%	40%
Full Time Employees as a Percent of Total Employees	75%	75%
Part Time Employees as a Percent of Total Employees	25%	25%
Administrative Costs	10%	0%
Technology Cost Per Staff Member	\$333.33	N/A

#### Employee Related Expenses (EREs)

Direct Care Wages (per hour)	\$22.14-\$31.92	\$15.56-\$23.90
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Supervisor Wages (per hour)	\$29.08-\$47.24	N/A
Program Specialist Wages (per hour)	\$29.08-\$47.24	N/A
Nurse and Other Practitioners (per hour)	N/A	N/A
Health Insurance*	\$638 per month	\$638 per month
Federal Unemployment Tax Act (FUTA)	0.60%	0.60%
State Unemployment Insurance Taxes	3.82%	3.82%
Workers' Compensation	5.50%	5.50%
Social Security Withholding	6.20%	6.20%
Medicare Withholding	1.45%	1.45%
STD, LTD, Life Insurance*	0.40%	0.40%
Retirement Benefits*	2.20%	2.20%
Enhanced Communication Add-on	35.00%	35.00%
Overtime**	5.00%	5.00%

\*Applicable to full time employees only.

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

**Licensed Group Homes – Direct Care Hours per Individual per Week**

**For Individuals Attending Day Activities**

Approved Program Capacity	Needs Group 1		Needs Group 2		Needs Group 3		Needs Group 4		Needs Group 5	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	103	128	119	148	137	171	137	171	158	198
2 People Total	72	90	94	117	115	143	115	144	145	182
3 People Total	52	65	61	76	80	99	80	100	99	124
4 People Total	39	49	46	57	60	75	60	75	75	93
5–8 People Total	36	45	42	52	54	68	54	68	66	84

**For Individuals Not Attending Day Activities**

Approved Program Capacity	Needs Group 1		Needs Group 2		Needs Group 3		Needs Group 4		Needs Group 5	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	150	186	162	202	176	219	196	245	214	269
2 People Total	99	123	115	143	127	158	141	176	159	198
3 People Total	74	92	84	105	96	120	108	134	123	152
4 People Total	56	70	64	79	73	91	81	101	92	114
5–8 People Total	49	62	56	70	64	80	72	89	82	100

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

**With and Without Day Activities**

Approved Program Capacity	Needs Group 1		Needs Group 2		Needs Group 3		Needs Group 4		Needs Group 5	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	13	17	13	17	13	17	15	19	15	19
2 People Total	11	13	11	13	11	13	12	15	12	15
3 People Total	7	9	7	9	7	9	8	10	8	10
4 People Total	6	7	6	8	6	8	7	8	7	8
5–8 People Total	5	7	6	7	6	7	6	8	6	8

**Licensed Group Homes - Hours Allocation by Position Group**

Employee Type	Direct Care Hours					Non-Direct Care Hours				
	Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5	Needs Group 1	Needs Group 2	Needs Group 3	Needs Group 4	Needs Group 5
DSP – High School Diploma	85%	65%	45%	0%	0%	N/A	N/A	N/A	N/A	N/A
DSP – Associate's Degree	7%	25%	38%	73%	73%	N/A	N/A	N/A	N/A	N/A
DSP – Bachelor's Degree	1%	2%	5%	5%	5%	N/A	N/A	N/A	N/A	N/A
Supervisor	5%	5%	5%	5%	5%	59%	57%	46%	39%	39%
Program Specialist	2%	2%	2%	2%	2%	40%	42%	44%	46%	46%
Nurse and Other Practitioners	0%	1%	5%	15%	15%	1%	1%	10%	15%	15%

**Unlicensed Group Homes – Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	14	30	14	30	14	30	14	30
2 People Total	11	24	11	24	11	24	11	24
3 People Total	9	19	9	19	9	19	9	19

**Unlicensed Group Homes – Non-Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	10	14	10	14	10	14	10	14
2 People Total	5	7	5	7	5	7	5	7
3 People Total	3	5	3	5	3	5	3	5

**Unlicensed Group Homes - Hours Allocation by Position Group**

Employee Type	Direct Care Hours	Non-Direct Care Hours
DSP – High School Diploma	85%	N/A
DSP – Associate's Degree	7%	N/A
DSP – Bachelor's Degree	1%	N/A
Supervisor	5%	59%
Program Specialist	2%	40%
Nurse and Other Practitioners	0%	1%

**Life Sharing Under 30 Hours Per Week – Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	2	2	4	4	7	14	14	21
2 People Total	1	1	2	2	4	7	7	11

**Life Sharing Under 30 Hours Per Week – Non-Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	1	2	1	2	3	4	3	4
2 People Total	1	2	1	2	3	4	3	4

**Life Sharing Over 30 Hours Per Week – Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	17	22	19	24	22	34	29	41
2 People Total	16	21	17	22	19	27	22	31

**Life Sharing Over 30 Hours Per Week – Non-Direct Care Hours per Individual per Week**

Approved Program Capacity	SIS Group 1		SIS Group 2		SIS Group 3		SIS Group 4	
	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound	Lower Bound	Upper Bound
1 Person Total	1	2	1	2	3	4	3	4
2 People Total	1	2	1	2	3	4	3	4

**Non-Direct Care Hours Allocation by Position Group**

Employee Type	Life Sharing Under 30 Hours Per Week				Life Sharing Over 30 Hours Per Week			
	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4	SIS Group 1	SIS Group 2	SIS Group 3	SIS Group 4
Supervisor	59%	57%	46%	39%	59%	57%	46%	39%
Program Specialist	40%	42%	44%	46%	40%	42%	44%	46%
Nurse and Other Practitioners	1%	1%	10%	15%	1%	1%	10%	15%