



# South Dakota Rate Methodology Workgroup

*1915(c) Home and Community-Based  
Services (HCBS) CHOICES Waiver*

## October Meeting

October 25, 2021

# Agenda

1. Welcome
2. Final Wage Recommendations and Other Rate Component Adjustments
3. Proposed CHOICES Waiver Services
4. Non-Residential Service Rate Models and Recommendations
5. Reimbursement in Residential Settings
6. Timeline and Next Steps
7. Appendix

# Welcome

# Final Wage Recommendations and Other Rate Component Adjustments

# Wage Recommendations

The table below presents Guidehouse’s final wage recommendations.

Job Type	South Dakota DD Provider Survey July 2021 Wage	Projected July 2022 Hourly Wage
	Baseline Wage (July 2021 Weighted Hourly Wage)	Benchmark Hourly Wage (2022 Baseline Hourly Wage inclusive of inflation and applicable supplemental pay)
Direct Service Professional	\$17.05	\$18.28
Employment Specialist/Job Coach	\$18.63	\$19.97
Internal Service Coordinators (ISC)	\$21.63	\$23.19
Behavioral Technical/Specialist	\$22.64	\$23.41
Licensed Practical Nurse (LPN)	\$21.96	\$22.71
Registered Nurse (RN)	\$30.23	\$31.26
Direct Support Supervisor	\$23.49	\$24.29

# Other Rate Component Adjustments

Guidehouse worked with DHS to adjust the rate components outlined below for non-residential services, based on feedback provided by the Rate Methodology Workgroup.

- **Productivity Adjustments:** Guidehouse included all providers that reported productivity in the Provider Survey and established a lower limit of 60 percent for providers that reported lower productivity.

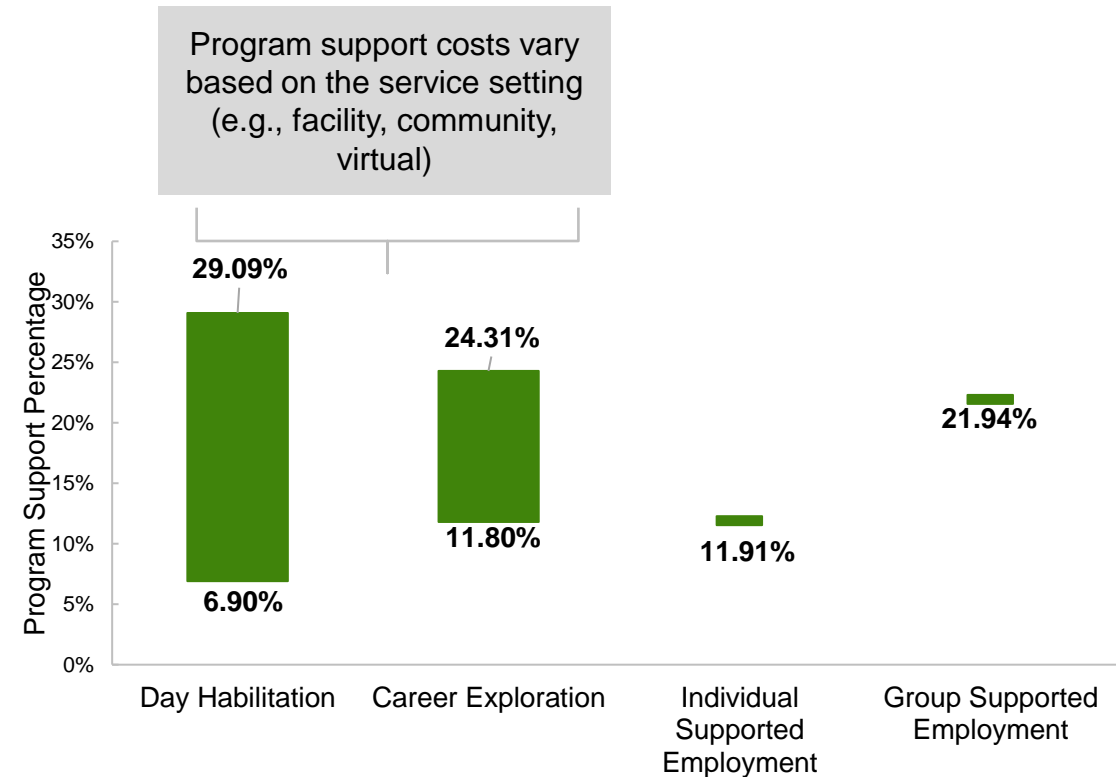
South Dakota DD Provider Survey (Worksheet D, Section 1) – Productivity			
Average Productivity Percentages for 1915(c) CHOICES Waiver Service	Client-facing or Non-client-facing services (including outliers <=60%)	Client-facing or Non-client-facing services (excluding outliers <= 60%)	Client-facing or Non-client-facing services (includes all providers, lower limit set at 60%)
Career Exploration	66%	73%	68%
Day Services	73%	76%	73%
Individual Supported Employment	65%	73%	69%
Group Supported Employment	65%	74%	68%

- **Staffing Ratio Assumptions:** Guidehouse developed rates for varying and expected staffing needs, recognizing that each organization may have differing staffing ratios based on complexity of care. For example, we developed three rates for facility-based day services for 1:3, 1:5 and 1:8 staffing ratios. (*Note: Additional information about this rate component is captured in Section #4 and the Appendix.*)

# Program Support Assumptions for Non-Residential Services

Guidehouse computed program support cost factors for individual waiver services and providers using personnel and non-personnel costs reported in the FY19 CSP Cost Reports.

- Program support factors used in rate modeling for individual services include wages, employee related expenses, supplies, travel and transportation, building and equipment, and/or depreciation cost components based on costs associated with direct service delivery.
- Travel and transportation components are established based on varying needs for services. For example, transportation assumptions for day services included the following:
  - *Facility*: Program support transportation factor calculated for total program support transportation and direct care costs across all provider organizations (3.9%).
  - *Community*: 75<sup>th</sup> percentile of program support transportation factors computed for individual provider organization (5.7%).



# Proposed CHOICES Waiver Services



# Rate Structure for Non-Residential Services

Guidehouse worked with DHS and identified five non-residential services that include 21 service components for the CHOICES waiver.

#	1915(c) CHOICES Waiver Service	Waiver Service Component	Proposed Unit
1	Day Service	Facility-Based Day Service (Basic, 1:8)	Hour
		Facility-Based Day Service (Intermediate, 1:5)	Hour
		Facility-Based Day Service (Enhanced, 1:3)	Hour
		Community-Based Day Service (1:4)	Hour
		Virtual Day Service (1:6) - <b>NEW</b>	Hour
2	Behavior Support	Behavior Support (1:2) - <b>NEW</b>	Hour
3	Career Exploration	Facility-Based Career Exploration (1:5)	Hour
		Community-Based Career Exploration (1:4)	Hour

# Rate Structure for Non-Residential Services (cont.)

Guidehouse worked with DHS and identified five non-residential services that include 21 service components for the CHOICES waiver.

#	1915(c) CHOICES Waiver Service	Waiver Service Component	Proposed Unit
4	Supported Employment Service	Individual Supported Employment – Discovery (1:1)	Hour
		Individual Supported Employment – Job Development (1:1)	Hour
		Individual Supported Employment – Stabilization & Career (1:1)	Hour
		Individual Supported Employment – Long-term Support & Job (1:1)	15 Minutes
		Group Supported Employment (1:4)	Hour
		Enclave Supported Employment (1:8) - <b>NEW</b>	Hour
5	Assistive Technology	Assistive Technology - <b>NEW</b>	Maximum Allowance

# Rate Structure for Residential Services

We developed residential rate models for six residential settings, namely group homes, apartment settings, supervised living, monitored living, family home, and shared living.

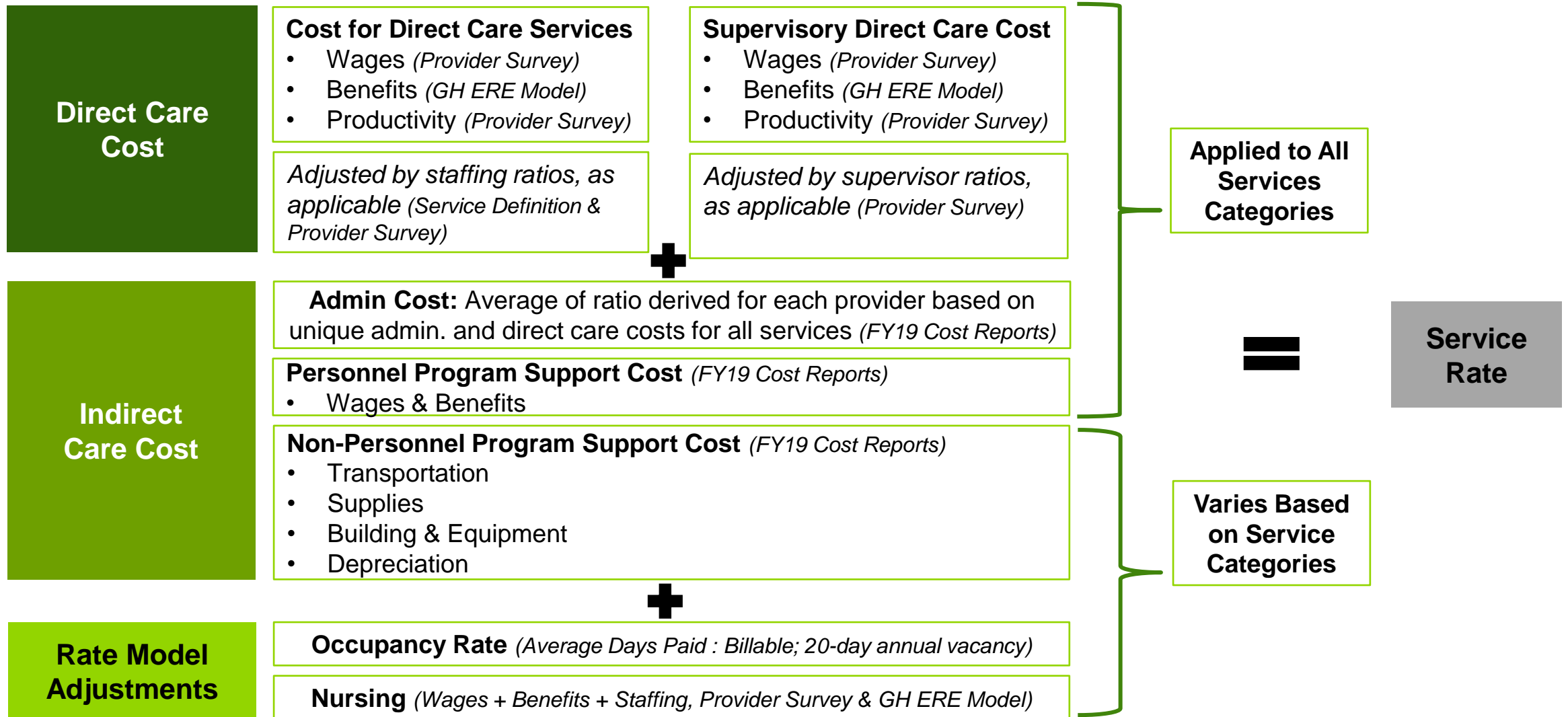
#	1915(c) CHOICES Waiver Service	Waiver Service Component	Proposed Unit
6	Residential Service	24/7 Residential - Group Home	Daily
		24/7 Residential - Apartment Setting	Daily
		Supervised Living	Daily
		Monitored Living	Daily
		Family Home	Daily
		Shared Living	Daily

# New CHOICES Waiver Service Specifications

- **Virtual Day Service** allows CSPs in one location to render day habilitation services remotely to participants in a different location. The service assists with the acquisition, retention, or improvement in self-help, socialization and adaptive skills. It may also assist to mitigate the risks individuals may experience from social isolation which include loneliness, skill atrophy, and personal hygiene deterioration.
- **Behavior Support Service** allows a behavioral specialist to provide enhanced support services in day program settings.
- **Supported Employment Enclave** is applicable to employment specialists/job coaches who provide supported employment work crew type services in a large group setting. This service is similar to the group supported employment service, but in a larger participant group (1:8). The service may take place at a work site of a competitive employer where groups of participants with disabilities work and are supervised.
- **Assistive Technology** is equipment or a product system such as devices, controls, or appliances, whether acquired commercially, modified, or customized, that is used to increase, maintain, or improve functional capabilities of participants, thereby decreasing their need for assistance from others as a result of limitations due to disability.

# Non-Residential Service Rate Models

# Overview of Rate Build-Up Approach



# Day Service Rate Models and Rates

The table below provides a walk-through of key rate components for facility, community and virtual day services.

Cost Center	Rate Component	Facility-Based (Basic)	Facility-Based (Intermediate)	Facility-Based (Enhanced)	Community-Based	Virtual Day Service
	Unit	Hour				
	Staff : Participant Ratio	1:8	1:5	1:3	1:4	1:6
Direct Care	2022 DSP Benchmark Hourly Wage <sup>1</sup> and ERE Percentage	\$18.28; 34% ERE				
	Productivity Rate <sup>2</sup>	73%				
	Supervisor : Staff Ratio	1:9				
	2022 DSP Supervisor Hourly Wage <sup>1</sup> and ERE Percentage	\$24.29; 31% ERE				
Indirect Care	Administrative Overhead	14.30%				
	Program Support Factor	29.1%	29.1%	29.1%	14.3%	6.9%
Other Adjustments	Nurse : Participant Ratio	1:28				
	2022 LPN Hourly Wage <sup>1</sup> and ERE LPN Percentage	\$22.7; 31.4% ERE				
	Occupancy or Vacancy Rate	92% or 8% (260 billable, 240 paid)				
<b>Benchmark Rate</b>		<b>\$7.46</b>	<b>\$11.94</b>	<b>\$19.90</b>	<b>\$13.38</b>	<b>\$8.41</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for DSPs; (2) Productivity assumption includes all providers and lower limit is set at 60%.



# Behavior Support Rate Model and Rate

The table below provides a walk-through of key components that comprise the behavior support service rate.

Cost Center	Rate Component	Behavior Support
	Unit	Hour
Direct Care	Staff : Participant Ratio	1:2
	2022 Behavioral Specialist Benchmark Hourly Wage <sup>1</sup> and ERE Percentage	\$23.41; 31% ERE
	Productivity Rate <sup>2</sup>	73%
Indirect Care	Administrative Overhead	14.30%
	Program Support Factor	29.10%
Other Adjustments	Occupancy or Vacancy Rate	92% or 8% (260 billable, 240 paid)
<b>Benchmark Rate</b>		<b>\$32.81</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI; (2) Productivity assumption includes all providers and lower limit is set at 60%.





# Career Exploration Rate Models and Rates

The table below provides a walk-through of key rate components for facility and community career exploration services.

Cost Center	Rate Component	Facility-Based Career Exploration	Community-Based Career Exploration
	Unit	Hour	
Direct Care	Staff : Participant Ratio	1:5	1:4
	2022 Employment Specialist/Job Coach Hourly Wage <sup>1</sup> and ERE Percentage	\$19.97; 33% ERE	
	Productivity Rate <sup>2</sup>	68%	
	Supervisor : Staff Ratio	1:5	
	2022 DSP Supervisor Hourly Wage <sup>1</sup> and ERE Percentage	\$24.29; 31% ERE	
Indirect Care	Administrative Overhead	14.30%	
	Program Support Factor	24.30%	11.80%
Benchmark Rate		<b>\$12.59</b>	<b>\$14.31</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for Employment Specialist/Job Coach; (2) Productivity assumption includes all providers and lower limit is set at 60%.



# Supported Employment (SEP) Rate Models and Rates

The table below provides a walk-through of key rate components for individual, group, and enclave supported employment services.

Cost Center	Rate Component	Supported Employment					
		Discovery	Job Development	Stabilization and Career Advancement	Long-term Support and Job Coaching	Group	Enclave
	<b>Unit</b>	Hour	Hour	Hour	15 Minutes	Hour	Hour
Direct Care	<b>Staff : Participant Ratio</b>	1:1	1:1	1:1	1:1	1:4	1:8
	<b>2022 Employment Specialist/Job Coach Hourly Wage<sup>1</sup> and ERE Percentage</b>	\$19.97; 33% ERE					
	<b>Productivity Rate<sup>2</sup></b>	69%	69%	69%	69%	68%	68%
	<b>Supervisor : Staff Ratio</b>	1:4	1:4	1:4	1:4	1:5	1:5
	<b>2022 DSP Supervisor Hourly Wage<sup>1</sup> and ERE Percentage</b>	\$24.29; 31% ERE					
Indirect Care	<b>Administrative Overhead</b>	14.30%					
	<b>Program Support Factor</b>	11.70%	11.70%	11.70%	11.70%	21.90%	21.90%
<b>Benchmark Rate</b>		<b>\$58.37</b>	<b>\$58.37</b>	<b>\$58.37</b>	<b>\$14.59</b>	<b>\$15.47</b>	<b>\$7.73</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for Employment Specialist/Job Coach; (2) Productivity assumption includes all providers and lower limit is set at 60%.

# Residential Service Program Costs: Staffing

# Assessment Tiering Framework for Residential Services

Guidehouse identified six tiers (Tiers 1-6) based on the level of support or intensity of participant needs that align with ICAP.

Tiers	ICAP Score	Short Description	Detailed Description
6	1-24	Pervasive	Individuals require pervasive or highly intense levels of support and supervision. For example, an individual may need special life support measures or personal care similar to that required by a premature infant or, because of problem behavior, may need intense and vigilant supervision. This level of support is provided in all circumstances and requires highly intense care or supervision at all times.
5	25-39	Extensive	Individuals require extensive or continuous support and supervision. For example, an individual may attain beginning self-care skills but may still require almost total personal care (e.g., for eating, dressing, or bathing) or, because of serious problem behavior, may need continuous supervision from someone within the same room or nearby.
4	40-54	Frequent	Individuals require frequent or close support and supervision. For example, an individual's personal care skills range from beginning to intermediate levels, but he/she still requires assistance with most daily activities and the supervision of at least one adult who is always present within hearing distance for support of adaptive skills and/or management of problem behavior.
3	55-69	Limited	Individuals require limited but consistent support and supervision. For example, an individual may be independent in some personal care skills, but may require help, support, or supervision with many daily activities and direct and consistent supervision for much of each day in home, school, work, and community settings.
2	70-84	Intermittent	Individuals require intermittent or periodic support and supervision. For example, an individual may be able to manage most daily activities independently, but may sometimes need periodic (often less than daily) advice, support, assistance, or supervision.
1	85-100	Infrequent or No Support	Individuals require infrequent or no support. For example, an individual may possess the ability (or potential ability limited by age) to live and work independently with occasional advice or assistance from others.

# Overview of Residential Rate Model Components

## Direct Care Cost

**Cost for Direct Care Services**

- Wages (*Provider Survey*)
- Benefits (*GH ERE Model*)

**Supervisory Direct Care Cost**

- Wages (*Provider Survey*)
- Benefits (*GH ERE Model*)

- *Adjusted by Annual Primary and Substitution Hours, as applicable*
- *Adjusted by productivity, as applicable (Provider Survey, State documentation)*

*Adjusted by supervisor hours, as applicable to the residential setting*



**Varies Based on Residential Service Categories**

## Indirect Cost

- **Admin Cost:** Average of ratio derived for each provider based on unique admin. and direct care costs for all services = 14.3% (*FY19 Cost Report*)
- **Vehicle Purchase and Operation Cost** (*GH Transportation Model based on SD Industry Market Scan*)
- **Supply Cost:** Ratio of total supply cost to total direct care cost for residential services across all providers = 1.4% (*FY19 Cost Report*)
- **Staff Travel and Transportation:** Ratio of total travel and transportation cost to total direct care cost for indiv. SE services across all providers = 1.63% (*FY19 Cost Report*)
- **Client Transportation:** Ratio of total travel and transportation cost to total direct care cost for residential services across all providers = 2.04% (*FY19 Cost Report*)



**Residential Service Rate Per Diem Per Site Per Tier**

## Other Rate Model Adjustments

- Internal Support Coordination** (*Wage + Benefits, Provider Survey & GH ERE Model*)
- Nursing** (*Wage + Benefits + Staffing, Provider Survey & GH ERE Model*)
- Occupancy Rate** (*Average Days Paid : Days Billable; 5-day vacancy per year*)

# Staffing Ratio Assumptions based on Resource Tiers

Staffing assumptions are modeled on a maximum of 8 person homes and aligned with the resource tiers.

- Guidehouse established maximum and minimum staffing ratios captured in the table below across the six tiers, modeled to align with the range of staffing needs associated with each tier.
  - For example, in Tier 1 wherein infrequent or no support may be required, the number of participants overseen by a staff may be larger than in Tier 6 that may require relatively more staff for a single participant.
- The maximum and minimum staffing ratios are used as upper and lower limits respectively to create appropriate staffing patterns for an individual resource tier over the course of a 24-hour day in a residential setting.

Short Description	Infrequent or No Support	Intermittent	Limited	Frequent	Extensive	Pervasive
Tier	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6
Maximum Staffing	1:4	1:3.5	1:3	1:2.5	1:2	1:1.5
Minimum Staffing	1:8	1:7	1:6	1:5	1:4	1:3

# Assessing and Varying Staffing Needs by Home Size

The base staffing across all tiers allows for at least one DSP staff member present in a home during all staffed hours.

- The example below demonstrates staffing calculations for group homes at a Tier 4 resource level. Similar computations are made for the other five tiers as well.

Benchmark – Staffing Ratios								
Tier 4	Home Size							
	1	2	3	4	5	6	7	8+
Prime Time	1:1	1:1.6	1:2	1:2	1:2	1:2.4	1:2.5	1:2.5
Non-Prime Time	1:1	1:1.8	1:2.6	1:3	1:3	1:4	1:4	1:5
Night	1:1	1:2	1:3	1:4	1:5	1:5	1:5	1:5
Day Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Benchmark – Actual Staff Needed								
Tier 4	Home Size							
	1	2	3	4	5	6	7	8+
Prime Time	1.00	1.25	1.50	2.00	2.50	2.50	2.80	3.20
Non-Prime Time	1.00	1.10	1.15	1.33	1.67	1.50	1.75	1.60
Night	1.00	1.00	1.00	1.00	1.00	1.20	1.40	1.60
Day Program	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

$$\text{Actual Staff Needed} = \frac{\text{Home Size}}{\text{Staffing Ratio}}$$

# Components of DSP Staff Hours

Primary and substitute staff hours are two key components of DSP staff hours.

- **Annual DSP Primary Hours**: The total number of productive and staffed service delivery hours.

$$\text{Annual DSP Primary Hours} = \text{Prime Time Hrs.} + \text{Non-Prime Time Hrs.} + \text{Night Time Hrs.} + \text{Day Program Hrs.}$$

- **Annual DSP Substitute Hours**: The hours needed to cover non-productive hours due to staff training, paid time off, and resident absences from day programs.
  - *Training Hours*: Assume a staff turnover rate of 50% and required annual training hours per staff member as 24 hours.
  - *PTO-Related Substitution*: Assume 35 days of paid time off, consistent with the 35-day average paid time off reported by providers in the Provider Survey.
  - *Day Program Absence*: Assumes 7 unstaffed hours per non-weekend day (average of 21 non-weekend days per month) to substitute staff to cover days when residents remain home and do not attend day programs.

$$\text{Annual DSP Substitute Hours} = \text{Substitute Training Hours} + \text{Substitute PTO Hours} + \text{Day Program Absence Hours}$$



# Staff Coverage in a “Standard” Group Home

The estimated DSP hours needed per year are calculated based on a model of hours needed over the course of the week at various times of the day with different intensities of staff need.

- The model assumes that 6 hours per weekday will be unstaffed in group homes while residents attend other services during the day, as depicted in the table below.

Residential Standard Group Home Staffing Hours							
Time Type	DSP Hours				Staffed Hours		Total Daily Hours
	Prime Time	Non-Prime Time	Night	Day Program	Staffed Hours	Unstaffed Hours	
Sun	8	8	8	0	24	0	24
Mon	5	5	8	0	18	6	24
Tue	5	5	8	0	18	6	24
Wed	5	5	8	0	18	6	24
Thu	5	5	8	0	18	6	24
Fri	5	5	8	0	18	6	24
Sat	8	8	8	0	24	0	24
<b>Total Weekly Hours</b>	41	41	56	0	<b>138</b>	30	168
<b>Annual DSP Total</b>	2,138	2,138	2,920	0	<b>7,196</b>	1,564	8,760

# Staff Coverage in an “Enhanced Day” Group Home

In this version of the group home model, participants would be eligible for an enhanced per diem under the assumption that they additional staffing is needed during weekdays.

- The model assumes that group homes are staffed 24 hours per day, 7 days per week.

Residential Enhanced Group Home Staffing Hours							
Time Type	DSP Hours				Staffed Hours		Total Daily Hours
	Prime Time	Non-Prime Time	Night	Day Program	Staffed Hours	Unstaffed Hours	
Sun	8	8	8	0	24	0	24
Mon	5	5	8	6	24	0	24
Tue	5	5	8	6	24	0	24
Wed	5	5	8	6	24	0	24
Thu	5	5	8	6	24	0	24
Fri	5	5	8	6	24	0	24
Sat	8	8	8	0	24	0	24
<b>Total Weekly Hours</b>	41	41	56	30	<b>168</b>	0	168
<b>Annual DSP Total</b>	2,138	2,138	2,920	1,564	<b>8,760</b>	0	8,760

# Staff Coverage in a Supervised Living Setting

The Supervised Living setting is similar to a group home in its staffing needs, except that this setting is designed for individuals with lower support needs and is not staffed during nighttime hours.

- The model assumes no night staffing, and that 7 hours per weekday will be unstaffed while residents work or attend other services during the day, as depicted in the table below.

Supervised Living Staffing Hours							
Time Type	DSP Hours				Staffed Hours		Total Daily Hours
	Prime Time	Non-Prime Time	Night	Day Program	Staffed Hours	Unstaffed Hours	
Sun	8	8	0	0	16	8	24
Mon	4	5	0	0	9	15	24
Tue	4	5	0	0	9	15	24
Wed	4	5	0	0	9	15	24
Thu	4	5	0	0	9	15	24
Fri	4	5	0	0	9	15	24
Sat	8	8	0	0	16	8	24
<b>Total Weekly Hours</b>	36	46	0	0	<b>77</b>	91	168
<b>Annual DSP Total</b>	1,877	2,138	0	0	<b>4,015</b>	4,745	8,760

# Primary DSP Staffing Hours Adjusted for Resource Needs

Primary staffing hours are calculated as a function of actual staff needed and DSP hours per home size.

- The example below demonstrates primary staffing hour calculations for group homes at a Tier 4 level of care. Similar computations are made for the other five tiers as well.

**Example: Resource-Adjusted Staff Hours Calculation – Tier 4** ★

Tier	Home Size	Actual Staff Needed				Primary Staff Hours
		Prime Time	Non-Prime Time	Night	Day Program	Staffed Hours
Tier 4	1	1.00	1.00	1.00	0	7,196
Tier 4	2	1.25	1.10	1.00	0	3,972
Tier 4	3	1.50	1.15	1.00	0	2,862
Tier 4	4	2.00	1.33	1.00	0	2,512
Tier 4	5	2.50	1.67	1.00	0	2,366
Tier 4	6	2.50	1.50	1.20	0	2,009
Tier 4	7	2.80	1.75	1.40	0	1,974
Tier 4	8+	3.20	1.60	1.60	0	1,867

**Minimum Staff Hours Calculation → Annual DSP Total Hours ÷ Home Size**

Home Size	Prime Time	Non-Prime Time	Night	Day Program	All DSP Hours
1	2,138	2,138	2,920	0	7,196
2	1,069	1,069	1,460	0	3,598
3	713	713	973	0	2,399
4	534	534	730	0	1,799
5	428	428	584	0	1,439
6	356	356	487	0	1,199
7	305	305	417	0	1,028
8+	267	267	365	0	899

$$\begin{aligned}
 &\text{Annual Primary Staffing Hours} \\
 &= \\
 &\text{Actual Staff Needed} \\
 &\times \\
 &\text{Annual DSP Total Hours [7456]} \\
 &\div \\
 &\text{Home Size [1-8+]}
 \end{aligned}$$

# Substitute Staffing Hours Adjusted for Resource Needs

Annual substitute staff hours are added to the primary staffing hours to compute the total annual DSP cost.

- The example below demonstrates substitute staffing hour calculations for group homes at a Tier 4 level of care. Guidehouse made similar calculations for the other five tiers as well.

**Example: Resource-Adjusted Staff Hours Calculation – Tier 4**

Tier	Home Size	Staffed Hours	FTE = Staffed Hours ÷ 2080	Substitute Training Hours	Substitute PTO Hours	Day Program Absence Hours	Total Substitution Staff Hours
Tier 4	1	7,196	3.46	41.5	969	147	1,157
Tier 4	2	3,972	1.91	22.9	535	74	631
Tier 4	3	2,862	1.38	16.5	385	49	451
Tier 4	4	2,512	1.21	14.5	338	37	389
Tier 4	5	2,366	1.14	13.6	318	29	361
Tier 4	6	2,009	0.97	11.6	270	25	307
Tier 4	7	1,974	0.95	11.4	266	21	298
Tier 4	8+	1,867	0.90	10.8	251	18	280

**Annual Substitution Staff Hours**  
 =  
 FTEs  
 ×  
 Training Substitution  
 [50% turnover\*24 hours] +  
 PTO Substitution [35 days\*8 hours] + Day  
 Program Absence Hours  
 [7 hours\*21 days]

# Components of Supervision and Support Hours

In addition to DSP hours, time spent by DSP supervisors, internal support coordinators, and nurses are also incorporated in the residential rate.

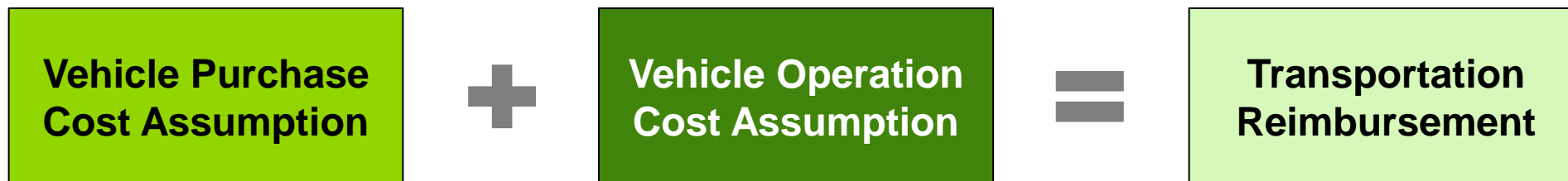
- Guidehouse arrived at the following assumptions for the three components:
  - **Supervisor Hours**: The model assumes that one supervisor oversees two group homes (bed size of 8 each) in a standard year with 40-hour weeks (2080 hours). Therefore, direct care supervisor hours per individual is **130 hours annually**.
  - **Internal Support Coordinator (ISC) Hours**: Similar to supervisor assumptions, we assume that one ISC oversees two group homes in a standard year with 40-hour work weeks. Therefore, ISC hours per individual is **130 hours annually**.
  - **Nursing Hours**: The Provider Survey revealed that the average staff to participant ratio for nursing services is 1:28. Therefore, nursing hours per individual is 1.43 hours in a standard 40-hour work week or **74.29 hours annually**.
- The assumptions outlined above for supervisor, ISC and nurse hours are applied consistently in all residential rate models, across all tiers and settings.

# Residential Transportation Costs

# Transportation Costs for Residential Services

Transportation reimbursed as a component of residential rates has a different purpose and different cost components than transportation for other non-residential services.

- Residential services transportation is for general transportation, and transportation for day programs or appointments with physicians is **not** included. Per the service definition, residential services transportation “between the participant's place of residence and other service sites or places in the community is provided as a component of Residential Habilitation services and the cost of this transportation is included in this rate.”
- Transportation reimbursement is determined using two distinct components: Vehicle Purchase and Vehicle Operation. Providers may be using local public transportation, may lease vehicles, or may purchase larger and more expensive vehicles to provide transportation to more than one residential home. These costs are assumed to be covered, in the aggregate by Vehicle Purchase and Vehicle Operation.





# Vehicle Purchase Cost for Residential Transportation

This assumption begins with the average total loan cost for a vehicle that can service ambulatory passengers. Calculations with the loan rate and loan term yield the final payment allowance.

- Guidehouse consulted various consumer reports on auto purchases and loans to develop assumptions.

Vehicle Purchase		
Component	Definition and Source	Value (not inflated)
Vehicle Loan Amount, Ambulatory	Average <i>Kelley Blue Book</i> New-Vehicle Price of Minivan in June 2021 <sup>1</sup>	\$43,033
Non-Ambulatory Add-On	Assumption based on South Dakota market scan	\$5,000
Loan Rate	Average <i>US News</i> Auto New Car Loan Rates in September 2021 across Excellent, Good, and Fair Credit Scores <sup>2</sup>	10.06%
Vehicle Loan Term (in Number of Monthly Payments)	Average <i>Edmunds</i> Loan Term for a New Car in March 2020 <sup>3</sup>	72
<b>Monthly Payment, Ambulatory</b>	<b>Monthly Vehicle Purchase cost</b>	<b>\$798.60</b>
<b>Monthly Payment, Non-Ambulatory</b>	<b>Monthly Vehicle Purchase cost including non-ambulatory add-on</b>	<b>\$891.39</b>

Source: (1) <https://mediaroom.kbb.com/2021-07-19-Average-New-Vehicle-Prices-Hit-All-Time-High.-According-to-Kelley-Blue-Book>; (2) <https://cars.usnews.com/cars-trucks/average-auto-loan-interest-rates#Average-Auto-Loan-Rates-for-Good-Credit>; (3) <https://www.edmunds.com/car-loan/how-long-should-my-car-loan-be.html>

# Vehicle Operation Cost for Residential Transportation

This assumption includes various costs relating to operating and maintaining vehicles in a provider agency's fleet.

- Vehicle operations costs are based on average annual miles and a per-mile reimbursement rate.
- Based on data from the 2021 Provider Survey and comparison with other states, the average annual miles is 10,000.
- Reimbursement using the IRS mileage rate is considered the standard across industries, and the IRS rate offers an independent, objective standard for vehicle operation costs.
- The current reimbursement rate is 56.0 cents per mile, resulting in **\$5,600** of reimbursement for vehicle operations cost per year.<sup>1</sup> This reimbursement varies based on the number of individuals in each residential site.

Vehicle Operation		
Component	Definition and Source	Value
Average Annual Miles	2021 Provider Survey and comparison with other states	10,000
Per-Mile Reimbursement Rate	2021 IRS Standard Mileage Rate <sup>1</sup>	\$0.56 per mile
<b>Monthly Vehicle Operation Cost</b>	<b>Monthly Vehicle Operation cost</b>	<b>\$466.67</b>

Source: (1) <https://www.irs.gov/tax-professionals/standard-mileage-rates>

# Total Transportation Cost: Vehicle Purchase and Operation

Costs for both Vehicle Purchase and Vehicle Operation are combined to determine the Residential Services Transportation Cost.

- The table below includes annual transportation costs that are incorporated in the rate model.
  - Total vehicle costs vary based on the size of a residential site, and the upper limit on the vehicle cost is equivalent to the cost for a 4-bed site.
  - Total annual costs are blended by assuming that 75 percent of vehicles used are ambulatory while the remaining 25 percent is non-ambulatory.

Bed Size	Ambulatory Vehicle Purchase (Annual)	Non-Ambulatory Vehicle Purchase (Annual)	Vehicle Operation (Annual)	Ambulatory Transportation Cost (Annual)	Non-Ambulatory Transportation Cost (Annual)	Annual Blended Transportation Cost (75% Ambulatory + 25% Non-Ambulatory)
1-4	\$2,395.79	\$2,674.16	\$1,400.00	\$3,795.79	\$4,074.16	\$3,865.38
5	\$1,916.63	\$2,139.33	\$1,120.00	\$3,036.63	\$3,259.33	\$3,092.31
6	\$1,597.19	\$1,782.77	\$933.33	\$2,530.53	\$2,716.11	\$2,576.92
7	\$1,369.02	\$1,528.09	\$800.00	\$2,169.02	\$2,328.09	\$2,208.79
8+	\$1,197.90	\$1,337.08	\$700.00	\$1,897.90	\$2,037.08	\$1,932.69

# Residential Service Rate Models

# Standard Group Home Rate Model – Tier 4

The table below captures an example residential rate model for group homes that serve participants with Tier 4 resource needs.

Cost Center	Rate Component	Group Home - Residential Service (Tier 4)							
		1	2	3	4	5	6	7	8+
<b>Unit</b>		<b>Per Diem</b>							
Direct Care Costs	Annual DSP Primary Hours	7,196	3,972	2,862	2,512	2,366	2,009	1,974	1,867
	Annual DSP Substitute Hours	1,157	631	451	389	361	307	298	280
	2022 DSP Benchmark Hourly Wage <sup>1</sup> and ERE Percentage	\$18.28; 34.3% ERE							
	Supervisor Hours	130							
	2022 DSP Supervisor Hourly Wage <sup>1</sup> and ERE Percentage	\$24.29; 31% ERE							
Indirect Costs	Administrative Factor	14.3%							
	Supply Cost Factor	1.4%							
	Annual Vehicle Cost	\$3,865.38	\$3,865.38	\$3,865.38	\$3,865.38	\$3,092.31	\$2,576.92	\$2,208.79	\$1,932.69
Other Adjustments	ISC Hours	130							
	2022 ISC Hourly Wage <sup>1</sup> and ERE Percentage	\$23.19; 31.4% ERE							
	LPN Hours	74.29							
	2022 LPN Hourly Wage <sup>1</sup> and ERE LPN Percentage	\$22.71; 31.4%							
	Occupancy Rate	99% = 360 ÷ 365							
<b>Benchmark Rate</b>		<b>\$702.99</b>	<b>\$407.11</b>	<b>\$305.27</b>	<b>\$272.79</b>	<b>\$256.93</b>	<b>\$223.05</b>	<b>\$218.54</b>	<b>\$207.95</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for DSPs



# Standard Benchmark Tiered Rates for Group Homes

The table below captures benchmark rates for all tiers and home sizes in residential group homes.

- In this model, the lowest rate would be \$144.96 per day in an 8+ person home for a participant with a Tier 1 support need. The highest rate, \$702.99, would provide minimum 1:1 staffing for an individual in a 1-person home.

Standard Group Home								
Tier	Home Size or Number of Participants							
	1	2	3	4	5	6	7	8+
<b>Tier 1</b>	\$702.99	\$373.44	\$263.59	\$208.67	\$149.05	\$147.23	\$145.93	\$144.96
<b>Tier 2</b>	\$702.99	\$373.44	\$263.59	\$215.54	\$199.67	\$179.48	\$171.92	\$164.54
<b>Tier 3</b>	\$702.99	\$373.44	\$263.59	\$224.70	\$208.83	\$198.26	\$196.96	\$195.98
<b>Tier 4</b>	\$702.99	\$407.11	\$305.27	\$272.79	\$256.93	\$223.05	\$218.54	\$207.95
<b>Tier 5</b>	\$702.99	\$445.58	\$343.75	\$304.85	\$282.89	\$268.25	\$266.95	\$249.94
<b>Tier 6</b>	\$702.99	\$429.55	\$359.78	\$358.81	\$336.85	\$335.03	\$320.91	\$319.93

# “Enhanced Day” Benchmark Rates for Group Homes

The table below captures benchmark rates for all tiers and home sizes in residential group homes.

- The only difference between the enhanced version of the group home service is that increases staff hours to cover the need for additional staff for individuals who do not regularly attend day services.

“Enhanced Day” Group Home								
Tier	Home Size or Number of Participants							
	1	2	3	4	5	6	7	8+
Tier 1	\$864.37	\$448.76	\$310.23	\$240.96	\$173.12	\$167.78	\$163.96	\$161.10
Tier 2	\$864.37	\$448.76	\$310.23	\$247.83	\$226.68	\$201.79	\$191.71	\$181.66
Tier 3	\$864.37	\$448.76	\$310.23	\$256.99	\$235.84	\$221.74	\$217.92	\$215.06
Tier 4	\$864.37	\$483.60	\$353.08	\$307.04	\$285.89	\$246.53	\$239.51	\$225.85
Tier 5	\$864.37	\$523.83	\$394.29	\$343.01	\$313.41	\$293.68	\$289.87	\$269.02
Tier 6	\$864.37	\$507.80	\$410.32	\$396.97	\$367.37	\$362.03	\$343.83	\$340.96

# Supervised Living Rate Model – Tier 4

The table below captures an example for supervised living residential sites that serve participants with Tier 4 resource needs.

Cost Center	Rate Component	Group Home - Residential Service (Tier 4)							
		1	2	3	4	5	6	7	8+
<b>Unit</b>		<b>Per Diem</b>							
Direct Care Costs	Annual DSP Primary Hours	1,651	1,651	1,651	1,651	1,651	1,317	1,285	1,178
	Annual DSP Substitute Hours	269	269	269	269	261	209	201	184
	2022 DSP Benchmark Hourly Wage <sup>1</sup> and ERE Percentage	\$18.28; 34.3% ERE							
	Supervisor Hours	130							
	2022 DSP Supervisor Hourly Wage <sup>1</sup> and ERE Percentage	\$24.29; 31% ERE							
Indirect Costs	Administrative Factor	14.3%							
	Supply Cost Factor	1.4%							
	Annual Vehicle Cost	\$3,865.38	\$3,865.38	\$3,865.38	\$3,865.38	\$3,092.31	\$2,576.92	\$2,208.79	\$1,932.69
Other Adjustments	ISC Hours	130							
	2022 ISC Hourly Wage <sup>1</sup> and ERE Percentage	\$23.19; 31.4% ERE							
	LPN Hours	74.29							
	2022 LPN Hourly Wage <sup>1</sup> and ERE LPN Percentage	\$22.71; 31.4%							
	Occupancy Rate	99% = 360 ÷ 365							
<b>Benchmark Rate</b>		<b>\$195.37</b>	<b>\$195.37</b>	<b>\$195.37</b>	<b>\$195.37</b>	<b>\$192.65</b>	<b>\$160.72</b>	<b>\$156.61</b>	<b>\$146.01</b>

Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for DSPs





# Benchmark Tiered Rates for Supervised Living

The table below captures supervised living benchmark rates for all tiers and home sizes.

- Aside from differences between in staffing assumptions between group homes and supervised living settings, supervised living has also been scaled so that all small home settings are treated as 4-bed homes for the purposes of vehicle costs and staffing ratios.

Tier	Home Size or Number of Participants							
	1	2	3	4	5	6	7	8+
<b>Tier 1</b>	\$137.11	\$137.11	\$137.11	\$137.11	\$110.34	\$108.52	\$107.22	\$106.25
<b>Tier 2</b>	\$143.15	\$143.15	\$143.15	\$143.15	\$140.42	\$128.98	\$127.68	\$120.30
<b>Tier 3</b>	\$151.19	\$151.19	\$151.19	\$151.19	\$148.46	\$146.64	\$145.35	\$144.37
<b>Tier 4</b>	\$195.37	\$195.37	\$195.37	\$195.37	\$192.65	\$160.72	\$156.61	\$146.01
<b>Tier 5</b>	\$227.44	\$227.44	\$227.44	\$227.44	\$205.47	\$190.83	\$189.53	\$172.52
<b>Tier 6</b>	\$255.59	\$255.59	\$255.59	\$255.59	\$233.62	\$231.80	\$217.68	\$216.71

# Monitored Living Residential Rate Model

The Monitored Living rates are applicable for services that support a person in their home, apartment or community setting, when the provider furnishes services intermittently to the individual.

- The table below captures monitored living rate components and rates for Tiers 1, 2 and 3.

Cost Center	Rate Component	Tier 1	Tier 2	Tier 3
	<b>Unit</b>		<b>Daily</b>	
<b>Direct Care</b>	<b>Monitored Living Participant Caseload</b>	1:12	1:10	1:8
	<b>2022 DSP Benchmark Hourly Wage<sup>1</sup> and ERE Percentage</b>	\$18.28; 34% ERE		
	<b>Productivity Assumption<sup>2</sup></b>	67.5% (12.5% of total shift or 1 hr. per shift spent on documentation; 20% of total shift on travel)		
	<b>Supervisor : Staff Ratio</b>	1:4		
	<b>2022 DSP Supervisor Hourly Wage<sup>1</sup> and ERE Percentage</b>	\$24.29; 31% ERE		
<b>Indirect Care</b>	<b>Administrative Overhead</b>	14.30%		
	<b>Program Support Factor</b>	5% (includes supplies, staff travel and transportation, and client transportation)		
<b>Other Adjustments</b>	<b>Nurse : Participant Ratio</b>	1:28		
	<b>2022 LPN Hourly Wage<sup>1</sup> and ERE LPN Percentage</b>	\$22.71; 31.4% ERE		
<b>Benchmark Rate</b>		<b>\$35.36</b>	<b>\$42.40</b>	<b>\$53.04</b>

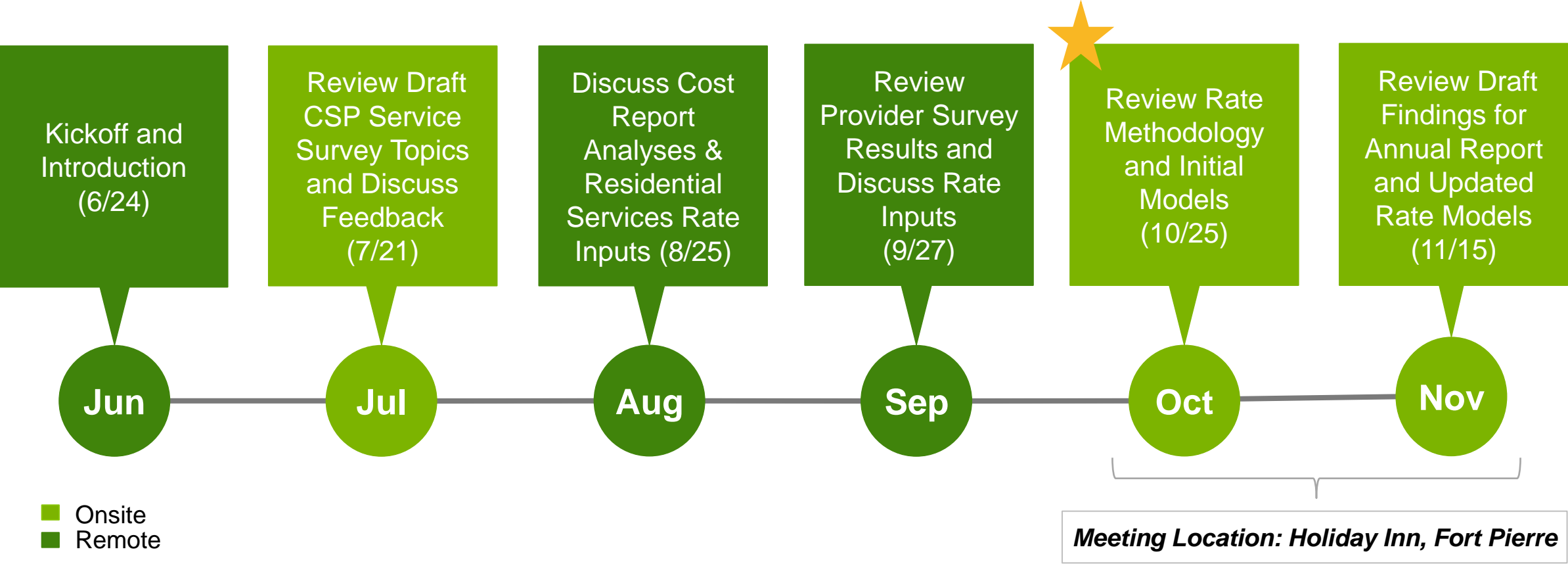
Note: (1) Includes weighted hourly wage from Provider Survey inflated by 3.4% PPI for all staff and supervisors, and 3.8% supplemental pay for DSPs; (2) Productivity assumption is based on CSP workgroup service matrix documentation (2020).



# Timeline & Next Steps

# Rate Methodology Workgroup Meeting Schedule

The Rate Methodology Workgroup and Guidehouse meet once a month to discuss topics related to survey development and implementation, service review, as well as rate methodology and modeling requirements and results.



# Next Steps

## Rate Methodology Workgroup

- Provide feedback on tiering framework and residential rate assumptions.

## Guidehouse

- Develop rate models for family home and shared living residential settings.
- Address feedback on rate models and finalize rate models and recommendations.
- Estimate fiscal impact based on proposed rates.
- Draft and review recommendations with the Rate Methodology Workgroup and the Steering Committee.

# Questions and Answers

# Appendix

# Career Exploration

Career Exploration Rate Component	Fixed Site Facility-Based	Community-Based	Source / Calculation
<b>Service Characteristics</b>			
Staff-to-Client Ratio	1:5.0	1:4.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	1 hour	
<b>Wage Calculation</b>			
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$19.97	\$19.97	Source: South Dakota DD Provider Survey
Annual Wage	\$41,540	\$41,540	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	32.97%	32.97%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$26.56	\$26.56	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$55,236	\$55,236	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>			
- Total Hours	40.00	40.00	Standard hours
- Average On-Site Time; "Billable Hours"	27.20	27.20	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.47	1.47	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$39.05	\$39.05	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$55,236	\$55,236	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>			
- Supervisor Wage	\$24.29	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.00%	31.00%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,182	\$66,182	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	8.00	8.00	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.20	0.20	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$6.36	\$6.36	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$45.42	\$45.42	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$



# Career Exploration (cont.)

Career Exploration Rate Component	Fixed Site Facility-Based	Community-Based	Source
<b>Staffing Assumptions</b>			
- Staff-to-Client Ratio	1:5.0	1:4.0	Source: South Dakota DD Provider Survey and Service Definition
<i>Adjusted Hourly Employee Compensation per Individual</i>	\$9.08	\$11.35	<i>Total Hourly Employee Compensation ÷ Staff-to-Client Ratio</i>
<b>Program Support Costs</b>			
- Program Support Percent	24.3%	11.8%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$9.08	\$11.35	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Program Support Cost</i>	\$2.21	\$1.33	<i>Program Support Percent × Total Hourly Employee Costs</i>
<b>Administrative Overhead</b>			
- Administrative Percent	14.3%	14.3%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$9.08	\$11.35	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Administrative Cost</i>	\$1.30	\$1.62	<i>Administrative Percent × Total Hourly Employee Costs</i>
<b>Rate Calculation</b>			
Hourly Rate	\$12.59	\$14.31	<i>Adjusted Hourly Employee Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost</i>
<b>Service Definition Rate</b>	<b>\$12.59</b>	<b>\$14.31</b>	<i>Hourly Rate</i>

# Day Services: Fixed Site Facility-Based

Day Service Rate Component	Fixed Site Facility-Based (Basic, 1:8)	Fixed Site Facility-Based (Intermediate, 1:5)	Fixed Site Facility-Based (Enhanced, 1:3)	Source
<b>Service Characteristics</b>				
Staff-to-Client Ratio	1:8.0	1:5.0	1:3.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	1 hour	1 hour	
<b>Wage Calculation</b>				
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$18.28	\$18.28	\$18.28	Source: South Dakota DD Provider Survey
Annual Wage	\$38,017	\$38,017	\$38,017	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	34.0%	34.0%	34.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$24.49	\$24.49	\$24.49	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$50,943	\$50,943	\$50,943	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>				
- Total Hours	8.00	8.00	8.00	Standard hours
- Average On-Site Time; "Billable Hours"	5.81	5.81	5.81	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.38	1.38	1.38	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$33.74	\$33.74	\$33.74	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$50,943	\$50,943	\$50,943	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>				
- Supervisor Wage	\$24.29	\$24.29	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	31.0%	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	\$31.82	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,187	\$66,187	\$66,187	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	4.44	4.44	4.44	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.11	0.11	0.11	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$3.50	\$3.50	\$3.50	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$37.24	\$37.24	\$37.24	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$
<b>Nursing Cost</b>				
- LPN Wage	\$22.71	\$22.71	\$22.71	Source: South Dakota DD Provider Survey
- Nurse Benefits	31.4%	31.4%	31.4%	Source: South Dakota DD Provider Survey
Hourly Nurse Compensation	\$29.85	\$29.85	\$29.85	$LPN Wage \times (1 + Nurse Benefits)$
Annual Nurse Compensation	\$62,079	\$62,079	\$62,079	$Hourly Nurse Compensation \times 2080$
- Nurse Hours per Client per Week	1.43	1.43	1.43	$Standard Hours in a Week \div Nursing Staff to Client Ratio of 1:28$
- Nursing Hours per Hour	0.04	0.04	0.04	$Nurse Hours per Client per Week \div Standard Hours in a Week$
Total Hourly Nursing Cost	\$1.19	\$1.19	\$1.19	$Hourly Nurse Compensation \times Nursing Hours per Hour$
Total Hourly Employee Compensation	\$38.43	\$38.43	\$38.43	$Total Hourly Employee Compensation + Total Hourly Nursing Cost$

# Day Services: Fixed Site Facility-Based (cont.)

Day Service Rate Component	Fixed Site Facility-Based (Basic, 1:8)	Fixed Site Facility-Based (Intermediate, 1:5)	Fixed Site Facility-Based (Enhanced, 1:3)	Source
<b>Occupancy Adjustment</b>				
- Days Billable	260	260	260	
- Days Paid	240	240	240	
- Ratio	1.08	1.08	1.08	$Days\ Billable \div Days\ Paid$
- Hourly Rate	\$41.63	\$41.63	\$41.63	$Total\ Hourly\ Employee\ Compensation \times Ratio$
- Annual Compensation	\$68,107	\$68,107	\$68,107	$Hourly\ Rate \times 2080 \times (Billable\ Hours \div 8) \times Ratio$
<b>Staffing</b>				
- Number of Staff Members	1.00	1.00	1.00	
- Number of Individuals Served	8.0	5.0	3.0	
Total Staff Compensation	\$68,107	\$68,107	\$68,107	$Number\ of\ Staff\ Members \times Annual\ Compensation$
Total Hourly Compensation After Adjustment	\$41.63	\$41.63	\$41.63	$Number\ of\ Staff\ Members \times Hourly\ Rate$
Hourly Compensation per Individual	\$5.20	\$8.33	\$13.88	$Total\ Hourly\ Compensation\ After\ Adjustment \div Number\ of\ Individuals\ Served$
<b>Program Support Costs</b>				
- Program Support Percent	29.1%	29.1%	29.1%	Source: South Dakota FY19 Cost Reports
Hourly Program Support Cost	\$1.51	\$2.42	\$4.04	$Hourly\ Compensation\ per\ Individual \times Program\ Support\ Percent$
<b>Administrative Overhead</b>				
- Administrative Percent	14.3%	14.3%	14.3%	Source: South Dakota DD FY19 Cost Reports
Hourly Administrative Cost	\$0.74	\$1.19	\$1.98	$Hourly\ Compensation\ per\ Individual \times Administrative\ Percent$
<b>Rate Calculation</b>				
Hourly Rate	\$7.46	\$11.94	\$19.90	$Hourly\ Compensation\ per\ Individual + Hourly\ Program\ Support\ Cost + Hourly\ Administrative\ Cost$
<b>Service Definition Rate</b>	<b>\$7.46</b>	<b>\$11.94</b>	<b>\$19.90</b>	<b>Hourly Rate</b>

# Day Services: Community-Based and Virtual

Day Service Rate Component	Community-Based	Virtual Day Service	Source
<b>Service Characteristics</b>			
Staff-to-Client Ratio	1:4	1:6	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	1 hour	
<b>Wage Calculation</b>			
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$18.28	\$18.28	Source: South Dakota DD Provider Survey
Annual Wage	\$34,301	\$34,301	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	34.0%	34.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$24.49	\$24.49	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$45,963	\$45,963	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>			
- Total Hours	8.00	8.00	Standard hours
- Average On-Site Time; "Billable Hours"	5.81	5.81	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.38	1.38	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$33.74	\$33.74	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$50,943	\$50,943	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>			
- Supervisor Wage	\$24.29	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,187	\$66,187	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	4.44	4.44	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.11	0.11	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$3.50	\$3.50	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$37.24	\$36.16	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$
<b>Nursing Cost</b>			
- LPN Wage	\$22.71	\$22.71	Source: South Dakota DD Provider Survey
- Nurse Benefits	31.4%	31.4%	Source: South Dakota DD Provider Survey
Hourly Nurse Compensation	\$29.85	\$29.85	$LPN Wage \times (1 + Nurse Benefits)$
Annual Nurse Compensation	\$62,079	\$62,079	$Hourly Nurse Compensation \times 2080$
- Nurse Hours per Client per Week	1.43	1.43	$Standard Hours in a Week \div Nursing Staff to Client Ratio of 1:28$
- Nursing Hours per Hour	0.04	0.04	$Nurse Hours per Client per Week \div Standard Hours in a Week$
Total Hourly Nursing Cost	\$1.19	\$1.19	$Hourly Nurse Compensation \times Nursing Hours per Hour$
Total Hourly Employee Compensation	\$38.43	\$38.43	$Total Hourly Employee Compensation + Total Hourly Nursing Cost$

# Day Services: Community-Based and Virtual (cont.)

Day Service Rate Component	Community-Based	Virtual Day Service	Source
<b>Occupancy Adjustment</b>			
- Days Billable	260	260	
- Days Paid	240	240	
- Ratio	1.08	1.08	$Days\ Billable \div Days\ Paid$
- Hourly Rate	\$41.63	\$41.63	$Total\ Hourly\ Employee\ Compensation \times Ratio$
- Annual Compensation	\$68,107	\$68,107	$Hourly\ Rate \times 2080 \times (Billable\ Hours \div 8) \times Ratio$
<b>Staffing</b>			
- Number of Staff Members	1.00	1.00	
- Number of Individuals Served	4.0	6.0	
Total Staff Compensation	\$68,107	\$68,107	$Number\ of\ Staff\ Members \times Annual\ Compensation$
Total Hourly Compensation After Adjustment	\$41.63	\$41.63	$Number\ of\ Staff\ Members \times Hourly\ Rate$
Hourly Compensation per Individual	\$10.41	\$6.94	$Total\ Hourly\ Compensation\ After\ Adjustment \div Number\ of\ Individuals\ Served$
<b>Program Support Costs</b>			
- Program Support Percent	14.30%	6.9%	Source: South Dakota FY19 Cost Reports
Hourly Program Support Cost	\$1.49	\$0.48	$Hourly\ Compensation\ per\ Individual \times Program\ Support\ Percent$
<b>Administrative Overhead</b>			
- Administrative Percent	14.3%	14.3%	Source: South Dakota DD FY19 Cost Reports
Hourly Administrative Cost	\$1.49	\$0.99	$Hourly\ Compensation\ per\ Individual \times Administrative\ Percent$
<b>Rate Calculation</b>			
Hourly Rate	\$13.38	\$8.41	$Hourly\ Compensation\ per\ Individual + Hourly\ Program\ Support\ Cost + Hourly\ Administrative\ Cost$
<b>Service Definition Rate</b>	<b>\$13.38</b>	<b>\$8.41</b>	<b>Hourly Rate</b>

# Individual Supported Employment: Discovery and Job Development

Supported Employment Rate Component	Discovery	Job Development	Source
<b>Service Characteristics</b>			
Staff-to-Client Ratio	1:1.0	1:1.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	1 hour	
<b>Wage Calculation</b>			
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$19.97	\$19.97	Source: South Dakota DD Provider Survey
Annual Wage	\$41,540	\$41,540	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	33.0%	33.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$26.56	\$26.56	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$55,236	\$55,236	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>			
- Total Hours	40.00	40.00	Standard hours
- Average On-Site Time; "Billable Hours"	27.68	27.68	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.45	1.45	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$38.38	\$38.38	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$55,236	\$55,236	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>			
- Supervisor Wage	\$24.29	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,187	\$66,187	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	10.00	10.00	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.25	0.25	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$7.96	\$7.96	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$46.33	\$46.33	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$

# Individual Supported Employment: Discovery and Job Development (cont.)

Supported Employment Rate Component	Discovery	Job Development	Source
<b>Staffing Assumptions</b>			
- Staff-to-Client Ratio	1:1.0	1:1.0	Source: South Dakota DD Provider Survey and Service Definition
<i>Adjusted Hourly Employee Compensation</i>	<i>\$46.33</i>	<i>\$46.33</i>	<i>Total Hourly Employee Compensation ÷ Staff-to-Client Ratio</i>
<b>Program Support Costs</b>			
- Program Support Percent	11.7%	11.7%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$46.33	\$46.33	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Program Support Cost</i>	<i>\$5.41</i>	<i>\$5.41</i>	<i>Program Support Percent × Total Hourly Employee Costs</i>
<b>Administrative Overhead</b>			
- Administrative Percent	14.3%	14.3%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$46.33	\$46.33	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Administrative Cost</i>	<i>\$6.63</i>	<i>\$6.63</i>	<i>Administrative Percent × Total Hourly Employee Costs</i>
<b>Rate Calculation</b>			
Hourly Rate	\$58.37	\$58.37	<i>Adjusted Hourly Employee Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost</i>
<b>Service Definition Rate</b>	<b>\$58.37</b>	<b>\$58.37</b>	<i>Hourly Rate</i>

# Individual Supported Employment: Stabilization and Long-Term Support

Supported Employment Rate Component	Stabilization and Career Advancement	Long-term Support and Job Coaching	Source
<b>Service Characteristics</b>			
Staff-to-Client Ratio	1:1.0	1:1.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	15 mins	
<b>Wage Calculation</b>			
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$19.97	\$19.97	Source: South Dakota DD Provider Survey
Annual Wage	\$41,540	\$41,540	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	33.0%	33.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$26.56	\$26.56	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$55,236	\$55,236	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>			
- Total Hours	40.00	40.00	Standard hours
- Average On-Site Time; "Billable Hours"	27.68	27.68	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.45	1.45	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$38.38	\$38.38	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$55,236	\$55,236	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>			
- Supervisor Wage	\$24.29	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,187	\$66,187	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	10.00	10.00	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.25	0.25	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$7.96	\$7.96	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$46.33	\$46.33	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$



# Individual Supported Employment: Stabilization and Long-Term Support (cont.)

Supported Employment Rate Component	Stabilization and Career Advancement	Long-term Support and Job Coaching	Source
<b>Staffing Assumptions</b>			
- Staff-to-Client Ratio	1:1.0	1:1.0	Source: South Dakota DD Provider Survey and Service Definition
<i>Adjusted Hourly Employee Compensation</i>	<i>\$46.33</i>	<i>\$46.33</i>	<i>Total Hourly Employee Compensation ÷ Staff-to-Client Ratio</i>
<b>Program Support Costs</b>			
- Program Support Percent	11.7%	11.7%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$46.33	\$46.33	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Program Support Cost</i>	<i>\$5.41</i>	<i>\$5.41</i>	<i>Program Support Percent × Total Hourly Employee Costs</i>
<b>Administrative Overhead</b>			
- Administrative Percent	14.3%	14.3%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$46.33	\$46.33	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Administrative Cost</i>	<i>\$6.63</i>	<i>\$6.63</i>	<i>Administrative Percent × Total Hourly Employee Costs</i>
<b>Rate Calculation</b>			
Hourly Rate	\$58.37	\$58.37	<i>Adjusted Hourly Employee Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost</i>
<b>Service Definition Rate</b>	<b>\$58.37</b>	<b>\$14.59</b>	<i>Hourly Rate (Long-term Support and Job Coaching rate for 15-minute increment)</i>

# Group Supported Employment

Supported Employment Rate Component	Group	Source
<b>Service Characteristics</b>		
Staff-to-Client Ratio	1:4.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	
<b>Wage Calculation</b>		
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$19.97	Source: South Dakota DD Provider Survey
Annual Wage	\$41,540	$Hourly\ Wage \times 2080$
ERE (as Percent of Wages)	33.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$26.56	$Hourly\ Wage \times (1 + ERE\ as\ Percent\ of\ Wages)$
Annual Compensation (Wages + ERE)	\$55,236	$Annual\ Wage \times (1 + ERE\ as\ Percent\ of\ Wages)$
<b>Productivity Assumptions</b>		
- Total Hours	40.00	Standard hours
- Average On-Site Time; "Billable Hours"	27.20	$Total\ Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.47	$Total\ Hours \div Billable\ Hours$
Hourly Compensation After Adjustment	\$39.05	$Hourly\ Compensation\ (Wages + ERE) \times Productivity\ Adjustment$
Annual Compensation After Adjustment	\$55,236	$Annual\ Compensation\ (Wages + ERE) \times Productivity\ Adjustment$
<b>Supervision Cost</b>		
- Supervisor Wage	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	$Supervisor\ Wage \times (1 + Supervisor\ Benefits)$
Annual Supervisor Compensation	\$66,187	$Hourly\ Supervisor\ Compensation \times 2080$
- Supervision Hours per Staff per Week	8.00	$Total\ Hours \div Staff\ per\ Supervisor$
- Supervision Hours per Hour	0.20	$Supervision\ Hours\ per\ Staff\ per\ Week \div Total\ Hours$
Total Hourly Supervision Cost	\$6.36	$Hourly\ Supervisor\ Compensation \times Supervision\ Hours\ per\ Hour$
Total Hourly Employee Compensation	\$45.42	$Hourly\ Compensation\ After\ Adjustment + Total\ Hourly\ Supervision\ Cost$

# Group Supported Employment (cont.)

Supported Employment Rate Component	Group	Source
<b>Staffing Assumptions</b>		
- Staff-to-Client Ratio	1:4.0	Source: South Dakota DD Provider Survey and Service Definition
<i>Adjusted Hourly Employee Compensation per Individual</i>	\$11.35	<i>Total Hourly Employee Compensation ÷ Staff-to-Client Ratio</i>
<b>Program Support Costs</b>		
- Program Support Percent	21.9%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$11.35	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Program Support Cost</i>	\$2.49	<i>Program Support Percent × Total Hourly Employee Costs</i>
<b>Administrative Overhead</b>		
- Administrative Percent	14.3%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$11.35	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Administrative Cost</i>	\$1.62	<i>Administrative Percent × Total Hourly Employee Costs</i>
<b>Rate Calculation</b>		
Hourly Rate	\$15.47	<i>Adjusted Hourly Employee Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost</i>
<b>Service Definition Rate</b>	<b>\$15.47</b>	<i>Hourly Rate</i>

# Enclave Supported Employment

Supported Employment Rate Component	Enclave	Source
<b>Service Characteristics</b>		
Staff-to-Client Ratio	1:8.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	
<b>Wage Calculation</b>		
Hourly Wage (2021 Base + Inflation + Supp. Pay)	\$19.97	Source: South Dakota DD Provider Survey
Annual Wage	\$41,540	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	33.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$26.56	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$55,236	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>		
- Total Hours	40.00	Standard hours
- Average On-Site Time; "Billable Hours"	27.20	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.47	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$39.05	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$55,236	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Supervision Cost</b>		
- Supervisor Wage	\$24.29	Source: South Dakota DD Provider Survey
- Supervisor Benefits	31.0%	Source: South Dakota DD Provider Survey
Hourly Supervisor Compensation	\$31.82	$Supervisor Wage \times (1 + Supervisor Benefits)$
Annual Supervisor Compensation	\$66,187	$Hourly Supervisor Compensation \times 2080$
- Supervision Hours per Staff per Week	8.00	$Total Hours \div Staff per Supervisor$
- Supervision Hours per Hour	0.20	$Supervision Hours per Staff per Week \div Total Hours$
Total Hourly Supervision Cost	\$6.36	$Hourly Supervisor Compensation \times Supervision Hours per Hour$
Total Hourly Employee Compensation	\$45.42	$Hourly Compensation After Adjustment + Total Hourly Supervision Cost$

# Enclave Supported Employment (cont.)

Supported Employment Rate Component	Enclave	Source
<b>Staffing Assumptions</b>		
- Staff-to-Client Ratio	1:8.0	Source: South Dakota DD Provider Survey and Service Definition
<i>Adjusted Hourly Employee Compensation per Individual</i>	\$5.68	<i>Total Hourly Employee Compensation ÷ Staff-to-Client Ratio</i>
<b>Program Support Costs</b>		
- Program Support Percent	21.9%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$5.68	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Program Support Cost</i>	\$1.25	<i>Program Support Percent × Total Hourly Employee Costs</i>
<b>Administrative Overhead</b>		
- Administrative Percent	14.3%	Source: South Dakota FY19 Cost Reports
- Total Hourly Employee Costs	\$5.68	<i>Adjusted Hourly Employee Compensation per Individual</i>
<i>Hourly Administrative Cost</i>	\$0.81	<i>Administrative Percent × Total Hourly Employee Costs</i>
<b>Rate Calculation</b>		
Hourly Rate	\$7.73	<i>Adjusted Hourly Employee Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost</i>
<b>Service Definition Rate</b>	<b>\$7.73</b>	<i>Hourly Rate</i>

# Behavior Support

Behavior Support Rate Component	Behavior Support	Source
<b>Service Characteristics</b>		
Staff-to-Client Ratio	1:2.0	Source: South Dakota DD Provider Survey and Service Definition
Unit of Service	1 hour	
<b>Wage Calculation</b>		
Hourly Wage (2021 Base + Inflation)	\$23.41	Source: South Dakota DD Provider Survey
Annual Wage	\$48,692	$Hourly Wage \times 2080$
ERE (as Percent of Wages)	31.0%	Source: South Dakota DD Provider Survey
Hourly Compensation (Wages + ERE)	\$30.67	$Hourly Wage \times (1 + ERE \text{ as Percent of Wages})$
Annual Compensation (Wages + ERE)	\$63,792	$Annual Wage \times (1 + ERE \text{ as Percent of Wages})$
<b>Productivity Assumptions</b>		
- Total Hours	8.00	Standard hours
- Average On-Site Time; "Billable Hours"	5.81	$Total Hours \times Productivity$ ; Source: South Dakota DD Provider Survey
- Productivity Adjustment	1.38	$Total Hours \div Billable Hours$
Hourly Compensation After Adjustment	\$42.24	$Hourly Compensation (Wages + ERE) \times Productivity Adjustment$
Annual Compensation After Adjustment	\$63,792	$Annual Compensation (Wages + ERE) \times Productivity Adjustment$
<b>Occupancy Adjustment</b>		
- Days Billable	260	
- Days Paid	240	
- Ratio	1.08	$Days Billable \div Days Paid$
- Hourly Rate	\$45.76	$Total Hourly Employee Compensation \times Ratio$
- Annual Compensation	\$74,867	$Hourly Rate \times 2080 \times (Billable Hours \div 8) \times Ratio$
<b>Staffing</b>		
- Number of Staff Members	1.00	
- Number of Individuals Served	2.0	
Total Staff Compensation	\$74,867	
Total Hourly Compensation After Adjustment	\$45.76	$Number of Staff Members \times Hourly Rate$
Hourly Compensation per Individual	\$22.88	$Total Hourly Compensation After Adjustment \div Number of Individuals Served$
<b>Program Support Costs</b>		
- Program Support Percent	29.1%	Source: South Dakota FY19 Cost Reports
Hourly Program Support Cost	\$6.65	$Hourly Compensation per Individual \times Program Support Percent$
<b>Administrative Overhead</b>		
- Administrative Percent	14.3%	Source: South Dakota DD FY19 Cost Reports
Hourly Administrative Cost	\$3.27	$Hourly Compensation per Individual \times Administrative Percent$
<b>Rate Calculation</b>		
Hourly Rate	\$32.81	$Hourly Compensation per Individual + Hourly Program Support Cost + Hourly Administrative Cost$
Service Definition Rate	\$32.81	Hourly Rate

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