

State Fiscal Year 2027 Home and Community Based Services Payment Rate Study

Louisiana Department of Health

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I. Executive Summary

Milliman has been engaged by the Louisiana Department of Health (LDH) to conduct a rate study involving a comprehensive review of payment rates for Louisiana Medicaid-funded home and community-based services (HCBS) programs state fiscal year (SFY) 2027 (July 1, 2026 to June 30, 2027). Services reviewed include a wide range of in-home, vocational, 24-hour and other services for individuals with intellectual and developmental disabilities, physical disabilities, and issues related to aging that are provided via the below programs:

- Adult Day Health Care (ADHC) Waiver
- Community Choices Waiver
- Children's Choice Waiver (CCW)
- Early and Periodic Screening, Diagnosis, and Treatment - Personal Care Services (EPSDT-PCS)
- Long Term-Personal Care Services (LT-PCS)
- New Opportunities Waiver (NOW)
- Residential Options Waiver (ROW)
- Supports Waiver (SW)

The SFY 2027 modeled rate updates included in this report are intended to be consistent with efficiency, economy, quality of care, and access to care. Efforts specific to the SFY 2027 rate modeling involved:

- Identifying opportunities for cross-program alignment in payment rate assumptions, based on a review of program requirements including Louisiana Administrative Code^{1,2}, 1915(c) waiver renewals and state plan amendments for applicable programs, Provider Service Manuals³, and LDH Medicaid Fee Schedules⁴.
- Input from LDH's Medicaid, Office of Aging and Adult Service (OAAS), and Office for Citizens with Developmental Disabilities (OCDD) departments to further understand service requirements collected through regular meetings with LDH program experts.
- Extensive provider, stakeholder, and provider association engagement with feedback gathered via an all-stakeholder meeting, provider feedback sessions (5), provider technical workgroup meetings (9), ad hoc data collection from provider technical workgroup members, and comments submitted to the project inbox.
- Use of an independent rate model (IRM) methodology for the majority of services, which builds rates from the "ground up" by determining the costs related to separate components and sums the components to develop a modeled payment rate for each service. A subset of services utilized an alternative payment rate development approach, generally consisting of leveraging other state fee schedules or trending historical costs forward to SFY 2027.

This report documents the SFY 2027 modeled provider payment rates and may not be appropriate for other purposes. LDH has indicated that they will use the results of this SFY 2027 rate modeling to evaluate overall HCBS program funding levels and inform changes to current HCBS payment rates. Milliman is not advocating for, recommending, or endorsing any specific adjusted payment rate approach. All final decisions regarding the design, modeling methodologies, parameters, and assumptions, and other aspects of the adjusted payment rate approach are the responsibility of LDH. The modeled rates described in this report may be subject to change based upon feedback from interested parties, or other information as it becomes available. It is our understanding that LDH would incorporate any rate changes into the applicable 1915(c) waiver amendments or state plan amendments for Centers for Medicare & Medicaid (CMS) review and approval, which would include the required public comment period.

RESULTS

The overall fiscal impact of the SFY 2027 modeled rates is an estimated 14.2% increase in overall HCBS expenditures from current fee schedule rates to SFY 2027. We developed estimated fiscal impacts using annualized July to December 2024 service units from Medicaid claims data which do not reflect any potential changes in utilization thereafter (e.g., as a result of increased payment rates, changes in enrollment and other factors that may impact utilization). In-home services represented the majority of this increase, as illustrated in Figure 1.

¹ Louisiana Division of Health. Part I of Title 48 Louisiana Administrative Code. Book 1. Retrieved from: <https://www.doa.la.gov/media/15odwaqn/48v01.pdf>

² Louisiana Division of Health. Part I of Title 48 Louisiana Administrative Code. Book 2. Retrieved from: <https://www.doa.la.gov/media/52pfplzc/48v2.pdf>

³ Louisiana Division of Health. *Provider Services Manual*. Retrieved from <https://www.lamedicaid.com/provweb1/providermanuals/ProviderManuals.htm>

⁴ Louisiana Division of Health. *Fee Index*. Retrieved from https://www.lamedicaid.com/provweb1/fee_schedules/feeschedulesindex.htm

FIGURE 1: FISCAL IMPACT ANALYSIS OF THE SFY 2027 MODELED PAYMENT RATE UPDATES (FEDERAL AND STATE SHARE)

	Fiscal Impact Analysis for all LDH HCBS Programs and Services				
	Including All Rate Changes				
	Estimated Payments	Current Rates	Modeled Rates	Estimated Fiscal Impact	Percent Change
Total Across all Programs	\$ 1,159,949,485		\$ 1,324,966,929	\$ 165,017,444	14.2%
In-Home	\$ 1,074,321,370	\$ 1,231,418,639	\$ 157,097,269		14.6%
Community	\$ 32,910,214	\$ 37,439,086	\$ 4,528,873		13.8%
Round-the-Clock	\$ 1,071,252	\$ 1,458,592	\$ 387,340		36.2%
All Else	\$ 51,646,649	\$ 54,650,611	\$ 3,003,963		5.8%
Medicaid Program Subtotal	\$ 17,493,733		\$ 19,647,389	\$ 2,153,656	12.3%
EPSDT-PCS	\$ 17,493,733	\$ 19,647,389	\$ 2,153,656		12.3%
OAAS Program Subtotal	\$ 431,024,176		\$ 491,579,511	\$ 60,555,335	14.0%
ADHC	\$ 5,251,091	\$ 5,611,155	\$ 360,065		6.9%
Community Choices	\$ 230,006,203	\$ 261,872,357	\$ 31,866,154		13.9%
LT-PCS	\$ 195,766,882	\$ 224,095,999	\$ 28,329,117		14.5%
OCDD Program Subtotal	\$ 711,431,576		\$ 813,740,029	\$ 102,308,453	14.4%
CCW	\$ 39,670,455	\$ 47,225,971	\$ 7,555,516		19.0%
NOW	\$ 550,631,246	\$ 627,898,895	\$ 77,267,649		14.0%
ROW	\$ 102,666,881	\$ 118,063,363	\$ 15,396,482		15.0%
SW	\$ 18,462,994	\$ 20,551,800	\$ 2,088,806		11.3%

Notes: Totals may not tie due to rounding. The calculation of estimated payments relies on annualized July to December 2024 utilization.

This report provides a description of the approach, methodology, and assumptions used to develop the SFY 2027 modeled rates. Appendix 1 provides a listing of the SFY 2027 modeled rates including a breakdown by rate component with Appendix 2 providing fiscal impact estimates by service and program. The remainder of the appendices provide additional detail, as described throughout this report.

II. Overview of Included Programs and Services

LDH administers the eight statewide HCBS programs included in the rate study, which are operated by the following entities:

- Medicaid: EPSDT-PCS
- OAAS: ADHC, Community Choices, and LT-PCS programs
- OCDD: CCW, NOW, ROW, and SW programs

These programs are primarily operated via fee-for-service (FFS), and include in-home, community, round-the-clock and other HCBS. Figure 2 provides a listing of the services included in this rate study by service type, and Appendix 3 provides the list of services by HCBS program.

Medicaid, OAAS and OCDD were engaged throughout the rate study to provide input on payment rate assumptions to support appropriate consistency in assumptions across services/programs.

FIGURE 2: SERVICES INCLUDED IN THE SFY 2027 RATE STUDY

SERVICE TYPE	SERVICES IN THE SFY 2027 RATE REVIEW
In-home	<ul style="list-style-type: none"> • Family Support • Caregiver Temporary Support Service • Personal Care Services • Individual and Family Supports • Community Living Supports • Habilitation • In-Home Respite • Monitored In-Home Caregiving (assessment, level 1, and level 2) • Companion Care • Supported Independent Living • Host Home • Shared Living (recipient-owned only) • Nursing Services (LPN & RN)
Community	<ul style="list-style-type: none"> • Adult Day Health Care (includes health status monitoring) • Day Habilitation • Community Life Engagement (includes development) • Prevocational • Community Career Planning • Initial Job Support and Job Stabilization • Supported Employment – follow along supports (includes virtual) • Group Employment Job Assessment, Discovery, and Development • Group Employment and Group Supported Employment • Job Development and Placement • Extended Job Supports • Work Based Learning Experience Assessment
Round-the-Clock	<ul style="list-style-type: none"> • Center-Based Respite (includes ADHC center and respite care services – out of home) • Caregiver Temporary Support Services (includes assisted living, nursing facility, and respite center) • Substitute Family Care • Shared Living – Level 1 (provider-owned only)
All Else	<ul style="list-style-type: none"> • Support Coordination • Housing Stabilization • Home Delivered Meals • Medically Tailored Meals (including gluten free, renal, and pureed) • Crisis Support • Specialty Therapy Services (including therapeutic horseback riding, sensory integration, music therapy, hippotherapy, art therapy, and aquatic therapy) • Physical, Occupational, and Speech Therapy • Nutritional Services • Social Worker Services • Psychologist Services • Transportation

III. Summary of Stakeholder Engagement and Feedback

The SFY 2027 rate study reflects intensive work with LDH and program stakeholders to better understand the costs associated with the delivery of the HCBS, in addition to the collection and analysis of a wide range of relevant data sources, as described below.

LDH engagement. Discussions were held with LDH subject matter experts throughout the rate study to obtain input on rate modeling assumptions and support compliance with program requirements.

All-stakeholder rate study kick-off. A kick-off meeting was held in October 2024 to inform all interested parties of the rate study project, overall scope, and opportunities to provide feedback.

Feedback sessions. Five feedback sessions were conducted to gather input from various stakeholder groups. The sessions included associations and advocacy organizations, support coordination agencies, large providers, small providers, and beneficiaries. Figure 3 provides a summary of key themes from feedback collected during these sessions.

Provider technical workgroups. A representative group of providers and provider associations were engaged as part of a technical workgroup series organized by service type:

- Adult day health care service providers – three meetings each
- In-home and vocational service providers (including day services) – three meetings each
- Support coordinators – three meetings each

Workgroup members provided feedback during meetings and responded to pre-meeting ad hoc data questionnaires. Topics included staff types, wages, health insurance, turnover, supervisor span of control, support coordination caseloads, transportation, paid time off (PTO), training, and facility-based service hours of operation, daily attendance, and weekly staffing

FIGURE 3: KEY THEMES FROM FEEDBACK SESSIONS

TOPIC	KEY STAKEHOLDER THEMES
Workforce Dynamics	<ul style="list-style-type: none"> • Employers in other industries offer higher wages and benefits for roles with similar credential requirements, limiting the available workforce for these positions. • Direct care worker supervisors and nursing staff are in particularly high demand and difficult to hire and retain. • Overtime use has increased since the COVID-19 public health emergency and is used by providers to support access to services via the existing workforce. • Individuals with complex needs and high behavioral health needs require more staffing on average due to medical needs. Paperwork and requirements of complex care services are prohibitive to getting access to these expanded services.
Transportation associated costs	<ul style="list-style-type: none"> • Expenses for service-related vehicles have increased, particularly for vehicle insurance, and are challenging to cover using the current funding levels. • Transportation as part of the service delivery is costly and inconsistently provided to beneficiaries of these programs and beneficiaries do not have sufficient access to vehicles that support clients with mobility issues (e.g., lift vehicles).
Service requirements	<ul style="list-style-type: none"> • Support coordination agencies raised concerns that they are currently unable to bill for time their staff are spending related to the intake of new beneficiaries. • Adjusting support service hours for beneficiaries in the ROW vs NOW is too complex. • Financial management in the ROW is failing to the direct care workers to perform in that they are the main resource assisting beneficiaries in understanding how to manage their budgets. However, direct care workers are typically not the best fit for this kind of task. • Expenses related to client-specific nurse-led training of direct care workers and client support that requires between 8 and 24 hours of daily care (including on-call support) for in-home services is challenging to cover under the current funding levels.
Payment rate transparency and consistency across the programs	<ul style="list-style-type: none"> • There are overall concerns regarding the transparency of costs included in payment rates particularly for direct care worker supervision, overtime, service-related travel, and administrative costs. • Some providers indicated appreciation or advocated for paying the same rate for similar services across HCBS programs, while other providers indicated that higher acuity individuals may require additional supports for the same service and therefore require a higher payment. • Some providers advocated for a consolidation of similar waivers into one program for ease of use and clarity regarding responsibilities and payment.

TOPIC	KEY STAKEHOLDER THEMES
HCBS Cost Reports	<ul style="list-style-type: none">Stakeholders expressed concerns that the cost reports from providers may not be a reliable source of provider expenses given the different approaches the providers are taking to completing the reports and the lack of feedback after submission.Stakeholders indicated that the cost reports are too complicated to fill out without having support from financial advisors.

Stakeholder engagement was critical in the development of rate modeling assumptions and additional details on how provider feedback was used are summarized throughout the remainder of this report.

IV. Methodology

We used an IRM approach to model payment rates for the majority of services included in this rate study, with a subset of services relying on other payment rate approaches. This section of the report describes the IRM rate development approach, the IRM rate components, and the other approaches used for payment rate development.

IRM RATE DEVELOPMENT APPROACH

The IRM approach calculates the average costs that a reasonably efficient provider would be expected to incur while delivering services. This approach determines the costs related to the individual cost components shown in Figure 4 and sums the component amounts to derive a rate for each service. Rather than relying on actual costs incurred from a prior time period to determine what the rates should be, the IRM approach builds rates from the “ground up” and considers what the costs may be to provide the service based on a set of assumptions. This approach provides transparency to rates and includes clear and concise documentation of the rate development process, where each component can be independently reviewed and assessed. The identification of assumptions by IRM component allows for easy updates to accommodate the ever-changing healthcare landscape and regulatory environment.

The IRM approach can be distinguished from other provider payment methodologies in that it estimates the average costs for each service given the resources (salaries and other expenses) reasonably expected to be required as part of delivering the service. By contrast, many cost-based methods rely primarily on the historical costs incurred while delivering services, which can be affected by operating or service delivery decisions made by providers. These operating or service delivery decisions may be inconsistent with program service delivery standards or be caused by program funding limitations that do not necessarily consider the average resource requirements associated with providing these services.

To the extent provider rates are affected by external factors, such as legislatively mandated funding levels that are not consistent with factors that drive the market, the IRM approach also provides a means to communicate what costs may reasonably be incurred, and the issues faced by providers, so decision makers can more equitably allocate resources based on this information.

A detailed description of each of the IRM components is provided in Figure 4. The first two components – direct care staff and supervisor salary and wages, and employee related expenses (ERE) – comprise the largest portion of the expected costs built into the rate models. We have excluded room and board expenses from the rates as these expenses are not allowed for Medicaid payment per federal Medicaid regulation.

FIGURE 4: IRM COMPONENTS

COMPONENT	ELEMENTS	SUB-ELEMENTS	CLARIFYING NOTES
Direct Care Staff and Supervisor Salaries and Wages	Service-related time	Direct time	<p>Corresponding time unit as defined on the fee schedule</p> <ul style="list-style-type: none"> Adjusted for staffing ratios for some services, i.e., more than one person served concurrently
		Indirect time	<p>Non-billable time for direct care workers as part of required service planning, note taking, and preparation time as well as time being supervised.</p>
		Transportation time	<p>Non-billable time for direct care workers related to travel as part of the service including:</p> <ul style="list-style-type: none"> Travel time directly transporting the client Travel time performing chores or tasks for the client when the client is not present Travel time between services <p>This time is only included as a rate modeling assumption if it is time that is required for the service, paid by providers to staff, and cannot be billed separately.</p>
		PTO and training time	<p>Includes vacation, holiday, and sick time. Training assumptions include both ongoing employee training as well as new hire training time attributable to employee turnover. Turnover represents the proportion of direct care staff who leave an organization in a year.</p>
		Supervisor time	<p>Accounted for using a span of control variable that represents the average number of direct care workers each supervisor oversees.</p>
	Wage rates	Can vary for overtime (OT) differentials	<p>Wage rates vary by direct care staff type.</p> <p>Staff wages include a time and a half (1.5 factor) increase for time associated with OT.</p>

COMPONENT	ELEMENTS	SUB-ELEMENTS	CLARIFYING NOTES
Employee Related Expenses	Payroll-related taxes and fees	Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), State Unemployment Insurance (SUI), Workers' Compensation	Applicable to all employees, and varies by wage level assumption
	Employee benefits	Health, dental, vision, life and disability insurance, and retirement benefits	Applicable to all employees. Benefit amounts may vary by staff type.
Transportation	Vehicle operating expenses	Includes all ownership and maintenance-related expenses	Varies by service with costs estimated based on the federal reimbursement rate.
Administration, Program Support, and Overhead	All other business-related costs	Includes program operating expenses, including management, accounting, legal, information technology, etc.	Excludes room and board expenses as these expenses are not allowed for Medicaid payment per federal Medicaid regulation.

Figure 5 provides a description of the different IRM rate model approaches used to develop the rates, based on the unit type and setting of each service. Payment rate modeling considered each of the core IRM components described in Figure 4, regardless of rate model approach. Appendix 4 provides examples of the detailed rate buildup for each rate model approach.

FIGURE 5: IRM RATE MODEL APPROACHES

UNIT & MODEL TYPE	OVERALL DESCRIPTION & SERVICES INCLUDED	INCLUDED SERVICES
Defined Amount of Time Per Unit – non-facility based	<ul style="list-style-type: none"> For services that have a defined time (minutes or hours) per billed services as part of a fee schedule. Typically, one primary worker is expected to provide the service overseen by a supervisor. 	<ul style="list-style-type: none"> In-home services: family support, caregiver temporary support services, personal care services, individual and family supports, community living supports, habilitation, in-home respite, and nursing services (LPN & RN) – 15 minute or hourly billed units Community services: community life engagement (including development), community career planning, initial job support and job stabilization, supported employment virtual delivery of individual job follow along, group employment job assessment, discovery, and development, group employment and group supported employment, job development and placement, and extended job supports All else: housing stabilization and crisis support
Defined Amount of Time Per Unit – facility based	<ul style="list-style-type: none"> Used for community services that are provided in a facility-based setting with a team of staff providing the service. The payment rate is developed by dividing the average assumed daily costs of the service by the average number of Medicaid attendees and average units billed per person per day. 	<ul style="list-style-type: none"> Community services: adult day health care, day habilitation, and prevocational services
Unit with undefined amount of time - per service, per visit, per diem	<ul style="list-style-type: none"> For services with an undefined amount of time per billed service, assumptions of time attributable to the provision of direct care was required to develop service costs. Typically, one primary worker is expected to provide the service overseen by a supervisor. 	<ul style="list-style-type: none"> In-home services: monitored in-Home caregiving (assessment, level 1, and level 2), companion care, supported independent living, host home, shared living (recipient owned only), and nursing services (LPN & RN) – per service, per visit, or per diem billed units Community services: supported employment - follow along supports (in-person) and work based learning experience assessment Round-the-clock: substitute family care and shared living (provider owned)
Per Month	<ul style="list-style-type: none"> Used for support coordination services only as defined by the fee schedule billing unit. The payment rate is developed by dividing the average monthly service costs for a single staff member or team of case managers by the average number of individuals on their case load. 	<ul style="list-style-type: none"> All else: support coordination

IRM RATE MODEL COMPONENTS

This subsection provides a description of the key rate components listed in Figure 4, which are:

- Direct care staff and supervisor salary and wages
- Transportation
- Employee related expenses
- Administration, program support, and overhead

Direct Care Staff and Supervisor Salary and Wages

The direct care staff salary and wage component is typically the largest component of the payment rates, comprising the labor-related cost, or the product of the time and expected wage rates for the direct care staff and supervisors who deliver each of the services.

Identification of staff types. There are a wide range of staff types authorized to provide HCBS to enrolled individuals (e.g., frontline worker, frontline worker supervisor, case manager/support coordinator, licensed practical nurse, registered nurse). To appropriately reflect the various staffing qualification and credential requirements across services, we developed a set of “staff types” based on similar characteristics, such as educational degrees, professional credentials, and expected wage rates. We then identified the relevant staff type(s) for each service through review of LDH program requirements and provider technical workgroup feedback. In certain cases, a service involves multiple staff types (e.g., services such as adult day health care). Appendix 5 provides a list of the staff types applicable for each service.

Wage data source and wage trend. We used Louisiana-specific May 2024 Bureau of Labor Statistics (BLS) wage data⁵ as the primary wage data source, which was the most recent BLS wage data available at the time of analysis. For the SFY 2027 modeled rates, we trended wages forward to the midpoint of the anticipated SFY 2027 rate effective period (December 31, 2026). We selected an annual trend factor of 2.5% to represent anticipated wage growth based on a review of the following data sources and benchmarks:

- BLS Louisiana-specific monthly wage data⁶ for staff in private education and health services – actual wage reporting as of November 2024
- Social Security Cost of Living Adjustment (COLA)⁷ – 2.5% reported factor for 2025
- Consumer Price Index (CPI) in the South region for the 12 months⁸ – 2.3% for all items and 2.7% for medical services reported as of February 2025

Identification of hourly wages by staff type. We identified hourly wages by staff type by aligning standard occupational classification (SOC) codes and BLS wage percentiles by staff type based on position responsibilities, a review of SOC code descriptions, and feedback from LDH and provider workgroup discussions. For certain staff types, BLS SOCs directly correspond to the direct care staff providing the service, such as licensed practical nurse (LPN) and registered nurse (RN). However, for other staff types, BLS does not publish an occupational code that directly corresponds to the staff type providing the service. To develop wages by staff type, we grouped and blended the relevant BLS occupation codes together using a weighting for each selected occupation. We determined the BLS occupation codes and weighting within each staff type based on a review of the requirements and qualifications for each LDH service and the BLS occupation code descriptions, along with consideration of provider technical workgroup feedback and questionnaire responses, and LDH feedback received related to BLS occupations. Appendix 6 provides a description of each BLS SOC used in wage identification. Appendix 7 illustrates wage percentile selection and total wages after incorporation of occupation weighting and trend.

Staff Time Assumptions. In the IRM approach, staff time is generally categorized as direct time, indirect time, transportation time, and supervisor time. Indirect and transportation time is only included as a rate modeling assumption if it is time required of staff that cannot be billed separately by the provider. Adjustments for PTO, training, and overtime are also incorporated. Figure 6 below provides a description of each of these sub-elements and related adjustments.

⁵ U.S. Bureau of Labor Statistics. May 2024 State Occupational Employment and Wage Estimates. Retrieved from https://www.bls.gov/oes/current/oes_ms.htm

⁶ BLS Current Employment Statistics (CES) Average Hourly Earnings of All Employees: Education and Health Services: Private Education and Health Services in Louisiana. Series ID SMU2200000650000003. Retrieved from <https://www.bls.gov/ces/data/>

⁷ Cost-of-Living Adjustment (COLA) Information for 2025. Retrieved from <https://www.ssa.gov/news/en/cola/factsheets/2025.html>

⁸ U.S. Bureau of Labor Statistics Consumer Price Index, South Region - February 2025. Retrieved from https://www.bls.gov/regions/southeast/news-release/2025/consumerpriceindex_south_20250312.htm#:~:text=The%20South%20all%20items%20CPI,12%20months%20ending%20in%20February.

FIGURE 6: SUMMARY OF IRM SUB-ELEMENTS RELATED TO DIRECT CARE STAFF AND SUPERVISOR TIME

TIME SUB-ELEMENT	DEFINITION	ASSUMPTIONS
Direct	<ul style="list-style-type: none"> Amount of billed time incurred by direct care staff per unit of service. Accounts for time spent providing the service face-to-face or other relevant billable time. For example, a service billed as a 15-minute unit assumes that the staff direct time is 15 minutes. 	<ul style="list-style-type: none"> Consistent with service billing units, if defined. Facility-based services assumed daily hours of direct care staffing by position. Services with a monthly billing unit relied on available working hours in a month. For services that do not have a defined direct service time per billing unit, we developed rate model direct time assumptions based on input from LDH subject matter experts and provider workgroup feedback. Direct time assumptions by service can be found in Appendix 5 of this report.
Indirect	<ul style="list-style-type: none"> Time that must be spent by non-supervisory direct care staff as part of provision of the service, but is not spent "client facing", and does not result in a billable unit of service. Time incurred for necessary activities such as planning, summarizing notes, updating medical records, and other non-billable but appropriate time not otherwise included in direct care staff direct time. We calculated indirect time as a percent of direct time based on an assumed number of minutes of indirect time. 	<ul style="list-style-type: none"> Identification of indirect time is relevant to services that are paid on a 15-minute, per hour, per service, or per visit basis where there is non-billable service-related direct care staff required time (excluding time related to PTO, training, overtime, and travel). Services paid using a caseload assumption (e.g., support coordination) or facility-based services (e.g., ADHC, day habilitation, and prevocational services) do not require separate identification of indirect time as the assumed staff time for those services includes direct and indirect time. Indirect time assumptions by service can be found in Appendix 5 of this report.
Transportation	<p>Reflects travel time by direct care workers that does not result in a billable unit and reflects activities such as:</p> <ul style="list-style-type: none"> Travel between clients Transporting members into the community (1:1 or shared rides) Out-of-home transportation without the client in the car (e.g., running errands) 	<ul style="list-style-type: none"> For community services, time spent by staff transporting members is already accounted for in the separate per diem or per trip payment and therefore no additional travel time consideration was made in the service-specific payment rate. For other services that include transportation time, time assumptions were developed based on the assumed number of trips (e.g., per week or per day), estimates of the average distance driven per service per person and an average miles per hour assumption. Travel time assumptions ranged between 30 and 60 minutes of travel time per trip, varying based on the frequency of travel and number of assumed trips per day. We identified travel assumptions based on Medicaid claims data, service-specific considerations, and input from LDH subject matter experts and provider technical workgroup members via workgroup meetings and questionnaire responses. Appendix 8 provides service-related travel assumptions by service.
PTO & Training	<ul style="list-style-type: none"> PTO includes time related to paid vacation, holiday, sick time, or other relevant time where staff are not working but are still receiving paid wages for the time off. Annually required training and/or conference time is incurred by direct care staff and supervisors, where staff are being paid wages for this time. One-time training/onboarding for new staff, which includes an adjustment for the assumed turnover rate. Turnover represents the proportion of direct care staff who leave an organization in a year. It affects the new hire training assumptions, as there would be additional training needed for staff hired to replace lost staff. 	<ul style="list-style-type: none"> Assumptions were developed based on service requirements, input from LDH subject matter experts and average time reported in the provider workgroup questionnaires. Appendix 9 provides the PTO and training assumptions by staff type.
Overtime Adjustment Factors	<ul style="list-style-type: none"> Most services include an adjustment to reflect time direct care staff are being paid time and a half (1.5 factor multiplied by regular wages) for working OT 	<ul style="list-style-type: none"> A time and a half (or 1.5 factor) assumption is applied to the underlying average hourly wage for staff working overtime

TIME SUB-ELEMENT	DEFINITION	ASSUMPTIONS
	<ul style="list-style-type: none"> Services with no assumed OT include: <ul style="list-style-type: none"> Monitored In-Home Caregiving Substitute Family Care Supported Independent Living Companion Care Host Home Shared Living 	<ul style="list-style-type: none"> Assumed percentage of staff hours associated with working overtime by staff type <ul style="list-style-type: none"> 5.0% for frontline workers 2.5% for frontline worker supervisors, employment specialist, case managers (CM), nurses, day service program manager, unlicensed social worker and Public Supportive Housing (PSH) CMs The personal assistance services – self-directed overtime payment rate accounts for overtime by adjusting the frontline worker wages upward by a 1.5 factor for all staff time. <p><i>Note:</i> No overtime was assumed for CM supervisors, program manager – support coordination (SC), employment specialist supervisor and PSH Licensed Clinical Social Worker (LCSW) - CM supervisors</p>
Supervisor Time	<ul style="list-style-type: none"> For most services included in this analysis, direct care staff providing services require supervision. Supervisors are typically more experienced or higher credentialed staff types responsible for the direct oversight of the employees that are providing the services to individuals. Supervision of direct care staff does not typically result in a separate billable unit of service. The primary responsibility of a supervisor is to provide oversight of direct care workers. Supervisor responsibilities may also include the hiring and training of staff, program planning and evaluation, working with families, and working with community members. Supervisor time is determined through application of a "span of control" assumption, which is a measure of how many direct care staff members a supervisor can oversee. 	<ul style="list-style-type: none"> Supervisor span of control assumptions by service can be found in Appendix 5 of this report.
Daily Hours of Operation for Facility-Based Day Services	<ul style="list-style-type: none"> Rate modeling reflects the average daily staffed time for all hours of operation, spread over the assumed average billed units per client per day. 	<ul style="list-style-type: none"> Facility-based day service facility staffing assumptions can be found in Appendix 5 of this report and include: <ul style="list-style-type: none"> 8 hours of daily operation for ADHC, day habilitation, and prevocational services 7 hours of average beneficiary attendance at the facility for ADHC services 5 hours of average beneficiary attendance at the facility for day habilitation and prevocational services

Employee Related Expenses

This component of rate modeling captures the ERE expected to be incurred for each direct care staff type. We calculate ERE as a percentage of direct care worker and supervisor salaries and wages. These percentages vary by staff type, and consist of the following:

- Employer entity's portion of payroll taxes, employee medical and other insurance benefits
- Employer portion of retirement expenses incurred on behalf of direct care workers and supervisors

For purposes of developing the ERE assumptions, we based employer-related payroll taxes on federal and Louisiana-specific requirements. For example, the Internal Revenue Service (IRS) specifies amounts for items such as FICA and FUTA, whereas the state specifies amounts related to SUI. A significant portion of the ERE assumption is driven by the cost of health insurance and retirement benefits the employer provides to its employees. To capture these costs, we used the December 2024 reported BLS Employer Cost for Employee Compensation (ECEC) information⁹.

⁹ U.S. Bureau of Labor Statistics. *Employer Cost for Employee Compensation – December 2024*. Retrieved from https://www.bls.gov/news.release/archives/ecec_03142025.pdf

For health insurance, we adjusted the BLS average hourly health insurance cost for private industry workers to reflect an assumed lower use of health insurance benefits as compared to the national average.

- Nationally, 53% of small firms (3 to 199 workers) and 98% of large firms (200+ workers) offered health benefits. For firms offering benefits across the nation, 60% of workers in small firms and 62% of workers in large firms had health insurance coverage, reflecting overall take up rates of 72% and 77%, respectively based on the Kaiser Family Foundation's Employer Health Benefits 2024 Annual Survey.¹⁰
- According to the 2023 National Core Indicators® Intellectual and Developmental Disabilities (NCI-IDD) Survey¹¹, 44% of Louisiana providers of intellectual and development disabilities services offered health insurance to some or all direct support professionals, compared to 60% of providers in the 26 total states participating in the NCI-IDD Survey.
- Provider technical workgroups reported that an average of 46% of support coordinators receive health benefits, while direct care staff across in-home, vocational, and ADHC service providers reported an average of 18% receiving health benefits.

The ERE health insurance assumptions used the following percentages of the BLS hourly insurance cost for purposes of payment rate development:

- Frontline workers, employment specialists, and their direct supervisors, ADHC program managers, ADHC social workers: 50%
- All other staff: 90%

For retirement, we adjusted the BLS hourly retirement cost for the BLS private industry workers (all employees) to reflect an assumed lower uptake of retirement benefits as compared to the national average.

- Nationally, 70% of private industry workers have access to defined contribution retirement plans (2024)¹²
- According to the 2023 Louisiana NCI-IDD Survey, 26% of Louisiana providers of intellectual and development disabilities services offered a retirement plan to some or all direct support professionals, compared to 56% of providers in the 26 states participating in the NCI-IDD Survey.
- Provider technical workgroups reported that an average of 46% of support coordinators receive insurance benefits, while direct care staff across in-home, vocational, and ADHC service providers reported an average of 22%.
- The ERE retirement benefits assumption used 65% of the BLS hourly retirement cost for all staff.

The detailed calculations related to the ERE percentage are shown by staff type and program in Appendix 10. Figure 7 below describes the data sources and assumptions for each ERE component.

FIGURE 7: ERE ASSUMPTIONS BY COMPONENT

COMPONENTS	ASSUMPTIONS	SOURCE
Federal Unemployment Tax Act	\$420 for all staff types Calculated as 6.0% of first \$7,000 of wages	Internal Revenue Service. Topic No. 759 From 940 – Employer's Annual Federal Unemployment Tax Return – Filing and Deposit Requirements. Retrieved from https://www.irs.gov/taxtopics/tc759
Employer Medicare Withholding	Employer Medicare Withholding: 1.45% Applied as a percentage to wages for all staff types	Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates. Retrieved from https://www.irs.gov/taxtopics/tc751 <i>Component of Federal Insurance Contributions Act</i>
Employer Social Security Withholding	Employer Social Security Withholding: 6.2% on first \$176,100 Applied as a percentage to wages for all staff types	Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates. Retrieved from https://www.irs.gov/taxtopics/tc751 <i>Component of Federal Insurance Contributions Act</i>
State Unemployment Insurance	\$159 for all staff types	State of Louisiana 2025 Unemployment Insurance Contribution Rate Table. Retrieved from: https://www.laworks.net/Downloads/UI/wts/2025ratetable.pdf

¹⁰ Kaiser Family Foundation. (2024). Employer Health Benefits 2024 Annual Survey. Figure 2.3 and 3.1. Retrieved from <https://files.kff.org/attachment/Employer-Health-Benefits-Survey-2024-Annual-Survey.pdf>.

¹¹ National Core Indicators Intellectual and Developmental Disabilities. 2023. State of the Workforce. Retrieved from: https://idd.nationalcoreindicators.org/wp-content/uploads/2024/11/2023-NCI-IDD-SoTW_241126_FINAL.pdf

¹² U.S. Bureau of Labor Statistics. (2024). *Employee Benefits Survey Latest Numbers*. Retrieved from <https://www.bls.gov/ews/latest-numbers.htm>.

COMPONENTS	ASSUMPTIONS	SOURCE
Workers' Compensation	<p>Calculated as 2.1% (average tax rate of lowest negative reserve and highest positive reserve) of first \$7,700</p> <p>1.2% calculated as a percentage of Bureau of Labor Statistics Wage and Salaries and Paid Leave components per December 2024 national data</p> <p>Applied as a percentage to wages for all staff types</p>	Bureau of Labor Statistics. Employer Cost for Employee Compensation – December 2024. Table 1, Private Industry Workers. Retrieved from https://www.bls.gov/news.release/archives/ecec_03142025.pdf
Health Insurance	<p>Calculation applies the below adjustments to the BLS average employer insurance cost as reported for private industry workers in the West South Central Region. Costs were trended to December 2026 using a 2.5% factor and reflect costs of \$5,857. Health insurance cost adjustments reflect an assumed lower use of health insurance benefits by Louisiana HCBS direct care staff as compared to the national average.</p> <ul style="list-style-type: none"> 0.50 for frontline workers, employment specialists, and their direct supervisors, ADHC program managers, ADHC social workers or \$2,928 0.90 for all other workers, or \$5,271 	BLS Employer Cost for Employee Compensation – December 2024. Table 7, Private Industry Workers. Retrieved from https://www.bls.gov/news.release/archives/ecec_03142025.pdf
Retirement	2.0%, reflecting 65% of the 3.0% retirement cost as reported by BLS for private industry workers in the West South-Central Region. This adjustment reflects an assumed lower use of retirement benefits as compared to the national average.	BLS Employer Cost for Employee Compensation – December 2024. Table 7, Private Industry Workers. Retrieved from https://www.bls.gov/news.release/archives/ecec_03142025.pdf

Transportation Expenses

The transportation expense component of rate modeling is intended to capture the average out-of-pocket transportation costs for providers. This expense is included in rate modeling as a mileage reimbursement rate based on the 2025 IRS standard Federal mileage rate of \$0.70 per mile¹³. For these services with travel, we converted the estimated travel time into miles using an average number of miles per hour (MPH) developed by weighting county-specific population by rural vs urban travel assumptions determined based on population density from a county level survey¹⁴ which is summarized in Figure 8.

FIGURE 8: CALCULATED WEIGHTED AVERAGE NUMBER OF MPH

AREA CATEGORIES	POPULATION DENSITY	DISTRIBUTION	AVERAGE MPH
Rural	40 people per square mile	11.2%	50.00
Suburban	Between 40 and 200 people per square mile	35.8%	40.00
Urban	More than 200 people per square mile	53.0%	30.00
Statewide		100.0%	36.00

Notes: Totals may not tie due to rounding.

Appendix 8 provides service-related travel assumptions by service.

¹³ IRS Standard Mileage Rate for Business Use in 2025. Retrieved from: <https://www.irs.gov/newsroom/irs-increases-the-standard-mileage-rate-for-business-use-in-2025-key-rate-increases-3-cents-to-70-cents-per-mile>

¹⁴ USA.com, Louisiana Land Area County Rank. Retrieved from: <http://www.usa.com/rank/louisiana-state--land-area--county-rank.htm>

Administration and Program Support

The administration and program support component is intended to account for the following types of costs:

- **Program support** – Costs include supplies, materials and equipment necessary to support service delivery. For facility-based community services, program support also includes facility space.
- **Administration** – Generally, administrative related expenses include all expenses incurred by the contractor necessary to support the provision of services, but not directly related to providing services to individuals. These expenses exclude transportation, wages and ERE for direct care staff and supervisors of direct care staff, and may include, but not be limited to those listed below:
 - Salaries and wages, and related employee benefits for employees or contractors that are not direct care staff or supervisors of direct care staff
 - Liability and other insurance
 - Licenses and taxes
 - Legal and audit fees
 - Accounting and payroll services
 - Billing and collection services
 - Bank service charges and fees
 - Information technology
 - Telephone and other communication expenses
 - Office and other supplies, including postage
 - Accreditation expenses, dues, memberships, and subscriptions
 - Meeting and administrative travel related expenses
 - Training tool and employee development expenses, including related travel
 - Human resources, including background checks and other recruiting expenses
 - Community education
 - Marketing/advertising
 - Interest expense and financing fees
 - Facility and equipment expense for space not used to directly provide services to individuals, and related utilities (excludes room and board per federal Medicaid requirements)
 - Vehicle and other transportation expenses not related to transporting individuals receiving services or transporting employees to provide services to individuals
 - Board of director expenses

We performed an initial review of Fiscal Year End (FYE) 2023 HCBS provider submitted cost reports, which included significant variability in administrative and program support costs as a percentage of total costs and suggested that providers were not allocating administrative and program support costs in a consistent manner for reporting purposes. We further reviewed a subset of FYE 2024 HCBS cost reports and the related administrative costs. Administrative costs ranged from 10% to 40% and reflected a wide range of activities. As administrative and program support costs are reported in the aggregate across all services, the cost report data is limited in its ability to inform service-specific administrative and program support costs at a detailed level. However, providers with significant in-home care services had generally lower administrative and program support costs.

Starting in 2028, the Access Rule¹⁵ requires states to report direct care staff compensation as a percentage of total Medicaid payments on a provider-specific basis for homemaker, home health aide, personal care, and habilitation services. In 2030, states must submit data demonstrating that providers are spending a minimum of 80% of Medicaid payment rates on direct care staff compensation for homemaker, home health aide and personal care services. As such, the administrative and program support cost assumptions selected should support compliance with meeting this threshold.

Rate modeling reflects the use of a single factor related to administration and program support as a percentage of the total rate which is set by service. Figure 9 provides the administration and program support percentage used for purposes of rate development.

¹⁵ Federal Register / Vol. 89, No. 92 / Notices, Medicaid Program; Ensuring Access to Medicaid Services. Dated May 10, 2024. Retrieved from: <https://www.govinfo.gov/content/pkg/FR-2024-05-10/pdf/2024-08363.pdf>

FIGURE 9: ADMINISTRATION AND PROGRAM SUPPORT ASSUMPTIONS

ADMIN %	NOTES AND RELEVANT SERVICES
Consideration for facility-based community services which includes the cost for facility space for services:	
20%	<ul style="list-style-type: none"> ADHC Day Habilitation (including virtual) Prevocational (including virtual) Community Life Engagement Community Career Planning Work Based Learning Experience Assessment Initial Job Support and Job Stabilization Supported Employment – follow along supports (including virtual) Group Employment Job Assessment, Discovery, and Development Group Employment and Group Supported Employment Job Development and Placement Extended Job Supports
Consideration for services that require additional office space, or provider owned building for beneficiaries to reside in:	
15%	<ul style="list-style-type: none"> Support Coordination Shared Living – maintained consistency across the recipient and provider owned service options Family Support Caregiver Temporary Support Service Personal Care Services Individual and Family Supports Community Living Supports Habilitation In-Home Respite Monitored In-Home Caregiving Companion Care Supported Independent Living Substitute Family Care Host Home Nursing Services (LPN & RN) Crisis Support Housing Stabilization Crisis Support
10%	

Other Service-Specific Considerations

Multiple Person Service Factor. The following services offer multiple person rate options although they are most commonly provided on a one-on-one basis:

- In-home services: Community living supports, family support, individual and family support, personal assistance services, crisis services, nursing services, host home, and shared living services
- Community services: Community life engagement, community life engagement development, community career planning, and group employment services

A standard factor reduction was used to develop the multiple person rates from the single person payment rate:

- Multiple person rate = single person rate * $((1 + (50\% * (\text{number of people} - 1))) / \text{number of people})$
- As an example, the S5125 UN Personal Assistance Services shared by 2 participants service would be calculated as the single person rate * $((1 + (50\% * (2 - 1))) / 2)$ or a 75% factor

The current relativity between single and multiple person payment rates vary notably by service, as illustrated below. As such, implementation of a standard approach to calculating multiple person rates results in variability in fiscal impacts for service-specific single versus multiple person payment rates.

- S5125 UN Personal Assistance Services Shared by 2 Participants service has historically been 88% of the single person rate.
- T2025 UN Community Life Engagement Development (1:2 ratio) has historically been a 57% factor of the single person rate.

Facility-Based Day Service Meal and Snack Assumptions. For facility-based day services, meal and snack requirements varied by service type. ADHC required the provision of one meal and two snacks per individual per day. In contrast, meals and snacks were not a requirement for day habilitation and prevocational service and provider technical workgroup members indicated individuals could bring their own food or purchase it separately from providers.

The meal cost was assumed to align with the trended payment rate for home-delivered meals (\$7.65, described in the following subsection). Snack costs were estimated at 25% of the meal cost which was based on the ratio of

supplement to lunch and supper costs for a free meal as reported in the Child and Adult Care Food Program (CACFP) July 2024 notice¹⁶, resulting in an assumed snack cost of \$1.91.

HCBS PAYMENT RATE MODELING USING NON-IRM APPROACHES

An alternative approach from the IRM was used to model payment rates for a subset of services. This approach generally utilizes existing Louisiana Medicaid fee schedules to align payments across programs. Figure 10 provides details on the specific approaches.

FIGURE 10: HCBS PAYMENT RATE MODELING USING NON-IRM APPROACHES

PROGRAM	SERVICE DESCRIPTION	RATE MODELING METHODOLOGY	MODELED RATE
ADHC	Adult Day Care Services - Health Status Monitoring (HSM) – S5102	Developed an hour assumption of 3.5 hours for the wellness check as well as to compensate the ADHC service provider for the un-planned vacancy when the client did not attend the day program. This hour assumption maintains the historical rate differential between the standard ADHC service rate and the HSM rate.	\$52.22 per diem
Community Choices	Caregiver Temporary Support Service, Center-Based, Overnight <ul style="list-style-type: none"> Assisted Living Facility – H0045 Nursing Facility – H0045HQ Respite Center – H0045HQHJ 	Consistent with the historical rate modeling approach, we are applying a factor to the median nursing facility rate. <ul style="list-style-type: none"> Factor: 66.7% assuming a client is at the center-based facility for 16 hours out of the possible 24 hours in a day. Median nursing facility rate: \$275.90 (January 2025 to March 2024 median nursing facility rate provided by LDH on March 19, 2025) 	\$183.93 per diem
CCW, NOW, ROW, and SW	Center-Based Respite – T1005HQ Respite Care Services - Out of Home – T1005HQ	It is our understanding that LDH intends to use a per diem billing unit for the center-based respite service in SFY 2027 instead of a 15 min unit to reflect the 24-hour nature of the service. We used the 1-person IFS 15-minute payment rate adjusted to reflect 24-hours of care as a proxy for costs that are anticipated to be associated with the new per diem center-based respite payment rate.	\$508.80 per diem
ADHC & Community Choices	Home Delivered Meals – S5170	The current Community Choices and ADHC program home delivered meals reflect a cost of \$7.00 per meal. Per the relevant 1915(c) waivers, this cost was established in CY 2023. We trended this \$7.00 from June 2023 to December 2026 using a 2.5% trend assumption based on the February 2025 CPI annual trend reporting for food in the South region, retrieved on April 10, 2025	\$7.65 per meal

¹⁶ Federal Register / Vol. 88, No. 132 / Notices, the Child and Adult Care Food Program (CACFP) per meal rates in whole or fractions of U.S. Dollars. Effective from July 1, 2024 - June 30, 2025. Retrieved from: <https://www.govinfo.gov/content/pkg/FR-2024-07-10/pdf/2024-15173.pdf>

PROGRAM	SERVICE DESCRIPTION	RATE MODELING METHODOLOGY	MODELED RATE
		from: https://www.bls.gov/regions/southeast/news-release/2025/consumerpriceindex_south_20250312.htm#:~:text=The%20South%20all%20items%20CPI,12%20months%20ending%20in%20February.	
Community Choices	Medically Tailored Meals – S5170AE	The current Community Choices waiver medically tailored meals reflect a cost of \$7.49 per meal. Per the relevant 1915(c) waivers, this cost was established in CY 2023. We trended the \$7.49 meal cost from June 2023 to December 2026 using a 2.5% trend assumption based on the February 2025 CPI annual trend reporting for food in the South region.	\$8.18 per meal
Community Choices	Medically Tailored Meals (Gluten-free, renal and pureed) – S5170AEU1	The current Community Choices waiver medically tailored meals reflect a cost of \$8.49 per meal. Per the relevant 1915(c) waivers, this cost was established in CY 2023. We trended the \$8.49 meal cost from June 2023 to December 2026 using a 2.5% trend assumption based on the February 2025 CPI annual trend reporting for food in the South region.	\$9.28 per meal
NOW, ROW, and SW	Transportation – T2002	The transportation per diem was first introduced in the SFY 2023 LDH fee schedules. The current per diem payment rate is \$20.00 and has not changed since its introduction in SFY 2023. We trended the current transportation costs from SFY 2023 to SFY 2027 using a 3.38% annualized trend based on the rate of change from the 2023 to 2025 general services administration (GSA) reported mileage rate.	\$22.84 per diem
ROW	Transportation Regular (Comm Access) – T2001U1	The current fee schedule payment rate is \$5.58 per trip. Consistent with the approach used for the per diem transportation payment rate, we trended the current transportation costs from SFY 2023 to SFY 2027 using a 3.38% annualized trend based on the rate of change from the 2023 to 2025 general services administration (GSA) reported mileage rate.	\$6.37 per one-way trip
ROW	Transportation Wheelchair (Comm Access) – A0090	The current fee schedule payment rate is \$9.32 per trip. Consistent with the approach used for the per diem transportation payment rate, we trended the current transportation costs from SFY 2023 to SFY 2027 using a 3.38% annualized trend based on the rate of change from the 2023 to 2025 general services administration (GSA) reported mileage rate.	\$10.64 per one-way trip
CCW, Community Choices, NOW, and ROW	Professional services including physician, occupational, speech, nutrition, psychologist, and social work services	The CCW, Community Choice, NOW, and ROW programs cover a range professional services, which account for less than 0.1% total CY 2024 HCBS expenditures. Given the low utilization of these services, LDH intends to align the HCBS payment	N/A

PROGRAM	SERVICE DESCRIPTION	RATE MODELING METHODOLOGY	MODELED RATE
		<p>rates for professional services with the Medicaid payment rates on the professional fee schedule for consistency across programs.</p> <p>Given the cross walking of professional services was not available at this time, we have identified this as "N/A" in these modeled rate materials and will update once the information is available.</p>	

V. Estimated Fiscal Impact

We developed estimated fiscal impacts across the HCBS programs to represent a point in time estimation of the change in costs that would be incurred by LDH if the SFY 2027 modeled rates described in this rate study were adopted. Fiscal impacts are an estimate based on historical units and do not reflect estimations of future changes to service utilization. Future utilization may differ from historical utilization for a wide range of reasons, including but not limited to changes in provider behavior due to increases or decreases to current payment rates such as those modeled in this analysis, changes in provider supply, or enrollment changes.

To calculate the estimated fiscal impact, we subtracted the SFY 2027 modeled rates from the current rates and multiplied that difference by the annualized July to December 2024 Medicaid claims data service units for the HCBS programs. The current rates were summarized from the LDH Medicaid fee schedules available at the time of this rate study. Figure 11 provides a summary of the effective dates of fee schedule rates used in analysis.

FIGURE 11: CURRENT FEE SCHEDULE RATES USED IN ANALYSIS

PROGRAM	FEE SCHEDULE EFFECTIVE DATE
ADHC	February 1, 2024
Community Choices	January 1, 2024
CCW	April 2, 2024
EPSDT-PCS	April 1, 2022
LT-PCS	May 12, 2023
NOW	December 10, 2024
ROW	February 28, 2024 with vocational services reflective of April 2024 redesigned services and payment rates
SW	October 7, 2024

Units were summarized using annualized July to December 2024 HCBS claims data for the HCBS programs with runout through March 2025. This HCBS claims data time period was selected as it includes experience for the redesigned vocational services that were implemented in April 2024 for the NOW & SW programs. In order to estimate fiscal impacts for the center-based respite service SFY 2027 modeled rates we converted the 15-minute units from the HCBS claims data to a 24-hour per diem unit. Figure 1 earlier in this report illustrates the estimated fiscal impacts in total and Appendix 2 summarizes estimated fiscal impacts by program and service.

Professional services have not been included in the estimated fiscal impact given the crosswalking of these HCBS services to the corresponding Medicaid professional fee schedule was not available at this time; these services represent less than 0.1% of CY 2024 HCBS expenditures.

Several vocational services included in this rate study have modeled payment rates that are lower than the current payment rates, reflecting 0.1% of CY 2024 HCBS expenditures. While the fiscal impact incorporates these decreases, it is our understanding that LDH intends to maintain the vocational services at their current funding level based on the fee schedules identified in Figure 11.

VI. Limitations and Data Reliance

This document, including the appendices, has been prepared for the Louisiana Department of Health (LDH) and their advisors. It is our understanding that LDH will share this document publicly. To the extent that the information contained in this document is provided to third parties, the document should be distributed in its entirety. Any user of the data must possess a certain level of expertise in actuarial science and healthcare modeling so as not to misinterpret the data presented.

Milliman is not advocating for, recommending, or endorsing any specific payment rate approach. All final decisions regarding the design, modeling methodologies, parameters, and assumptions, and other aspects of the payment rate approach are the responsibility of LDH.

Milliman has developed certain models to estimate the values included in this document. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purposes and in compliance with generally accepted actuarial practice and relevant standards of practice (ASOP).

In preparing this document, we relied on information including LDH service expenditure data, U.S. Bureau of Labor Statistics wage and benefit data, tax withhold information from federal and state agencies, IRS mileage reimbursement reporting, Consumer Price Index annual trend data, food costs reported by the Child and Adult Care Food Program, HCBS provider cost report data, and data submitted by provider technical workgroup members related to wages and HCBS service delivery. We have not audited or verified this data and other information. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete. We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

Milliman makes no representations or warranties regarding the contents of this document to third parties. Similarly, third parties are instructed that they are to place no reliance upon this information prepared for LDH by Milliman that would result in the creation of any duty or liability under any theory of law by Milliman or its employees to third parties. Other parties receiving this document must rely upon their own experts in drawing conclusions about the content of this material. Third-party recipients who are receiving this information at the request of LDH may not use this information for any purpose except in direct support of LDH.

The information in this document does not constitute legal advice. We recommend that users of this material consult with their own legal counsel regarding interpretation of applicable laws, regulations, and requirements.

Appendix 1: Summary of SFY 2027 Modeled Rates by Component

Description				SFY 2027 Modeled Payment Rates						Comparison to Current Payment Rates	
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change	
S5102	ADHC	Adult Day Care Services - Health Status Monitoring (HSM)	Per diem	N/A	N/A	N/A	N/A	\$52.22	\$47.35	10.3%	
S5100	ADHC	Adult Day Health Care Services	15 minutes	\$2.13	\$0.45	\$0.00	\$1.15	\$3.73	\$3.48	7.2%	
S5170	ADHC	Home Delivered Meals	Per meal	N/A	N/A	N/A	N/A	\$7.65	\$7.00	9.3%	
T2022	ADHC	Support Coordination	Monthly	\$137.14	\$32.84	\$7.00	\$31.23	\$208.21	\$202.00	3.1%	
T2023	ADHC	Transition Intensive Support Coordination	Monthly	\$162.85	\$39.00	\$7.00	\$36.86	\$245.71	\$224.00	9.7%	
97113	CCV	Aquatic Therapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$212.5	N/A	
H2032 HQ	CCV	Art Therapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.08	N/A	
H2032	CCV	Art Therapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$13.75	N/A	
		Current: 15 minutes; SFY 2027: Per Diem									
T1005 HQ	CCV	Center-Based Respite		N/A	N/A	N/A	N/A	\$508.80	\$3.38	N/A	
T2022	CCV	Children's Choice Support Coordination	Monthly	\$10.88	\$26.55	\$7.00	\$25.49	\$169.92	\$162.50	4.6%	
H2011 UN	CCV	Crisis Support	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$3.88	36.6%	
H2011 HQ	CCV	Crisis Support - 2 Children	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$2.76	44.2%	
S5125	CCV	Crisis Support - Center Based	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$2.44	44.7%	
S5125 UN	CCV	Family Support	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.38	21.0%	
S8940	CCV	Hippotherapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$212.5	N/A	
G9012	CCV	Housing Stabilization	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%	
G9012 U8	CCV	Housing Stabilization Transition	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%	
G0176 HQ	CCV	Music Therapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.08	N/A	
G0176	CCV	Music Therapy	15 minutes	N/A	N/A	N/A	N/A	N/A	\$13.75	N/A	
97533	CCV	Sensory Integration	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.92	N/A	
97799	CCV	Therapeutic Horseback Riding	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.38	N/A	
S5100	Community Choices	Adult Day Health Care (ADHC) Service	15 minutes	\$2.13	\$0.45	\$0.00	\$1.15	\$3.73	\$3.48	7.2%	
T1005	Community Choices	Caregiver Temporary Support Service (in the home)	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%	
		Caregiver Temporary Support Service, Center-Based, Overnight (Assisted Living Facility)									
H0045	Community Choices	Caregiver Temporary Support Service, Center-Based, Overnight (Nursing Facility)	Per diem	N/A	N/A	N/A	N/A	\$183.93	\$95.00	93.6%	
		Caregiver Temporary Support Service, Center-Based, Overnight (Respite Center)									
H0045 HQ UJ	Community Choices	Center-Based Respite (ADHC center)	15 minutes	\$2.13	\$0.45	\$0.00	\$1.15	\$3.73	\$4.02	-7.2%	
S5170	Community Choices	Home Delivered Meals	Per meal	N/A	N/A	N/A	N/A	\$7.65	\$7.00	9.3%	
G9012 U7	Community Choices	Housing Stabilization Services	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%	
G9012 U8	Community Choices	Housing Transition/Crisis Intervention Services	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%	
S5170 AE	Community Choices	Medically Tailored Meals	Per meal	N/A	N/A	N/A	N/A	\$8.18	\$7.49	9.3%	
S5170 AE UI	Community Choices	Medically Tailored Meals (Gluten-free, renal and pureed)	Per meal	N/A	N/A	N/A	N/A	\$9.28	\$8.49	9.3%	
T1028	Community Choices	Monitored In-Home Caregiving - Intake and Assessment	One Time	\$192.27	\$38.77	\$6.30	\$26.37	\$263.71	\$250.00	5.5%	
S5140	Community Choices	Monitored In-Home Caregiving Level 1	Per diem	\$71.95	\$17.77	\$1.80	\$10.17	\$101.69	\$78.63	29.3%	
S5140 TG	Community Choices	Monitored In-Home Caregiving Level 2	Per diem	\$107.43	\$26.53	\$1.80	\$15.08	\$150.84	\$117.94	27.9%	
T1001 TE	Community Choices	Nursing Assessment by L.P.N.	Per service	\$40.33	\$8.30	\$0.00	\$5.40	\$54.03	\$58.00	-6.8%	
T1001 TD	Community Choices	Nursing Assessment by R.N.	Per service	\$51.65	\$9.17	\$0.00	\$6.76	\$67.58	\$65.22	3.6%	
T1031	Community Choices	Nursing Care by L.P.N.	Per visit	\$40.33	\$8.30	\$0.00	\$5.40	\$54.03	\$58.00	-6.8%	
T1030	Community Choices	Nursing Care by R.N.	Per visit	\$51.65	\$9.17	\$0.00	\$6.76	\$67.58	\$65.22	3.6%	
S9470	Community Choices	Nutritional Counseling	Per service	N/A	N/A	N/A	N/A	N/A	\$49.00	N/A	
S5125	Community Choices	Personal Assistance Services	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%	
S5126 UH	Community Choices	Personal Assistance Services - am/pm, provided in the evening	Per visit	\$30.84	\$7.79	\$1.80	\$4.49	\$44.92	\$39.12	14.8%	
S5126 UF	Community Choices	Personal Assistance Services - am/pm, provided in the morning	Per visit	\$30.84	\$7.79	\$1.80	\$4.49	\$44.92	\$39.12	14.8%	
S5125 TU	Community Choices	Personal Assistance Services - Self-Directed Overtime	15 minutes	\$4.77	\$0.98	\$0.06	\$0.65	\$6.46	\$6.26	3.2%	
S5125 UN	Community Choices	Personal Assistance Services Shared by 2 Participants	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$4.07	-2.2%	
S5125 UN TU	Community Choices	Personal Assistance Services Shared by 2 Participants - Self-Directed Overtime	15 minutes	\$3.59	\$0.74	\$0.04	\$0.48	\$4.85	\$5.42	-10.5%	
S5125 UP	Community Choices	Personal Assistance Services Shared by 3 Participants	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$3.73	-5.4%	
S5125 UP TU	Community Choices	Personal Assistance Services Shared by 3 Participants - Self-Directed Overtime	15 minutes	\$3.18	\$0.66	\$0.04	\$0.43	\$4.31	\$4.91	-12.2%	

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Description				SFY 2027 Modeled Payment Rates					Comparison to Current Payment Rates	
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change
S9129	Community Choices	Skilled Maintenance Therapy - Occupational Therapy	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
		Skilled Maintenance Therapy - Occupational Therapy - Home Care Training, Family, outpatient	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
S5116 GO	Community Choices	Skilled Maintenance Therapy - Occupational Therapy - Home Care Training, Family, outpatient	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
S5111 GO	Community Choices	Skilled Maintenance Therapy - Occupational Therapy - Home Care Training, Family, outpatient	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97165 GO	Community Choices	Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97166 GO	Community Choices	Skilled Maintenance Therapy - Occupational Therapy, Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97167 GO	Community Choices	Skilled Maintenance Therapy - Occupational Therapy, Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97168 GO	Community Choices	Skilled Maintenance Therapy - Occupational Therapy, Re-evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
S9131	Community Choices	Skilled Maintenance Therapy - Physical Therapy	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
S5111 GP	Community Choices	Skilled Maintenance Therapy - Physical Therapy - Home Care Training, Family, outpatient	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
S5116 GP	Community Choices	Skilled Maintenance Therapy - Physical Therapy - Home Care Training, Non-Family, outpatient	Per visit	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97161 GP	Community Choices	Skilled Maintenance Therapy - Physical Therapy Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97162 GP	Community Choices	Skilled Maintenance Therapy - Physical Therapy Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97163 GP	Community Choices	Skilled Maintenance Therapy - Physical Therapy Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
97164 GP	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Evaluation - Behavioral and Qualitative Analysis of Voice and Resonance, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92524 GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Evaluation - Speech Sound Production with Language Comprehension and Expression, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92521 GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Evaluation - Speech Fluency, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92523 GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Evaluation - Speech Sound Production with Language Comprehension and Expression, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92522 GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Evaluation - Speech Sound Production, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92507 GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing Therapy, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92526 GN	Community Choices	Skilled Maintenance Therapy - Speech/Language - Oral Function Therapy, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
92610 GN	Community Choices	Skilled Maintenance Therapy - Speech/Language - Swallowing Function Evaluation, outpatient	Per service	N/A	N/A	N/A	N/A	N/A	\$77.50	N/A
T2022	Community Choices	Support Coordination	Monthly	\$137.14	\$32.84	\$7.00	\$31.23	\$208.21	\$202.00	3.1%
T2023	Community Choices	Transition Intensive Support Coordination	Monthly	\$162.85	\$39.00	\$7.00	\$36.86	\$245.71	\$224.00	9.7%
T1019 EP	EPSDT-PCS	EPSDT-Personal Care Services	15 minutes	\$3.74	\$0.94	\$0.00	\$0.52	\$5.20	\$4.63	12.3%
T1019 UB	LT-PCS	Long Term-Personal Care Services	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
T1019 UN	LT-PCS	Long Term-Personal Care Services- Shared by 2 Participants	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$4.07	-2.2%
T1019 UP	LT-PCS	Long Term-Personal Care Services- Shared by 3 Participants	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$3.73	-5.4%
S5136 CC	NOW	Adult Companion Care	Per diem	\$103.36	\$26.10	\$3.60	\$14.79	\$147.85	\$92.02	60.7%
T2023	NOW	Case Management (not a waiver service)	Monthly	\$137.14	\$32.84	\$7.00	\$31.23	\$208.21	\$201.50	3.3%
T1005 HQ	NOW	Center-Based Respite	Current: 15 minutes; SFY 2027: Per Diem	N/A	N/A	N/A	N/A	\$508.80	\$4.00	N/A
H2014 UQ	NOW	Community Career Planning (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.50	18%
T2025 UI	NOW	Community Life Engagement Development (1:1 ratio)	15 minutes	\$5.09	\$1.29	\$0.00	\$1.59	\$7.97	\$7.00	13.9%
T2025 UN	NOW	Community Life Engagement Development (1:2 ratio)	15 minutes	\$3.82	\$0.96	\$0.00	\$1.20	\$5.98	\$4.00	49.5%
T2025 UP	NOW	Community Life Engagement Development (1:3 ratio)	15 minutes	\$3.39	\$0.86	\$0.00	\$1.06	\$5.31	\$3.00	77.0%
T2021 TT	NOW	Community Life Engagement (1:1 ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$4.75	28.6%
T2021UQ	NOW	Community Life Engagement (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.00	14.5%

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Description			SFY 2027 Modeled Payment Rates					Comparison to Current Payment Rates		
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change
T2021	NOW	Dag Habilitation Onsite (1:5-8 Beneficiary ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.48	11.3%
G9012	NOW	Housing Stabilization	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%
G9012 U8	NOW	Housing Stabilization Transition	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%
S5125 U1 UN	NOW	IFS Shared Support, 2 persons - Day	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$3.20	24.4%
S5125 UN UJ	NOW	IFS Shared Support, 2 persons - Night	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$3.20	24.4%
S5125 U1 UP	NOW	IFS Shared Support, 3 persons - Day	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$2.71	30.3%
S5125 UP UJ	NOW	IFS Shared Support, 3 persons - Night	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$2.71	30.3%
S5125 U1	NOW	Individual and Family Support (IFS) - Day	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
S5125 UJ	NOW	Individual and Family Support (IFS) - Night	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
T1003	NOW	LPN/LVN Services	15 minutes	\$10.09	\$2.07	\$0.00	\$1.35	\$13.51	\$10.40	29.9%
T1003 UN	NOW	LPN/LVN Services, 2 persons	15 minutes	\$7.56	\$1.56	\$0.00	\$1.01	\$10.13	\$7.80	29.9%
T1003 UP	NOW	LPN/LVN Services, 3 persons	15 minutes	\$6.73	\$1.38	\$0.00	\$0.90	\$9.01	\$6.86	31.3%
T1028 TU	NOW	Monitored In-Home Caregiving-Assessment	One Time	\$192.27	\$38.77	\$6.30	\$26.37	\$263.71	\$250.00	5.5%
T2033	NOW	Monitored In-Home Caregiving-Level 1	Per diem	\$71.95	\$17.77	\$1.80	\$10.17	\$101.69	\$90.03	13.0%
T2033 TG	NOW	Monitored In-Home Caregiving-Level 2	Per diem	\$107.43	\$26.53	\$1.80	\$15.08	\$150.84	\$135.04	11.7%
H2017 AE	NOW	Nutrition/Dietary Services	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.00	N/A
H2017 U7	NOW	Professional Services - Psychologist	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H2017 AJ	NOW	Professional Services - Social Worker	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.38	N/A
T1002	NOW	RN Services	15 minutes	\$12.91	\$2.29	\$0.00	\$1.69	\$16.89	\$10.05	52.9%
T1002 UN	NOW	RN Services, 2 persons	15 minutes	\$9.68	\$1.72	\$0.00	\$1.27	\$12.67	\$8.29	52.8%
T1002 UP	NOW	RN Services, 3 persons	15 minutes	\$8.60	\$1.53	\$0.00	\$1.13	\$11.26	\$7.29	54.5%
S5140	NOW	Substitute Family Care (SFC)	Per diem	\$15.41	\$3.89	\$5.40	\$2.75	\$27.45	\$20.00	37.3%
H2014	NOW	Onsite Prevocational 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.39	15.5%
H2014 TT	NOW	Community Career Planning (1:1 Beneficiary ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$5.00	22.2%
H2026 U1	NOW	Supported Employment - follow along supports	Per diem	\$26.58	\$5.15	\$0.00	\$7.93	\$39.66	\$70.00	-43.3%
Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio			15 minutes	\$6.65	\$12.9	\$0.00	\$1.98	\$9.92	\$13.63	-27.2%
H2025	NOW	Group Supported Employment 1:5-8	15 minutes	\$2.21	\$0.56	\$0.00	\$0.69	\$3.46	\$2.76	25.4%
H2023 UK U1	NOW	Work Based Learning Experience Assessment	Per service	\$121.34	\$23.52	\$0.00	\$36.21	\$181.07	\$175.00	3.5%
H2023 U1	NOW	Job Development and Placement	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$20.00	-35.4%
H2023 TS U1	NOW	Initial Job Support and Job Stabilization	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$18.50	-30.1%
H2023 TT U1	NOW	Extended Job Supports	15 minutes	\$6.65	\$12.9	\$0.00	\$1.98	\$9.92	\$15.00	-33.9%
T2016	NOW	Supported Independent Living (SIL)	Per diem	\$7.83	\$1.84	\$0.84	\$1.17	\$11.68	\$20.00	-41.6%
T2002	NOW	Transportation	Per diem	N/A	N/A	N/A	N/A	\$22.84	\$20.00	14.2%
T2021 GT	NOW	Virtual Delivery of Dag Habilitation (1:5-8 ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
H2014 GT	NOW	Prevocational Virtual 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
S5100	ROW	Adult Day Health Care Center Based Service (ADHC)	15 minutes	\$2.13	\$0.45	\$0.00	\$1.15	\$3.73	\$2.78	34.2%
H2014 UQ	ROW	Community Career Planning (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.50	1.8%
T2021 TT	ROW	Community Life Engagement (1:1 ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$4.75	28.6%
T2021UQ	ROW	Community Life Engagement (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.00	14.5%
S5125	ROW	Community Living Supports - 1 Person	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
S5125 UN	ROW	Community Living Supports - 2 Persons	15 minutes	\$2.83	\$0.71	\$0.04	\$0.40	\$3.98	\$3.31	20.2%
S5125 UP	ROW	Community Living Supports - 3 Persons	15 minutes	\$2.51	\$0.63	\$0.04	\$0.35	\$3.53	\$2.71	30.3%
S5136	ROW	Companion Care	Per diem	\$103.36	\$26.10	\$3.60	\$14.79	\$147.85	\$92.02	60.7%
T2021	ROW	Dag Habilitation Onsite (1:5-8 Beneficiary ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.48	11.3%
S5140	ROW	Host Home Level 1 (adult)	Per diem	\$60.93	\$15.53	\$5.40	\$9.09	\$90.95	\$52.67	72.7%
S5140 HA	ROW	Host Home Level 1 (child)	Per diem	\$60.93	\$15.53	\$5.40	\$9.09	\$90.95	\$52.95	71.8%
S5140 TF	ROW	Host Home Level 2 (adult)	Per diem	\$68.13	\$17.37	\$5.40	\$10.10	\$101.00	\$57.05	77.0%
S5140 TF HA	ROW	Host Home Level 2 (child)	Per diem	\$68.13	\$17.37	\$5.40	\$10.10	\$101.00	\$57.05	77.0%
S5140 TG	ROW	Host Home Level 3 (adult)	Per diem	\$78.57	\$20.03	\$5.40	\$11.56	\$115.56	\$64.11	80.3%
S5140 TG HA	ROW	Host Home Level 3 (child)	Per diem	\$78.57	\$20.03	\$5.40	\$11.56	\$115.56	\$64.11	80.3%
S5140 U2	ROW	Host Home Level 4 (adult)	Per diem	\$96.14	\$24.51	\$5.40	\$14.01	\$140.06	\$69.32	102.0%
S5140 U2 HA	ROW	Host Home Level 4 (child)	Per diem	\$96.14	\$24.51	\$5.40	\$14.01	\$140.06	\$68.95	103.1%
G9012	ROW	Housing Stabilization	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%
G9012 U8	ROW	Housing Stabilization Transition	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%

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Description				SFY 2027 Modeled Payment Rates					Comparison to Current Payment Rates	
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change
S9124	ROW	LPN-Extended Services (1 person)	Hour	\$40.33	\$8.30	\$0.00	\$5.40	\$54.03	\$41.60	29.9%
S9124 TT	ROW	LPN-Extended Services (up to 2 persons)	Hour	\$30.25	\$6.22	\$0.00	\$4.05	\$40.52	\$20.80	94.8%
G0300	ROW	LPN-Intermittent Services (1 person)	Per visit	\$60.51	\$12.44	\$0.00	\$8.10	\$81.05	\$71.44	13.5%
G0300 TT	ROW	LPN-Intermittent Services (up to 4 persons)	Per visit	\$40.33	\$8.30	\$0.00	\$5.40	\$54.03	\$35.70	51.3%
T1028 TU	ROW	Monitored In-Home Care Giving Assessment	One Time	\$192.27	\$38.77	\$6.30	\$26.37	\$263.71	\$250.00	5.5%
T2033	ROW	Monitored In-Home Care Giving Level 1	Per diem	\$71.95	\$17.77	\$180	\$10.17	\$101.69	\$90.03	13.0%
T2033 TG	ROW	Monitored In-Home Care Giving Level 2	Per diem	\$107.43	\$26.53	\$180	\$15.08	\$150.84	\$135.04	11.7%
G0299	ROW	Nursing RN (1 person)	Per visit	\$77.46	\$13.76	\$0.00	\$10.14	\$101.36	\$89.51	13.2%
S9123	ROW	Nursing RN (1 person)	Hour	\$51.65	\$9.17	\$0.00	\$6.76	\$67.58	\$44.20	52.9%
S9123 TT	ROW	Nursing RN (up to 2 persons)	Hour	\$38.73	\$6.88	\$0.00	\$5.07	\$50.68	\$21.10	140.2%
G0299 TT	ROW	Nursing RN (up to 4 persons)	Per visit	\$51.65	\$9.17	\$0.00	\$6.76	\$67.58	\$44.62	51.5%
97032 GO	ROW	Occupational Therapy (Application of electrical stimulation/ manual)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97014 GO	ROW	Occupational Therapy (Application of electrical stimulation/ unattended)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97010 GO	ROW	Occupational Therapy (Application of hot or cold packs)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97033 GO	ROW	Occupational Therapy (Application of iontophoresis)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97018 GO	ROW	Occupational Therapy (Application of paraffin bath)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97012 GO	ROW	Occupational Therapy (Application of Traction, Mechanical)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97035 GO	ROW	Occupational Therapy (Application of ultrasound)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97022 GO	ROW	Occupational Therapy (Application of whirlpool)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97129 GO	ROW	Occupational Therapy (Cognitive skills development)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97140 GO	ROW	Occupational Therapy (Manual therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97124 GO	ROW	Occupational Therapy (Massage therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97167	ROW	Occupational Therapy (OT Evaluation high complex 60 min)	Hour	N/A	N/A	N/A	N/A	N/A	\$88.80	N/A
97165	ROW	Occupational Therapy (OT Evaluation low complex 30 min)	30 minutes	N/A	N/A	N/A	N/A	N/A	\$44.40	N/A
97166	ROW	Occupational Therapy (OT Evaluation mod complex 45min)	45 minutes	N/A	N/A	N/A	N/A	N/A	\$66.60	N/A
97168	ROW	Occupational Therapy (OT re-evaluation est plan of care)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97110 GO	ROW	Occupational Therapy (OT Therapeutic Procedure)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97530 GO	ROW	Occupational Therapy (Therapeutic activities)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97542 GO	ROW	Occupational Therapy (Wheelchair management)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97032 GP	ROW	Physical Therapy (Application of electrical stimulation/ manual)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97014 GP	ROW	Physical Therapy (Application of electrical stimulation/ unattended)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97010 GP	ROW	Physical Therapy (Application of hot or cold packs)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97033 GP	ROW	Physical Therapy (Application of iontophoresis)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97018 GP	ROW	Physical Therapy (Application of paraffin bath)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97012 GP	ROW	Physical Therapy (Application of traction, mechanical)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97035 GP	ROW	Physical Therapy (Application of ultrasound)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97022 GP	ROW	Physical Therapy (Application of whirlpool)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97116	ROW	Physical Therapy (Gait training)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97140 GP	ROW	Physical Therapy (Manual therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97124 GP	ROW	Physical Therapy (Massage therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97112	ROW	Physical Therapy (neuromuscular re-education)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97163	ROW	Physical Therapy (PT Evaluation high complex 45 min)	45 minutes	N/A	N/A	N/A	N/A	N/A	\$66.60	N/A
97161	ROW	Physical Therapy (PT Evaluation low complex 20 min)	20 minutes	N/A	N/A	N/A	N/A	N/A	\$29.60	N/A
97162	ROW	Physical Therapy (PT Evaluation mod complex 30 min)	30 minutes	N/A	N/A	N/A	N/A	N/A	\$44.40	N/A
97164	ROW	Physical Therapy (PT re-evaluation est plan of care)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97530 GP	ROW	Physical Therapy (Therapeutic activities)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97110 GP	ROW	Physical Therapy (Therapeutic Procedure)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
97542 GP	ROW	Physical Therapy (Wheelchair Management)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$23.00	N/A
H0039 AH	ROW	Psychologist (Assertive Community Treatment Face to Face)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
97537 AH	ROW	Psychologist (Community Work Reintegration)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H2021 AH	ROW	Psychologist (Community-based Wrap Around)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H2011 AH	ROW	Psychologist (Crisis Intervention)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A

Note: Totals may not tie due to rounding

Description				SFY 2027 Modeled Payment Rates					Comparison to Current Payment Rates	
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change
90846	ROW	Psychologist (Family therapy without patient present)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
90853 AH	ROW	Psychologist (Group Psychotherapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
		Psychologist (Home visit for Assistance with ADL's and Personal Care)								
99509 AH	ROW	Psychologist (Home Visit, Sing/M/Fam Counseling)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
99510 AH	ROW	Psychologist (Individual Psychotherapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
90832	ROW	Psychologist (Interactive Psychological Diagnostic Interview)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
90791	ROW	Psychologist (Mental Health Services, NOS)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H0046 AH	ROW	Psychologist (Neuropsychological testing)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
96132	ROW	Psychologist (Pharmacologic Management)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
96130	ROW	Psychologist (Psychological Testing by Psychologist)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
96138	ROW	Psychologist (Psychological Testing by Tech)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H2017 AH	ROW	Psychologist (Psychosocial Rehab Services)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
97535 AH	ROW	Psychologist (Self-care Management Training)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
90847 AH	ROW	Psychologist (Special Family Therapy w/ patient)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
H2019 AH	ROW	Psychologist (Therapeutic Behavior Service)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
99600 AH	ROW	Psychologist (Unlisted Home Visit Service or Procedure)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$3125	N/A
97804	ROW	Registered Dietician (Group)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.00	N/A
97802	ROW	Registered Dietician (Individual)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.00	N/A
97803	ROW	Registered Dietician (Individual, Subsequent)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$9.00	N/A
T2002	ROW	Regular Transportation	Per diem	N/A	N/A	N/A	N/A	\$22.84	\$20.00	14.2%
		Current: 15 minutes; SFY 2027: Per Diem								
T1005 HQ	ROW	Respite Care Services - Out of Home	N/A	N/A	N/A	N/A	\$508.80	\$3.50	N/A	
T2016	ROW	Shared Living - Level 1 (prov. owned)	Per diem	\$66.65	\$16.83	\$5.40	\$15.68	\$104.56	\$82.33	27.0%
T2016 HQ	ROW	Shared Living - Level 1 (recip. owned)	Per diem	\$66.65	\$16.83	\$5.40	\$15.68	\$104.56	\$82.33	27.0%
T2033 UQ	ROW	Shared Living - Level 1 Up to 4 people	Per diem	\$49.99	\$12.62	\$4.05	\$11.76	\$78.42	\$61.81	26.9%
T2016 TF HQ	ROW	Shared Living - Level 2	Per diem	\$74.53	\$18.82	\$5.40	\$17.43	\$116.18	\$90.81	27.9%
T2033 TF UQ	ROW	Shared Living - Level 2 Up to 4 people	Per diem	\$55.90	\$14.12	\$4.05	\$13.07	\$87.14	\$70.09	24.3%
T2016 TG HQ	ROW	Shared Living - Level 3	Per diem	\$129.67	\$32.74	\$5.40	\$29.61	\$197.42	\$104.08	89.7%
T2033 TG UQ	ROW	Shared Living - Level 3 Up to 4 people	Per diem	\$97.24	\$24.56	\$4.05	\$22.21	\$148.06	\$84.86	74.5%
T2016 U2 HQ	ROW	Shared Living - Level 4	Per diem	\$155.05	\$39.16	\$5.40	\$35.22	\$234.83	\$123.09	90.8%
T2033 U2 UQ	ROW	Shared Living - Level 4 Up to 4 people	Per diem	\$116.28	\$29.37	\$4.05	\$26.42	\$176.12	\$111.26	58.3%
H0039 AJ	ROW	Social Worker (Assertive Community treatment face to face)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
97537 AJ	ROW	Social Worker (Community/ Work Reintegration)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H2021 AJ	ROW	Social Worker (Community-based Wrap Around)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H2011 AJ	ROW	Social Worker (Crisis Intervention)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
90847 AJ	ROW	Social Worker (Family psychotherapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
90853 AJ	ROW	Social Worker (Group psychotherapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
G0155	ROW	Social Worker (HHCPC-SVS or CSW)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
		Social Worker (Home visit assistance w/ADL's and personal care)								
99509 AJ	ROW	Social Worker (Home Visit, Sing/M/Fam Counseling)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H0046 AJ	ROW	Social Worker (Mental Health Services, NOS)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H2017 AJ	ROW	Social Worker (Psychosocial Rehab Services)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
97535 AJ	ROW	Social Worker (Self-care Management Training)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H2014_P RO	ROW	Social Worker (Skilled Training and Development)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
H2019 AJ	ROW	Social Worker (Therapeutic Behavior Service)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
99600 AJ	ROW	Social Worker (Unlisted Home Visit Service or Procedure)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$18.00	N/A
97129 GN	ROW	Speech Therapy (Cognitive skills development)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92610	ROW	Speech Therapy (Evaluate swallowing function)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92605	ROW	Speech Therapy (Evaluation for non speech device RX)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92607	ROW	Speech Therapy (Ex for speech device RX)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92520	ROW	Speech Therapy (Laryngeal function studies)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92606	ROW	Speech Therapy (Non-speech device service)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92526	ROW	Speech Therapy (Oral function therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A

Note: Totals may not tie due to rounding

Description				SFY 2027 Modeled Payment Rates					Comparison to Current Payment Rates	
Procedure Code	Program	Service Category Detail	Reporting Units	Salaries & Wages	Employee Related Expenses	Transportation Expenses	Administration & Program Support	Total Modeled Rate	Rate per Unit	Percent Change
92507	ROW	Speech Therapy (Speech Language Hearing Therapy)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
9750 GN	ROW	Speech Therapy (Therapeutic activities)	15 minutes	N/A	N/A	N/A	N/A	N/A	\$2.00	N/A
		Speech Therapy Behavioral and Qualitative Analysis of Voice and Resonance	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92521	ROW	Speech Therapy Evaluation of Speech Fluency	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92522	ROW	Speech Therapy Evaluation of Speech sound production	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
92523	ROW	Speech Therapy Evaluation of Speech Sound Production	15 minutes	N/A	N/A	N/A	N/A	N/A	\$21.00	N/A
T1016	ROW	Support Coordination	Monthly	\$137.14	\$32.84	\$7.00	\$31.23	\$208.21	\$176.79	17.8%
H2014	ROW	Onsite Prevocational 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.39	15.5%
H2014 TT	ROW	Community Career Planning (1:1 Beneficiary ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$5.00	22.2%
T2025 UI	ROW	Community Life Engagement Development (1:1 ratio)	15 minutes	\$5.09	\$1.29	\$0.00	\$1.59	\$7.37	\$7.00	13.3%
T2025 UN	ROW	Community Life Engagement Development (1:2 ratio)	15 minutes	\$3.82	\$0.96	\$0.00	\$1.20	\$5.98	\$4.00	49.5%
T2025 UP	ROW	Community Life Engagement Development (1:3 ratio)	15 minutes	\$3.39	\$0.86	\$0.00	\$1.06	\$5.31	\$3.00	77.0%
H2026 UI	ROW	Supported Employment - follow along supports	Per diem	\$26.58	\$5.15	\$0.00	\$7.93	\$39.66	\$70.00	-43.3%
H2023 UK UI	ROW	Work Based Learning Experience Assessment	Per service	\$121.34	\$23.52	\$0.00	\$36.21	\$181.07	\$175.00	3.5%
H2023 UI	ROW	Job Development and Placement	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$20.00	-35.4%
H2023 GT UI	ROW	Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio	15 minutes	\$6.65	\$1.29	\$0.00	\$1.98	\$9.92	\$13.63	-27.2%
H2023 TS UI	ROW	Initial Job Support and Job Stabilization	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$18.50	-30.1%
H2023 TT UI	ROW	Extended Job Supports	15 minutes	\$6.65	\$1.29	\$0.00	\$1.98	\$9.92	\$15.00	-33.9%
H2025	ROW	Group Supported Employment 1:5-8	15 minutes	\$2.21	\$0.56	\$0.00	\$0.69	\$3.46	\$2.76	25.4%
T2001 UI	ROW	Transportation Regular (Comm Access)	One-way	N/A	N/A	N/A	N/A	\$6.37	\$5.58	14.2%
A0090	ROW	Transportation Wheel chair (Comm Access)	One-way	N/A	N/A	N/A	N/A	\$10.64	\$9.32	14.2%
T2021 GT	ROW	Virtual Day Habilitation 1: 5-8 ratio	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
H2014 GT	ROW	Prevocational Virtual 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
T1005 HQ	SW	Center-Based Respite	Current: 15 minutes; SFY 2027: Per Diem	N/A	N/A	N/A	N/A	\$508.80	\$4.63	N/A
H2014 TT	SW	Community Career Planning (1:1 Beneficiary ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$5.00	22.2%
H2014 UQ	SW	Community Career Planning (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.50	1.8%
H2014	SW	Onsite Prevocational 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.39	15.5%
T2021 TT	SW	Community Life Engagement (1:1 ratio)	15 minutes	\$3.90	\$0.99	\$0.00	\$1.22	\$6.11	\$4.75	28.6%
T2021 UQ	SW	Community Life Engagement (1:2-4 ratio)	15 minutes	\$2.92	\$0.74	\$0.00	\$0.92	\$4.58	\$4.00	14.5%
T2025 UI	SW	Community Life Engagement Development (1:1 ratio)	15 minutes	\$5.09	\$1.29	\$0.00	\$1.59	\$7.37	\$7.00	13.3%
T2025 UN	SW	Community Life Engagement Development (1:2 ratio)	15 minutes	\$3.82	\$0.96	\$0.00	\$1.20	\$5.98	\$4.00	49.5%
T2025 UP	SW	Community Life Engagement Development (1:3 ratio)	15 minutes	\$3.39	\$0.86	\$0.00	\$1.06	\$5.31	\$3.00	77.0%
T2021	SW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.48	11.3%
H2023 TT UI	SW	Extended Job Supports	15 minutes	\$6.65	\$1.29	\$0.00	\$1.98	\$9.92	\$15.00	-33.9%
H2025 TT	SW	Group Employment (1:2 Beneficiary ratio)	15 minutes	\$2.95	\$0.74	\$0.00	\$0.92	\$4.61	\$4.16	10.8%
H2025 UQ	SW	Group Employment (1:3-4 Beneficiary ratio)	15 minutes	\$2.62	\$0.66	\$0.00	\$0.82	\$4.10	\$3.50	17.1%
H2025	SW	Group Supported Employment 1:5-8	15 minutes	\$2.21	\$0.56	\$0.00	\$0.69	\$3.46	\$2.76	25.4%
		Group Employment Job Assessment, Discovery, and Development	15 minutes	\$3.08	\$0.77	\$0.00	\$0.96	\$4.81	\$3.78	27.2%
T2019	SW	Habilitation (1:1 Beneficiary ratio)	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
SS125	SW	In-Home Respite	15 minutes	\$3.76	\$0.95	\$0.06	\$0.53	\$5.30	\$4.63	14.5%
H2023 TS UI	SW	Initial Job Support and Job Stabilization	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$18.50	-30.1%
H2023 UI	SW	Job Development and Placement	15 minutes	\$8.66	\$1.68	\$0.00	\$2.59	\$12.93	\$20.00	-35.4%
G9012	SW	Permanent Supportive Housing Stabilization	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%
G9012 U8	SW	Permanent Supportive Housing Stabilization Transition	15 minutes	\$15.82	\$3.45	\$3.60	\$2.54	\$25.41	\$15.11	68.2%
T2023	SW	Support Coordination	Monthly	\$137.14	\$32.84	\$7.00	\$31.23	\$208.21	\$201.50	3.3%
H2026 UI	SW	Supported Employment - follow along supports	Per diem	\$26.58	\$5.15	\$0.00	\$7.93	\$39.66	\$70.00	-43.3%
		Transportation for Supported Employment, Day Habilitation, and Prevocational on the day of delivery of service	Per diem	N/A	N/A	N/A	N/A	\$22.84	\$20.00	14.2%
T2002	SW	Virtual Delivery of Day Habilitation (1:5-8 Beneficiary ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
T2021 GT	SW	Virtual Delivery of Day Habilitation (1:5-8 Beneficiary ratio)	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
H2023 GT UI	SW	Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio	15 minutes	\$6.65	\$1.29	\$0.00	\$1.98	\$9.92	\$13.63	-27.2%
H2014 GT	SW	Prevocational Virtual 1:5-8	15 minutes	\$1.77	\$0.44	\$0.00	\$0.55	\$2.76	\$2.98	-7.4%
H2023 UK UI	SW	Work Based Learning Experience Assessment	Per service	\$121.34	\$23.52	\$0.00	\$36.21	\$181.07	\$175.00	3.5%

Note: Totals may not tie due to rounding

Appendix 2: SFY 2027 Fiscal Impact Analysis of Modeled Rates by Service

Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact	
						A	B	C	D = A * B	E = A * C	F = E - D
SS102	ADHC	Adult Day Care Services - Health Status Monitoring (HSM)	Community	Per diem	7,790	\$47.35	\$52.22	\$368,857	\$406,794	\$37,937	10.3%
SS100	ADHC	Adult Day Health Care Services	Community	15 minutes	1,189,050	\$3.48	\$3.73	\$4,137,894	\$4,435,157	\$297,263	7.2%
SS170	ADHC	Home Delivered Meals	All Else	Per meal	4,584	\$7.00	\$7.65	\$32,088	\$35,057	\$2,969	9.3%
T2022	ADHC	Support Coordination	All Else	Monthly	3,526	\$202.00	\$208.21	\$712,252	\$734,148	\$21,896	3.1%
T2023	ADHC	Transition Intensive Support Coordination	All Else	Monthly	-	\$224.00	\$245.71	\$0	\$0	\$0	0.0%
97113	CCW	Aquatic Therapy	All Else	15 minutes	114	\$21.25	N/A	\$0	\$0	\$0	0.0%
H2032HQ	CCW	Art Therapy	All Else	15 minutes	-	\$9.08	N/A	\$0	\$0	\$0	0.0%
H2032	CCW	Art Therapy	All Else	15 minutes	-	\$13.75	N/A	\$0	\$0	\$0	0.0%
Round-the-Clock: Current: 15 minutes; SFY 2027: Per Diem						\$3.38	\$508.80	\$14,858	\$23,293	\$8,440	56.8%
T2022	CCW	Children's Choice Support Coordination	All Else	Monthly	33,748	\$162.50	\$169.92	\$5,484,050	\$5,734,460	\$250,410	4.6%
H2011	CCW	Crisis Support	All Else	15 minutes	11,892	\$3.68	\$5.30	\$46,141	\$63,028	\$16,887	36.6%
H2011UN	CCW	Crisis Support - 2 Children	All Else	15 minutes	-	\$2.76	\$3.98	\$0	\$0	\$0	0.0%
H2011HQ	CCW	Crisis Support - Center Based	All Else	15 minutes	-	\$2.44	\$3.53	\$0	\$0	\$0	0.0%
SS125	CCW	Family Support	In-Home	15 minutes	7,563,546	\$4.38	\$5.30	\$33,128,331	\$40,086,794	\$6,958,462	210%
SS125UN	CCW	Family Support - 2 Children	In-Home	15 minutes	331,254	\$3.01	\$3.98	\$997,075	\$1,318,391	\$321,316	32.2%
S8940	CCW	Hippotherapy	All Else	15 minutes	-	\$21.25	N/A	\$0	\$0	\$0	0.0%
G9012	CCW	Housing Stabilization	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
G9012U8	CCW	Housing Stabilization Transition	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
G0176HQ	CCW	Music Therapy	All Else	15 minutes	-	\$9.08	N/A	\$0	\$0	\$0	0.0%
G0176	CCW	Music Therapy	All Else	15 minutes	364	\$13.75	N/A	\$0	\$0	\$0	0.0%
97533	CCW	Sensory Integration	All Else	15 minutes	-	\$23.92	N/A	\$0	\$0	\$0	0.0%
97799	CCW	Therapeutic Horseback Riding	All Else	15 minutes	-	\$9.38	N/A	\$0	\$0	\$0	0.0%
S5100	Community Choices	Adult Day Health Care (ADHC) Service	Community	15 minutes	98,410	\$3.48	\$3.73	\$342,467	\$367,089	\$24,603	7.2%
T1005	Community Choices	Caregiver Temporary Support Service (in the home)	In-Home	15 minutes	-	\$4.63	\$5.30	\$0	\$0	\$0	0.0%
Round-the-Clock: Current: 15 minutes; SFY 2027: Per Diem						\$3.38	\$508.80	\$14,858	\$23,293	\$8,440	56.8%
H0045	Community Choices	Caregiver Temporary Support Service, Center-Based, Overnight (Assisted Living Facility)	Clock	Per diem	-	\$95.00	\$183.93	\$0	\$0	\$0	0.0%
H0045HQ	Community Choices	Caregiver Temporary Support Service, Center-Based, Overnight (Nursing Facility)	Clock	Per diem	-	\$141.36	\$183.93	\$0	\$0	\$0	0.0%
Round-the-Clock: Current: 15 minutes; SFY 2027: Per Diem						\$141.36	\$183.93	\$0	\$0	\$0	0.0%
H0045HQU	Community Choices	Caregiver Temporary Support Service, Center-Based, Overnight (Respite Center)	Clock	Per diem	-	\$141.36	\$183.93	\$0	\$0	\$0	0.0%
T1005HQ	Community Choices	Center-Based Respite (ADHC center)	Community	15 minutes	-	\$4.02	\$3.73	\$0	\$0	\$0	0.0%
SS170	Community Choices	Home Delivered Meals	All Else	Per meal	30,160	\$7.00	\$7.65	\$211,120	\$230,652	\$19,532	9.3%
G9012U7	Community Choices	Housing Stabilization Services	All Else	15 minutes	332	\$15.11	\$25.41	\$5,017	\$8,436	\$3,420	68.2%
G9012U8	Community Choices	Housing Transition/Crisis Intervention Services	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
SS170AE	Community Choices	Medically Tailored Meals	All Else	Per meal	-	\$7.43	\$8.18	\$0	\$0	\$0	0.0%
SS170AEU1	Community Choices	Medically Tailored Meals (Gluten-free, renal and pureed)	All Else	Per meal	-	\$8.49	\$9.28	\$0	\$0	\$0	0.0%
T1028	Community Choices	Monitored In-Home Caregiving - Intake and Assessment	In-Home	One Time	30	\$250.00	\$263.71	\$7,500	\$7,911	\$411	5.5%
S5140	Community Choices	Monitored In-Home Caregiving Level 1	In-Home	Per diem	23,310	\$78.63	\$101.69	\$1,832,865	\$2,370,394	\$537,529	23.3%
S5140TG	Community Choices	Monitored In-Home Caregiving Level 2	In-Home	Per diem	4,374	\$117.94	\$150.84	\$515,870	\$659,774	\$143,905	27.9%
T1001TE	Community Choices	Nursing Assessment by L.P.N.	In-Home	Per service	-	\$58.00	\$54.03	\$0	\$0	\$0	0.0%
T1001TD	Community Choices	Nursing Assessment by R.N.	In-Home	Per service	-	\$65.22	\$67.58	\$0	\$0	\$0	0.0%
T1031	Community Choices	Nursing Care by L.P.N.	In-Home	Per visit	-	\$58.00	\$54.03	\$0	\$0	\$0	0.0%
T1030	Community Choices	Nursing Care by R.N.	In-Home	Per visit	-	\$65.22	\$67.58	\$0	\$0	\$0	0.0%
S3470	Community Choices	Nutritional Counseling	All Else	Per service	-	\$49.00	N/A	\$0	\$0	\$0	0.0%
SS125	Community Choices	Personal Assistance Services	In-Home	15 minutes	45,768,012	\$4.63	\$5.30	\$211,905,896	\$242,570,464	\$30,664,568	14.5%
SS126UH	Community Choices	Personal Assistance Services - am/pm, provided in the home	In-Home	Per visit	-	\$39.12	\$44.92	\$0	\$0	\$0	0.0%
SS126UF	Community Choices	Personal Assistance Services - am/pm, provided in the home	In-Home	Per visit	-	\$39.12	\$44.92	\$0	\$0	\$0	0.0%
SS125TU	Community Choices	Personal Assistance Services - Self-Directed Overtime	In-Home	15 minutes	193,806	\$6.26	\$6.46	\$1,213,226	\$1,251,987	\$38,761	3.2%
SS125UN	Community Choices	Personal Assistance Services Shared by 2 Participants	In-Home	15 minutes	26,738	\$4.07	\$3.98	\$108,824	\$106,417	(\$2,406)	-2.2%
S5125UNTU	Community Choices	Personal Assistance Services Shared by 2 Participants - Self-Directed Overtime	In-Home	15 minutes	-	\$5.42	\$4.85	\$0	\$0	\$0	0.0%
S5125UPU	Community Choices	Personal Assistance Services Shared by 3 Participants	In-Home	15 minutes	-	\$3.73	\$3.53	\$0	\$0	\$0	0.0%
S5125UPTU	Community Choices	Personal Assistance Services Shared by 3 Participants - Self-Directed Overtime	In-Home	15 minutes	-	\$4.91	\$4.31	\$0	\$0	\$0	0.0%

Note: Totals may not tie due to rounding

Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact				
						A	B	C	Current Rate	Modeled Rate	Current Rates	Modeled Rate	Estimated Fiscal Impact	Percent Change
									D = A * B	E = A * C	F = E - D	G = E / D - 1		
S9129	Community Choices	Skilled Maintenance Therapy - Occupational Therapy	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy - Home												
S5116GO	Community Choices	Care Training, Family, outpatient	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy - Home												
S5111GO	Community Choices	Care Training, Family, outpatient	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy,												
97165GO	Community Choices	Evaluation, outpatient	All Else	Per service	2	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy,												
97166GO	Community Choices	Evaluation, outpatient	All Else	Per service	6	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy,												
97167GO	Community Choices	Evaluation, outpatient	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Occupational Therapy, Re-												
97168GO	Community Choices	evaluation, outpatient	All Else	Per service	2	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
S9131	Community Choices	Skilled Maintenance Therapy - Physical Therapy	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy - Home Care												
S5111GP	Community Choices	Training, Family, outpatient	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy - Home Care												
S5116GP	Community Choices	Training, Non-Family, outpatient	All Else	Per visit	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy Evaluation,												
97161GP	Community Choices	outpatient	All Else	Per service	36	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy Evaluation,												
97162GP	Community Choices	outpatient	All Else	Per service	12	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy Evaluation,												
97163GP	Community Choices	outpatient	All Else	Per service	8	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Physical Therapy Re-												
97164GP	Community Choices	evaluation, outpatient	All Else	Per service	2	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Speech, Language, Hearing												
		Evaluation - Behavioral and Qualitative Analysis of Voice and												
92524GN	Community Choices	Resonance, outpatient	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Speech, Language, Hearing												
92521GN	Community Choices	Evaluation - Speech Fluency, outpatient	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Skilled Maintenance Therapy - Speech, Language, Hearing												
92523GN	Community Choices	Evaluation - Speech Sound Production with Language	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Comprehension and Expression, outpatient												
92522GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Evaluation - Speech Sound Production, outpatient												
92507GN	Community Choices	Skilled Maintenance Therapy - Speech, Language, Hearing	All Else	Per service	-	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Therapy, outpatient												
92526GN	Community Choices	Skilled Maintenance Therapy - Speech/Language - Oral	All Else	Per service	2	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Function Therapy, outpatient												
92610GN	Community Choices	Skilled Maintenance Therapy - Speech/Language -	All Else	Per service	6	\$77.50	N/A	\$0	\$0	\$0	\$0	0.0%		
		Swallowing Function Evaluation, outpatient												
T2022	Community Choices	Support Coordination	All Else	Monthly	67,910	\$202.00	\$13,717.820	\$14,139,541	\$421,721	3.1%				
		Transition Intensive Support Coordination	All Else	Monthly	650	\$224.00	\$145,711	\$159,712	\$14,712	9.7%				
T1019EP	EPSDT-PCS	EPSDT-Personal Care Services	In-Home	15 minutes	3,778,344	\$4.63	\$5.20	\$17,493,733	\$19,647,389	\$2,153,656				
T1019UB	LT-PCS	Long Term-Personal Care Services	In-Home	15 minutes	42,282,264	\$4.63	\$5.30	\$195,766,682	\$224,095,399	\$28,329,117				
T1019UN	LT-PCS	Long Term-Personal Care Services- Shared by 2 Participants	In-Home	15 minutes	-	\$4.07	\$3.98	\$0	\$0	\$0				
T1019UP	LT-PCS	Long Term-Personal Care Services- Shared by 3 Participants	In-Home	15 minutes	-	\$3.73	\$3.53	\$0	\$0	\$0				
S5136CC	NOW	Adult Companion Care	In-Home	Per diem	366	\$92.02	\$147.85	\$33,679	\$54,113	\$20,434				
T2023	NOW	Case Management (not a waiver service)	All Else	Monthly	79,710	\$201.50	\$208.21	\$16,061,565	\$16,596,419	\$534,854				
		Round-the-Current 15 minutes;												
		Clock SFY 2027: Per Diem												
T1005HQ	NOW	Center-Based Respite	Community	15 minutes	213,786	\$4.00	\$508.80	\$855,144	\$1,133,066	\$277,922				
H2014UQ	NOW	Community Career Planning (1:2-4 ratio)	Community	15 minutes	536	\$4.50	\$4.58	\$2,412	\$2,455	\$43				
T2025U1	NOW	Community Life Engagement Development (1:1 ratio)	Community	15 minutes	74	\$7.00	\$7.97	\$518	\$590	\$72				
T2025UN	NOW	Community Life Engagement Development (1:2 ratio)	Community	15 minutes	8	\$4.00	\$5.98	\$32	\$48	\$16				
T2025UP	NOW	Community Life Engagement Development (1:3 ratio)	Community	15 minutes	-	\$3.00	\$5.31	\$0	\$0	\$0				
T2021TT	NOW	Community Life Engagement (1:1 ratio)	Community	15 minutes	2,128	\$4.75	\$6.11	\$10,108	\$13,002	\$2,894				
T2021UQ	NOW	Community Life Engagement (1:2-4 ratio)	Community	15 minutes	461,844	\$4.00	\$4.58	\$1,847,376	\$2,115,246	\$267,870				
		14.5%												

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Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact	
						A	B	C	D = A * B	E = A * C	Estimated Fiscal Impact
T2021	NOW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)	Community	15 minutes	3,646,466	\$2.48	\$2.76	\$9,043,236	\$10,064,246	\$1,021,010	11.3%
G9012	NOW	Housing Stabilization	All Else	15 minutes	608	\$15.11	\$25.41	\$9,187	\$15,449	\$6,262	68.2%
G9012U8	NOW	Housing Stabilization Transition	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
S5125U1UN	NOW	IFS Shared Support, 2 persons - Day	In-Home	15 minutes	5,848,210	\$3.20	\$3.98	\$18,714,272	\$23,275,876	\$4,561,604	24.4%
S5125U1NU	NOW	IFS Shared Support, 2 persons - Night	In-Home	15 minutes	2,882,360	\$3.20	\$3.98	\$9,223,552	\$11,471,793	\$2,248,241	24.4%
S5125U1UP	NOW	IFS Shared Support, 3 persons - Day	In-Home	15 minutes	1,219,140	\$2.71	\$3.53	\$3,303,863	\$4,303,564	\$993,695	30.3%
S5125U1PU	NOW	IFS Shared Support, 3 persons - Night	In-Home	15 minutes	711,674	\$2.71	\$3.53	\$1,928,637	\$2,512,209	\$583,573	30.3%
S5125U1	NOW	Individual and Family Support (IFS) - Day	In-Home	15 minutes	76,398,886	\$4.63	\$5.30	\$356,504,842	\$408,094,096	\$51,589,254	14.5%
S5125UJ	NOW	Individual and Family Support (IFS) - Night	In-Home	15 minutes	21,900,816	\$4.63	\$5.30	\$101,400,778	\$116,074,325	\$14,673,547	14.5%
T1003	NOW	LPN/LVN Services	In-Home	15 minutes	1,076,580	\$10.40	\$13.51	\$11,196,432	\$14,544,536	\$3,348,164	29.9%
T1003UN	NOW	LPN/LVN Services, 2 persons	In-Home	15 minutes	-	\$7.80	\$10.13	\$0	\$0	\$0	0.0%
T1003UP	NOW	LPN/LVN Services, 3 persons	In-Home	15 minutes	-	\$6.86	\$9.01	\$0	\$0	\$0	0.0%
T1028TU	NOW	Monitored In-Home Caregiving-Assessment	In-Home	One Time	6	\$250.00	\$263.71	\$1,500	\$1,582	\$82	5.5%
T2033	NOW	Monitored In-Home Caregiving-Level 1	In-Home	Per diem	14,932	\$90.03	\$101.69	\$1,344,328	\$1,518,435	\$174,107	13.0%
T2033TG	NOW	Monitored In-Home Caregiving-Level 2	In-Home	Per diem	3,814	\$135.04	\$150.84	\$515,043	\$575,304	\$60,261	11.7%
H2017AE	NOW	Nutrition/Dietary Services	All Else	15 minutes	-	\$9.00	N/A	\$0	\$0	\$0	0.0%
H2017UT	NOW	Professional Services - Psychologist	All Else	15 minutes	1,294	\$31.25	N/A	\$0	\$0	\$0	0.0%
H2017AJ	NOW	Professional Services - Social Worker	All Else	15 minutes	-	\$9.38	N/A	\$0	\$0	\$0	0.0%
T1002	NOW	RN Services	In-Home	15 minutes	4,954	\$11.05	\$16.89	\$54,742	\$83,673	\$28,931	52.9%
T1002UN	NOW	RN Services, 2 persons	In-Home	15 minutes	-	\$8.23	\$12.67	\$0	\$0	\$0	0.0%
T1002UP	NOW	RN Services, 3 persons	In-Home	15 minutes	-	\$7.29	\$11.26	\$0	\$0	\$0	0.0%
S5140	NOW	Substitute Family Care (SFC)	Round-the-Per diem	-	-	\$20.00	\$27.45	\$0	\$0	\$0	0.0%
H2014	NOW	Onsite Prevocational 1:5-8	Community	15 minutes	10,492	\$2.39	\$2.76	\$25,076	\$28,958	\$3,882	15.5%
H2014TT	NOW	Community Career Planning (1:1 Beneficiary ratio)	Community	15 minutes	-	\$5.00	\$6.11	\$0	\$0	\$0	0.0%
H2026U1	NOW	Supported Employment - follow along supports	Community	Per diem	1,534	\$70.00	\$39.66	\$111,580	\$63,218	(\$48,362)	-43.3%
		Supported Employment: Virtual Delivery of Individual Job Follow Along 1:1 ratio	Community	15 minutes	-	\$13.63	\$9.92	\$0	\$0	\$0	0.0%
H2025	NOW	Group Supported Employment 1:5-8	Community	15 minutes	1,413,018	\$2.76	\$3.46	\$3,899,930	\$4,889,042	\$989,113	25.4%
H2023UKU1	NOW	Work Based Learning Experience Assessment	Community	Per service	-	\$175.00	\$181.07	\$0	\$0	\$0	0.0%
H2023UJ1	NOW	Job Development and Placement	Community	15 minutes	3,958	\$20.00	\$12.93	\$79,160	\$51,177	(\$27,983)	-35.4%
H2023TSU1	NOW	Initial Job Support and Job Stabilization	Community	15 minutes	4,054	\$18.50	\$12.93	\$74,999	\$52,418	(\$22,581)	-30.1%
H2023TTU1	NOW	Extended Job Supports	Community	15 minutes	446	\$15.00	\$9.92	\$6,690	\$4,424	(\$2,286)	-33.9%
T2016	NOW	Supported Independent Living (SIL)	In-Home	Per diem	543,526	\$20.00	\$11.68	\$10,870,520	\$6,348,384	(\$4,522,136)	-41.6%
T2002	NOW	Transportation	All Else	Per diem	175,602	\$20.00	\$22.84	\$3,512,040	\$4,011,187	\$499,147	14.2%
T2021GT	NOW	Virtual Delivery of Day Habilitation (1:5-8 ratio)	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
H2014GT	NOW	Prevocational Virtual 1:5-8	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
S5100	ROW	Adult Day Health Care Center Based Service (ADHC)	Community	15 minutes	136,512	\$2.78	\$3.73	\$379,503	\$509,190	\$129,686	34.2%
H2014UQ	ROW	Community Career Planning (1:2-4 ratio)	Community	15 minutes	-	\$4.50	\$4.58	\$0	\$0	\$0	0.0%
T2021TT	ROW	Community Life Engagement (1:1 ratio)	Community	15 minutes	-	\$4.75	\$6.11	\$0	\$0	\$0	0.0%
T2021UQ	ROW	Community Life Engagement (1:2-4 ratio)	Community	15 minutes	82,046	\$4.00	\$4.58	\$328,184	\$375,771	\$47,587	14.5%
S5125	ROW	Community Living Supports - 1 Person	In-Home	15 minutes	19,873,544	\$4.63	\$5.30	\$92,014,509	\$105,329,783	\$13,315,274	14.5%
S5125UN	ROW	Community Living Supports - 2 Persons	In-Home	15 minutes	414,170	\$3.31	\$3.98	\$1,370,903	\$1,648,397	\$277,494	20.2%
S5125UP	ROW	Community Living Supports - 3 Persons	In-Home	15 minutes	84,152	\$2.71	\$3.53	\$228,052	\$297,057	\$69,005	30.3%
S5136	ROW	Companion Care	In-Home	Per diem	2,704	\$32.02	\$47.85	\$248,822	\$398,786	\$150,964	60.7%
T2021	ROW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)	Community	15 minutes	514,612	\$2.48	\$2.76	\$1,276,238	\$1,420,323	\$144,091	11.3%
S5140	ROW	Host Home Level 1(adult)	In-Home	Per diem	368	\$52.67	\$90.95	\$19,383	\$33,470	\$14,087	72.7%
S5140HA	ROW	Host Home Level 1(child)	In-Home	Per diem	-	\$52.95	\$90.95	\$0	\$0	\$0	0.0%
S5140TF	ROW	Host Home Level 2 (adult)	In-Home	Per diem	-	\$57.05	\$101.00	\$0	\$0	\$0	0.0%
S5140TFHA	ROW	Host Home Level 2 (child)	In-Home	Per diem	-	\$57.05	\$101.00	\$0	\$0	\$0	0.0%
S5140TG	ROW	Host Home Level 3 (adult)	In-Home	Per diem	-	\$64.11	\$115.56	\$0	\$0	\$0	0.0%
S5140TGH	ROW	Host Home Level 3 (child)	In-Home	Per diem	-	\$64.11	\$115.56	\$0	\$0	\$0	0.0%
S5140U2	ROW	Host Home Level 4 (adult)	In-Home	Per diem	-	\$69.32	\$140.06	\$0	\$0	\$0	0.0%
S5140U2HA	ROW	Host Home Level 4 (child)	In-Home	Per diem	-	\$68.95	\$140.06	\$0	\$0	\$0	0.0%
G9012	ROW	Housing Stabilization	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
G9012U8	ROW	Housing Stabilization Transition	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
S9124	ROW	LPN-Extended Services (1 person)	In-Home	Hour	3,670	\$41.60	\$54.03	\$152,672	\$198,290	\$45,618	23.9%
S9124TT	ROW	LPN-Extended Services (up to 2 persons)	In-Home	Hour	50	\$20.80	\$40.52	\$1,040	\$2,026	\$986	94.8%

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Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact		
						A	B	C	D = A * B	E = A * C	Estimated Fiscal Impact	Percent Change
											F = E - D	G = E / D - 1
G0300	ROW	LPN-Intermittent Services (1 person)	In-Home	Per visit	302	\$71.44	\$81.05	\$21,575	\$24,477	\$2,902	13.5%	
G0300TT	ROW	LPN-Intermittent Services (up to 4 persons)	In-Home	Per visit	-	\$35.70	\$54.03	\$0	\$0	\$0	0.0%	
T1028TU	ROW	Monitored In-Home Care Giving Assessment	In-Home	One Time	-	\$250.00	\$263.71	\$0	\$0	\$0	0.0%	
T2033	ROW	Monitored In-Home Care Giving Level 1	In-Home	Per diem	6,032	\$30.03	\$101.69	\$543,061	\$613,394	\$70,333	13.0%	
T2033TG	ROW	Monitored In-Home Care Giving Level 2	In-Home	Per diem	3,042	\$135.04	\$150.84	\$410,792	\$458,655	\$48,064	11.7%	
G0239	ROW	Nursing RN (1 person)	In-Home	Per visit	492	\$89.51	\$101.36	\$44,039	\$49,863	\$5,830	13.2%	
S9123	ROW	Nursing RN (1 person)	In-Home	Hour	-	\$44.20	\$67.58	\$0	\$0	\$0	0.0%	
S9123TT	ROW	Nursing RN (up to 2 persons)	In-Home	Hour	-	\$21.10	\$50.68	\$0	\$0	\$0	0.0%	
G0299TT	ROW	Nursing RN (up to 4 persons)	In-Home	Per visit	-	\$44.62	\$67.58	\$0	\$0	\$0	0.0%	
Occupational Therapy (Application of electrical stimulation/manual)												
97032GO	ROW	Occupational Therapy (Application of electrical stimulation/manual)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97014GO	ROW	Occupational Therapy (Application of electrical stimulation/unattended)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97010GO	ROW	Occupational Therapy (Application of hot or cold packs)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97033GO	ROW	Occupational Therapy (Application of iontophoresis)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97018GO	ROW	Occupational Therapy (Application of paraffin bath)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97012GO	ROW	Occupational Therapy (Application of Traction, Mechanical)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97035GO	ROW	Occupational Therapy (Application of ultrasound)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97022GO	ROW	Occupational Therapy (Application of whirlpool)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97129GO	ROW	Occupational Therapy (Cognitive skills development)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97140GO	ROW	Occupational Therapy (Manual therapy)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97124GO	ROW	Occupational Therapy (Massage therapy)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97167	ROW	Occupational Therapy (OT Evaluation high complex 60 min)	All Else	Hour	-	\$88.80	N/A	\$0	\$0	\$0	0.0%	
97165	ROW	Occupational Therapy (OT Evaluation low complex 30 min)	All Else	30 minutes	2	\$44.40	N/A	\$0	\$0	\$0	0.0%	
97166	ROW	Occupational Therapy (OT Evaluation mod complex 45min)	All Else	45 minutes	-	\$66.60	N/A	\$0	\$0	\$0	0.0%	
97168	ROW	Occupational Therapy (OT re-evaluation est plan of care)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97110GO	ROW	Occupational Therapy (OT Therapeutic Procedure)	All Else	15 minutes	62	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97530GO	ROW	Occupational Therapy (Therapeutic activities)	All Else	15 minutes	246	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97542GO	ROW	Occupational Therapy (Wheelchair management)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97032GP	ROW	Physical Therapy (Application of electrical stimulation/manual)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
Physical Therapy (Application of electrical stimulation/manual)												
97014GP	ROW	Physical Therapy (Application of electrical stimulation/unattended)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97010GP	ROW	Physical Therapy (Application of hot or cold packs)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97033GP	ROW	Physical Therapy (Application of iontophoresis)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97018GP	ROW	Physical Therapy (Application of paraffin bath)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97012GP	ROW	Physical Therapy (Application of traction, mechanical)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97035GP	ROW	Physical Therapy (Application of ultrasound)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97022GP	ROW	Physical Therapy (Application of whirlpool)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97116	ROW	Physical Therapy (Gait training)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97140GP	ROW	Physical Therapy (Manual therapy)	All Else	15 minutes	20	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97124GP	ROW	Physical Therapy (Massage therapy)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97112	ROW	Physical Therapy (neuromuscular re-education)	All Else	15 minutes	28	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97163	ROW	Physical Therapy (PT Evaluation high complex 45 min)	All Else	45 minutes	-	\$66.60	N/A	\$0	\$0	\$0	0.0%	
97161	ROW	Physical Therapy (PT Evaluation low complex 20 min)	All Else	20 minutes	2	\$29.60	N/A	\$0	\$0	\$0	0.0%	
97162	ROW	Physical Therapy (PT Evaluation mod complex 30 min)	All Else	30 minutes	2	\$44.40	N/A	\$0	\$0	\$0	0.0%	
97164	ROW	Physical Therapy (PT re-evaluation est plan of care)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97530GP	ROW	Physical Therapy (Therapeutic activities)	All Else	15 minutes	406	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97110GP	ROW	Physical Therapy (Therapeutic Procedure)	All Else	15 minutes	1,156	\$23.00	N/A	\$0	\$0	\$0	0.0%	
97542GP	ROW	Physical Therapy (Wheelchair Management)	All Else	15 minutes	-	\$23.00	N/A	\$0	\$0	\$0	0.0%	
H0039AH	ROW	Psychologist (Assertive Community Treatment Face to Face)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
97537AH	ROW	Psychologist (Community Work Reintegration)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
H2021AH	ROW	Psychologist (Community-based Wrap Around)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
H2011AH	ROW	Psychologist (Crisis Intervention)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
90846	ROW	Psychologist (Family therapy without patient present)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
90853AH	ROW	Psychologist (Group Psychotherapy)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	
Psychologist (Home visit for Assistance with ADL's and Personal Care)												
99509AH	ROW	Psychologist (Home visit for Assistance with ADL's and Personal Care)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	0.0%	

Note: Totals may not tie due to rounding

Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact		
						A	B	Current Rate	Modeled Rate	Current Rates	Modeled Rate	Estimated Fiscal Impact
						D = A * B	E = A * C	F = E - D	G = E / D - 1			
99510AH	ROW	Psychologist (Home Visit, Sing/Mifam Counseling)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
90832	ROW	Psychologist (Individual Psychotherapy)	All Else	15 minutes	2	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
90791	ROW	Psychologist (Interactive Psychological Diagnostic Interview)	All Else	15 minutes	2	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
H0046AH	ROW	Psychologist (Mental Health Services, NOS)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
96132	ROW	Psychologist (Neuropsychological testing)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
90863	ROW	Psychologist (Pharmacologic Management)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
96130	ROW	Psychologist (Psychological Testing by Psychologist)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
96138	ROW	Psychologist (Psychological Testing by Tech)	All Else	15 minutes	2	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
H2017AH	ROW	Psychologist (Psychosocial Rehab Services)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
97535AH	ROW	Psychologist (Self-care Management Training)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
90847AH	ROW	Psychologist (Special Family Therapy w/ patient)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
H2019AH	ROW	Psychologist (Therapeutic Behavior Service)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
93600AH	ROW	Psychologist (Unlisted Home Visit Service or Procedure)	All Else	15 minutes	-	\$31.25	N/A	\$0	\$0	\$0	\$0	0.0%
97804	ROW	Registered Dietician (Group)	All Else	15 minutes	-	\$9.00	N/A	\$0	\$0	\$0	\$0	0.0%
97802	ROW	Registered Dietician (Individual)	All Else	15 minutes	-	\$9.00	N/A	\$0	\$0	\$0	\$0	0.0%
97803	ROW	Registered Dietician (Individual, Subsequent)	All Else	15 minutes	-	\$9.00	N/A	\$0	\$0	\$0	\$0	0.0%
T2002	ROW	Regular Transportation	All Else	Per diem	27,576	\$20.00	\$22.84	\$551,520	\$623,905	\$78,385	14.2%	
T1005HQ	ROW	Respite Care Services - Out of Home	Round-the-Clock	Current 15 minutes; SFY 2027: Per Diem	55,550	\$3.50	\$508.80	\$194,425	\$294,415	\$99,990	51.4%	
T2016	ROW	Shared Living - Level 1 (prov. owned)	Round-the-Per diem	-	-	\$82.33	\$104.56	\$0	\$0	\$0	\$0	0.0%
T2016HQ	ROW	Shared Living - Level 1 (recip. owned)	In-Home	Per diem	1,104	\$82.33	\$104.56	\$90,892	\$115,434	\$24,542	27.0%	
T2033UQ	ROW	Shared Living - Level 1 Up to 4 people	In-Home	Per diem	-	\$61.81	\$78.42	\$0	\$0	\$0	\$0	0.0%
T2016TFHQ	ROW	Shared Living - Level 2	In-Home	Per diem	-	\$90.81	\$116.18	\$0	\$0	\$0	\$0	0.0%
T2033TFUQ	ROW	Shared Living - Level 2 Up to 4 people	In-Home	Per diem	-	\$70.09	\$87.14	\$0	\$0	\$0	\$0	0.0%
T2016TCHQ	ROW	Shared Living - Level 3	In-Home	Per diem	-	\$104.08	\$197.42	\$0	\$0	\$0	\$0	0.0%
T2033TGUQ	ROW	Shared Living - Level 3 Up to 4 people	In-Home	Per diem	-	\$84.86	\$148.06	\$0	\$0	\$0	\$0	0.0%
T2016U2HQ	ROW	Shared Living - Level 4	In-Home	Per diem	-	\$123.09	\$234.83	\$0	\$0	\$0	\$0	0.0%
T2033U2UQ	ROW	Shared Living - Level 4 Up to 4 people	In-Home	Per diem	-	\$111.26	\$176.12	\$0	\$0	\$0	\$0	0.0%
H0039AJ	ROW	Social Worker (Assertive Community treatment face to face)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
97537AJ	ROW	Social Worker (Community/ Work Reintegration)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H2021AJ	ROW	Social Worker (Community-based Wrap Around)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H2011AJ	ROW	Social Worker (Crisis Intervention)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
90847AJ	ROW	Social Worker (Family psychotherapy)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
90853AJ	ROW	Social Worker (Group psychotherapy)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
G0155	ROW	Social Worker (HHCPS-SVS of CSW)	All Else	15 minutes	2	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
99509AJ	ROW	Social Worker (Home visit assistance w/ADL's and personal care)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
99510AJ	ROW	Social Worker (Home Visit, Sing/Mifam Counseling)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H0046AJ	ROW	Social Worker (Mental Health Services, NOS)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H2017AJ	ROW	Social Worker (Psychosocial Rehab Services)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
97535AJ	ROW	Social Worker (Self-care Management Training)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H2014	ROW	Social Worker (Skilled Training and Development)	All Else	15 minutes	4,680	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
H2019AJ	ROW	Social Worker (Therapeutic Behavior Service)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
93600AJ	ROW	Social Worker (Unlisted Home Visit Service or Procedure)	All Else	15 minutes	-	\$18.00	N/A	\$0	\$0	\$0	\$0	0.0%
97129GN	ROW	Speech Therapy (Cognitive skills development)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92610	ROW	Speech Therapy (Evaluate swallowing function)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92605	ROW	Speech Therapy (Evaluation for non speech device RX)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92607	ROW	Speech Therapy (Ex for speech device RX)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92520	ROW	Speech Therapy (Laryngeal function studies)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92606	ROW	Speech Therapy (Non-speech device service)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92526	ROW	Speech Therapy (Oral function therapy)	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92507	ROW	Speech Therapy (Speech Language Hearing Therapy)	All Else	15 minutes	70	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
97530GN	ROW	Speech Therapy (Therapeutic activities)	All Else	15 minutes	-	\$2.00	N/A	\$0	\$0	\$0	\$0	0.0%
		Speech Therapy Behavioral and Qualitative Analysis of Voice and Resonance	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92521	ROW	Speech Therapy Evaluation of Speech Fluency	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92522	ROW	Speech Therapy Evaluation of Speech sound production	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%
92523	ROW	Speech Therapy Evaluation of Speech Sound Production	All Else	15 minutes	-	\$21.00	N/A	\$0	\$0	\$0	\$0	0.0%

Note: Totals may not tie due to rounding

Procedure Code	Program	Service Category Detail	Service Type	Billing Unit	Units	Payment Rates		Estimated Payments		Estimated Rate Change Impact	
						Current Rate	Modeled Rate	Current Rates	Modeled Rate	Estimated Fiscal Impact	Percent Change
						A	B	C	D = A * B	E = A * C	F = E - D
T1016	ROW	Support Coordination	All Else	Monthly	22,132	\$176.79	\$208.21	\$3,912,716	\$4,608,104	\$695,387	17.8%
H2014	ROW	Onsite Prevocational 1:5-8	Community	15 minutes	4,680	\$2.39	\$2.76	\$11,185	\$12,917	\$1,732	15.5%
H2014TT	ROW	Community Career Planning (1:1 Beneficiary ratio)	Community	15 minutes	-	\$5.00	\$6.11	\$0	\$0	\$0	0.0%
T2025U1	ROW	Community Life Engagement Development (1:1 ratio)	Community	15 minutes	-	\$7.00	\$7.97	\$0	\$0	\$0	0.0%
T2025UN	ROW	Community Life Engagement Development (1:2 ratio)	Community	15 minutes	-	\$4.00	\$5.98	\$0	\$0	\$0	0.0%
T2025UP	ROW	Community Life Engagement Development (1:3 ratio)	Community	15 minutes	-	\$3.00	\$5.31	\$0	\$0	\$0	0.0%
H2026U1	ROW	Supported Employment - follow along supports	Community	Per diem	122	\$70.00	\$39.66	\$8,540	\$4,839	(\$3,701)	-43.3%
H2023UKU1	ROW	Work Based Learning Experience Assessment	Community	Per service	-	\$175.00	\$181.07	\$0	\$0	\$0	0.0%
H2023U1	ROW	Job Development and Placement	Community	15 minutes	-	\$20.00	\$12.93	\$0	\$0	\$0	0.0%
Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio						Community	15 minutes	2	\$13.63	\$9.92	\$27
H2023TSU1	ROW	Initial Job Support and Job Stabilization	Community	15 minutes	1,392	\$18.50	\$12.93	\$36,852	\$25,757	(\$11,095)	-30.1%
H2023TTU1	ROW	Extended Job Supports	Community	15 minutes	2,154	\$15.00	\$9.32	\$32,310	\$21,368	(\$10,942)	-33.9%
H2025	ROW	Group Supported Employment 1:5-8	Community	15 minutes	286,102	\$2.76	\$3.46	\$789,642	\$989,913	\$200,271	25.4%
T2001U1	ROW	Transportation Regular (Comm Access)	All Else	One-way	-	\$5.58	\$6.37	\$0	\$0	\$0	0.0%
A0080	ROW	Transportation Wheel chair (Comm Access)	All Else	One-way	-	\$9.32	\$10.64	\$0	\$0	\$0	0.0%
T2021GT	ROW	Virtual Day Habilitation 1:5-8 ratio	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
H2014GT	ROW	Prevocational Virtual 1:5-8	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
Round-the-Clock: Current: 15 minutes; SFY 2027: Per Diem						Community	15 minutes	1,474	\$4.63	\$508.80	\$6,825
H2014TT	SW	Center-Based Respite	Clock	Per Diem	-	\$5.00	\$6.11	\$0	\$0	\$0	0.0%
H2014UQ	SW	Community Career Planning (1:1 Beneficiary ratio)	Community	15 minutes	7,030	\$4.50	\$4.58	\$31,905	\$32,472	\$567	1.8%
H2014	SW	Onsite Prevocational 1:5-8	Community	15 minutes	7,752	\$2.39	\$2.76	\$18,527	\$21,396	\$2,868	15.5%
T2021TT	SW	Community Life Engagement (1:1 ratio)	Community	15 minutes	98,578	\$4.75	\$6.11	\$468,246	\$602,312	\$134,066	28.6%
T2021UQ	SW	Community Life Engagement (1:2-4 ratio)	Community	15 minutes	324,424	\$4.00	\$4.58	\$1,297,696	\$1,485,862	\$188,166	14.5%
T2025U1	SW	Community Life Engagement Development (1:1 ratio)	Community	15 minutes	92	\$7.00	\$7.97	\$644	\$733	\$89	13.9%
T2025UN	SW	Community Life Engagement Development (1:2 ratio)	Community	15 minutes	8	\$4.00	\$5.98	\$32	\$48	\$16	49.5%
T2025UP	SW	Community Life Engagement Development (1:3 ratio)	Community	15 minutes	10	\$3.00	\$5.31	\$30	\$53	\$23	77.0%
T2021	SW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)	Community	15 minutes	1,699,398	\$2.48	\$2.76	\$4,215,995	\$4,691,994	\$475,999	11.3%
H2023TTU1	SW	Extended Job Supports	Community	15 minutes	98	\$15.00	\$9.32	\$1,470	\$972	(\$498)	-33.9%
H2025TT	SW	Group Employment (1:2 Beneficiary ratio)	Community	15 minutes	44,214	\$4.16	\$4.61	\$183,930	\$203,827	\$19,896	10.8%
H2025UQ	SW	Group Employment (1:3-4 Beneficiary ratio)	Community	15 minutes	263,934	\$3.50	\$4.10	\$923,769	\$1,082,123	\$158,360	17.1%
H2025	SW	Group Supported Employment 1:5-8	Community	15 minutes	917,722	\$2.76	\$3.46	\$2,532,913	\$3,175,318	\$642,405	25.4%
Group Employment Job Assessment, Discovery, and Development						Community	15 minutes	1,542	\$3.78	\$4.81	\$5,829
T2019	SW	Habilitation (1:1 Beneficiary ratio)	In-Home	15 minutes	49,068	\$4.63	\$5.30	\$227,185	\$260,060	\$32,876	14.5%
SS125	SW	In-Home Respite	In-Home	15 minutes	191,372	\$4.63	\$5.30	\$866,052	\$1,014,272	\$128,219	14.5%
H2023TSU1	SW	Initial Job Support and Job Stabilization	Community	15 minutes	16,070	\$18.50	\$12.93	\$297,295	\$207,785	(\$89,510)	-30.1%
H2023U1	SW	Job Development and Placement	Community	15 minutes	3,034	\$20.00	\$12.93	\$60,680	\$39,230	(\$21,450)	-35.4%
G9012	SW	Permanent Supportive Housing Stabilization	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
G9012U8	SW	Permanent Supportive Housing Stabilization Transition	All Else	15 minutes	-	\$15.11	\$25.41	\$0	\$0	\$0	0.0%
T2023	SW	Support Coordination	All Else	Monthly	26,842	\$201.50	\$208.21	\$5,428,813	\$5,609,534	\$180,781	3.3%
H2026U1	SW	Supported Employment - follow along supports	Community	Per diem	792	\$70.00	\$39.66	\$55,440	\$31,411	(\$24,029)	-43.3%
Transportation for Supported Employment, Day Habilitation, and Prevocational on the day of delivery of service						All Else	Per diem	90,836	\$20.00	\$22.84	\$1,816,720
T2002	SW	Virtual Delivery of Day Habilitation (1:5-8 Beneficiary ratio)	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio						Community	15 minutes	220	\$13.63	\$9.92	\$2,999
H2014GT	SW	Prevocational Virtual 1:5-8	Community	15 minutes	-	\$2.98	\$2.76	\$0	\$0	\$0	0.0%
H2023UKU1	SW	Work Based Learning Experience Assessment	Community	Per service	-	\$175.00	\$181.07	\$0	\$0	\$0	0.0%
Total - Across All Programs (State and Federal Share)								243,920,624		\$1,159,949,485	\$1,324,966,929
										\$165,017,444	14.2%

Note: Totals may not tie due to rounding

Appendix 3: Services in the Rate Study by Program

General Service Name	Program							
	ADHC	CCW	Community Choices	EPSDT-PCS	LT-PCS	NOW	ROW	SW
In-Home Services								
Family Support		X						
Caregiver Temporary Support Service			X					
Personal Care Services			X	X	X			
Individual and Family Supports						X		
Community Living Supports							X	
Habilitation								X
In-Home Respite								X
Monitored In-Home Caregiving (assessment, level 1, and level 2)			X			X	X	
Companion Care						X	X	
Supported Independent Living						X		
Host Home							X	
Shared Living (recipient owned only)							X	
Nursing Services (LPN & RN)			X			X	X	
Community Services								
Adult Day Health Care (including health status monitoring)	X		X				X	
Day Habilitation						X	X	X
Community Life Engagement (including development)						X	X	X
Prevocational						X	X	X
Community Career Planning						X	X	X
Initial Job Support and Job Stabilization						X	X	X
Supported Employment – follow along supports (including virtual)						X	X	X
Group Employment Job Assessment, Discovery, and Development						X	X	X
Group Employment and Group Supported Employment						X	X	X
Job Development and Placement						X	X	X
Extended Job Supports						X	X	X
Work Based Learning Experience Assessment						X	X	X
Round-the-Clock Services								
Center-Based Respite (including ADHC center and respite care services – out of home)		X	X			X	X	X
Caregiver Temporary Support Services (including assisted living, nursing facility, and respite center)			X					
Substitute Family Care						X		
Shared Living – Level 1 (provider owned only)							X	
All Else Services								
Support Coordination	X	X	X			X	X	X
Housing Stabilization		X	X				X	X
Home Delivered Meals	X		X					
Medically Tailored Meals (including gluten free, renal, and pureed)			X					
Crisis Support		X						
Specialty Therapy Services including therapeutic horseback riding, sensory integration, music therapy, hippotherapy, art therapy, and aquatic therapy		X						
Physical, Occupational, and Speech Therapy			X				X	
Nutritional Services			X				X	X
Social Worker Services						X	X	
Psychologist Services						X	X	
Transportation						X	X	X

Appendix 4: Detailed Modeled Rate Build-up Examples

LT - Personal Care Services (T1019UB)

Ref.	Description	Personal Care Attendant (PCA)	PCA Supervisor	Total	Notes
A	Average minutes of direct time per unit	15.00			Based on separately developed direct time assumptions
B	Average minutes of indirect time per unit	1.50			Based on separately developed indirect time assumptions
C	Average minutes of transportation time per unit	0.13			Based on separately developed transportation assumptions
D	Total minutes per unit	16.63			$D = A + B + C$
E	Staffing ratio	1.00			
F	Supervisor span of control		30.00		30 employees assumed to be managed by 1 supervisor
G	Supervisor time per unit		0.55		$G = D / E / F$
H	PTO/training time adjustment factor	5.1%	9.6%		Based on separate PTO build
I	Adjusted total minutes per unit	17.49	0.61		$I = D / E * (1 + H) \parallel I = G * (1 + H)$
J	Hourly wage	\$ 11.48	\$ 16.98		Based on separate wage build
K	Total wages expense per unit	\$3.35	\$0.17	\$ 3.52	$K = I * J / 60$
L	Total OT minutes per unit	0.83	0.01		Based on service- and staff type-specific assumption
M	Total wages expense per unit w/ OT	\$ 3.59	\$ 0.18	\$ 3.76	$M = (J * 1.5 / 60) * L + K$
N	Employee related expense (ERE) percentage	25.5%	20.7%		Based on separate ERE build
O	Total ERE expense per unit	\$ 0.91	\$ 0.04	\$ 0.95	$O = M * N$
P	Estimated miles driven per unit			0.08	Based on separate miles build spread over 32 units per day average speed of 36 MPH
Q	Mileage reimbursement rate			\$ 0.70	
R	Transportation costs per unit			\$ 0.06	$R = P * Q$
S	Administration & program support			10.0%	Portion of total rate
T	Administration expenses			\$ 0.53	$T = S * (M + O + R) / (1 - S)$
U	Total rate			\$ 5.30	$U = M + O + R + T$
V	Rate adjusted for multiple people			\$ 5.30	Single Person Rate
W	15 minutes Rate			\$5.30	
Ref.	Alignment to Cost Allocation Plan			Total	Notes
X	Direct Service Employee Salaries & Wages			\$ 3.41	
Y	Indirect Service Employee Salaries & Wages			\$ 0.32	
Z	Transportation Service Employee Salaries & Wages			\$ 0.03	
AA	Employee Related Expenses			\$ 0.95	
AB	Transportation & Fleet Vehicle Expenses			\$ 0.06	
AC	Administration, Program Support & Overhead			\$ 0.53	
AD	Total Rate			\$5.30	

Note: Totals may not tie due to rounding

Community Choices - Monitored In-Home Caregiving Level 1 (\$5140)

Ref.	Description	Direct Service Worker (DSW)	Registered Nurse (RN)	Case Manager (CM)	Total	Notes
A	Average minutes of direct time per unit	300.00	300.00	300.00		Based on separately developed direct time assumptions
B	Average minutes of indirect time per unit	-	-	-		Indirect time assumptions not included, all relevant service time is considered direct time under the billable unit
C	Average minutes of transportation time per unit	4.29	4.29	4.29		Based on separately developed transportation assumptions
D	Total minutes per unit	304.29	304.29	304.29		$D = A + B + C$
E	Number of employees	1.00	0.03	0.03		Based on separately developed staffing assumptions
F	PTO/training time adjustment factor	5.1%	12.4%	12.7%		Based on separate PTO build
G	Adjusted Total minutes per unit	319.91	10.69	10.72		$G = D * E * (1 + F)$
H	Hourly wage	\$11.48	\$40.42	\$19.71		Based on separate wage build
I	Total wages expense per unit	\$61.23	\$7.20	\$3.52	\$71.95	$I = G * H / 60$
J	Total OT minutes per unit	0.00	0.00	0.00		Based on service- and staff type-specific assumption
K	Total wages expense per unit w/ OT	\$61.23	\$7.20	\$3.52	\$71.95	$K = (H * 1.5 / 60) * J + I$
L	Employee related expense (ERE) percentage	25.5%	17.8%	25.1%		Based on separate ERE build
M	Total ERE expense per unit	\$15.61	\$1.28	\$0.88	\$17.77	$M = K * L$
N	Estimated miles driven per unit				2.57	Based on separate miles per unit build average vehicle speed of 36 MPH
O	Mileage reimbursement rate				\$0.70	
P	Transportation costs per unit				\$1.80	$P = N * O$
Q	Administration & program support					10.0% Portion of total rate
R	Administration expenses					$\$10.17 R = Q * (K + M + P) / (1 - Q)$
S	Total Rate				\$101.69	$S = K + M + P + R$
T	Rate adjusted for multiple people					\$101.69 Single Person Rate
U	Per diem Rate				\$101.69	
Ref.	Alignment to Cost Allocation Plan			Total		Notes
V	Direct Service Employee Salaries & Wages				\$70.94	
W	Indirect Service Employee Salaries & Wages				\$ 0.00	
X	Transportation Service Employee Salaries & Wages				\$ 1.01	
Y	Employee Related Expenses				\$ 17.77	
Z	Transportation & Fleet Vehicle Expenses				\$ 1.80	
AA	Administration, Program Support & Overhead				\$ 10.17	
AB	Total Rate				\$101.69	

Note: Totals may not tie due to rounding

SW - Support Coordination (T2023)

Ref.	Description	Case Manager (CM)	CM Supervisor	Program Manager (SC)	Registered Nurse (RN)	Total	Notes
A	Hourly wage	\$ 19.71	\$ 25.48	\$ 35.57	\$ 40.42		Based on separate wage build
B	Number of employees	1.00	0.17	0.05	0.02		Based on separately developed staffing assumptions
C	PTO/training time adjustment factor	12.7%	12.7%	12.7%	12.4%		Based on separate PTO build
D	Total wages expense per month	\$ 3,852.71	\$ 829.95	\$ 347.57	\$ 131.25	\$ 5,161.48	$D = A * B * (1 + C) * 2,080 / 12$
E	Percent of holiday/other overtime hours paid at time and a half	2.5%	0.0%	0.0%	2.5%		Based on service- and staff type-specific assumption
F	Total direct care wage adjusted for overtime and holidays per month	\$ 3,900.87	\$ 829.95	\$ 347.57	\$ 132.89	\$ 5,211.28	$F = D * (1 - E) + D * 1.5 * E$
G	Employee related expense (ERE) percentage	25.1%	21.8%	18.7%	17.8%		Based on separate ERE build
H	Total ERE expense per month	\$977.98	\$181.28	\$65.04	\$23.61	\$ 1,247.90	$H = F * G$
I	Estimated miles driven per month					380.00	Based on separate miles per unit build
J	Mileage reimbursement rate					\$ 0.70	
K	Transportation fleet costs per month					\$ 266.00	$K = I * J$
L	Administration & program support					15.0%	Portion of monthly costs
M	Monthly administrative expenses					\$ 1,186.80	$M = L * (F + H + K) / (1 - L)$
N	Monthly costs					\$ 7,911.97	$N = F + H + K + M$
O	Number of clients per team					38	
R	Number of units per month					1	
Q	Monthly Rate					\$208.21	$Q = N / O / R$
Ref.	Summary of Rate Model Components				Total		Notes
R	Direct Service Employee Salaries & Wages				\$ 107.33		
S	Indirect Service Employee Salaries & Wages				\$ 0.00		
T	Transportation Service Employee Salaries & Wages				\$ 29.81		
U	Employee Related Expenses				\$ 32.84		
V	Transportation & Fleet Vehicle Expenses				\$ 7.00		
W	Administration, Program Support & Overhead				\$ 31.23		
X	Total Rate				\$208.21		

Note: Totals may not tie due to rounding

ADHC Services (\$5100)

Ref	Description	Direct Service Worker (DSW)	Unlicensed Social Worker	Program Manager - Facility Based Day Services Only	Licensed Practical Nurse (LPN)	Registered Nurse (RN)	Total	Notes
A	Daily Staffing	3.50	1.00	1.00	2.50	0.25		Based on separately developed staffing assumptions
B	Total daily hours	28.00	8.00	8.00	20.00	2.00		Assuming 8 hours of operation
C	PTO/training time adjustment factor	5.1%	9.6%	9.6%	11.9%	12.4%		Based on separate PTO build
D	Adjusted total hours of time per day	29.44	8.77	8.77	22.38	2.25		$D = B * (1 + C)$
E	Hourly wage	\$ 11.48	\$ 24.03	\$ 23.89	\$ 27.64	\$ 40.42		Based on separate wage build
F	Total wages expense per day	\$ 338.07	\$ 210.59	\$ 209.37	\$ 618.69	\$ 90.87		$F = D * E$
G	Percent of holiday/other overtime hours paid at time and a half	5.0%	2.5%	2.5%	2.5%	2.5%		Based on service- and staff type-specific assumption
H	Total direct care wage adjusted for overtime and holidays per day	\$ 346.52	\$ 213.22	\$ 211.99	\$ 626.42	\$ 92.00	\$ 1,490.16	$H = F * (1 - G) + F * 1.5 * G$
I	Employee related expense (ERE) percentage	25.5%	17.8%	17.9%	21.0%	17.8%		Based on separate ERE build
J	Total ERE expense per week	\$ 88.32	\$ 38.00	\$ 37.87	\$ 131.43	\$ 16.34	\$ 311.96	$J = H * I$
K	Total vehicle costs per day						\$ 0.00	Travel is billed separately
L	Meals and snacks cost						\$ 286.79	1 Meal(s) and 2 Snack(s)
M	Subtotal before administration & program support						\$ 2,088.90	$M = H + J + K + L$
N	Administration & program support percentage						20.0%	Portion of total rate
O	Administration & program support cost per day						\$ 522.22	$O = (M * N) / (1 - N)$
P	Total cost per day						\$ 2,611.12	$P = M + O$
Q	Number of individuals served						25	The assumed number of clients at the facility
R	Units per day						28	
S	15 minutes Rate						\$ 3.73	$S = P / Q / R$
Ref.	Alignment to Cost Allocation Plan						Total	Notes
T	Direct service employee salaries & wages						\$ 2.13	
U	Indirect Service Employee Salaries & Wages						\$ 0.00	
V	Transportation Service Employee Salaries & Wages						\$ 0.00	
W	Employee Related Expenses						\$ 0.45	
X	Transportation & fleet vehicle expenses						\$ 0.00	
Y	Administration, Program Support & Overhead						\$ 1.15	
Z	Total Rate						\$ 3.73	

Note: Totals may not tie due to rounding

Appendix 5: Staffing and Service Time Assumptions

Personal Care and Similar In-Home Services

Billing Code	Program	Service Description	Staffing and Service Time Assumptions
T1005	Community Choices	Caregiver Temporary Support Service (in the home)	All services are billed in 15-minute increments
S5125	ROW	Community Living Supports – 1 Person	Staff Types: <ul style="list-style-type: none">▪ Personal Care Attendant▪ Personal Care Attendant Supervisor<ul style="list-style-type: none">– <i>Overtime service does not include supervisor staffing</i>
S5125	SW	In-Home Respite	
T2019	SW	Habilitation (1:1 Beneficiary Ratio)	
S5125	Community Choices	Personal Assistance Services	Staffing assumptions: <ul style="list-style-type: none">▪ Staffing ratio: 1:1 or 1 to the number of recipients served as indicated by service description and billing codes<ul style="list-style-type: none">– <i>Multiple person and overtime services not specifically listed on this slide</i>▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control
T1019EP	EPSDT-PCS	EPSDT-Personal Care Services	
T1019UB	LT-PCS	Long Term-Personal Care Services	
S5125U1	NOW	Individual and Family Support (IFS) – Day	
S5125UJ	NOW	Individual and Family Support (IFS) – Night	
H2011	Children's Choice	Crisis Support	Service time per unit <ul style="list-style-type: none">▪ Direct: 15 minutes▪ Indirect: 6 minutes per hour (or 10% of direct time)
S5125	CCW	Family Support	

Companion Care and Personal Care Per Diem Services

Billing Code	Program	Service Description	Service Time Assumptions	Staffing Assumptions
S5136	ROW	Companion Care	<ul style="list-style-type: none"> ▪ Direct service time per unit (per diem basis): 8 hours per LDH feedback ▪ Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem 	Staff Types: <ul style="list-style-type: none"> ▪ Personal Care Attendant ▪ Personal Care Attendant Supervisor
S5136CC	NOW	Adult Companion Care		Staffing assumptions: <ul style="list-style-type: none"> ▪ Staffing ratio: 1:1 ▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control
S5126UH	Community Choices	Personal Assistance Services – am/pm, provided in the evening	<ul style="list-style-type: none"> ▪ Direct service time per unit: 2 hours to maintain a consistent rate differential as has historically existed for the 15-minute personal care services ▪ Indirect service time per unit: 12 minutes per unit (10% of direct time) 	
S5126UF	Community Choices	Personal Assistance Services – am/pm, provided in the morning		

Monitored-In Home Caregiving Services

Billing Code	Program	Service Description	Service Time Assumptions	Staffing Assumptions
T1028	Community Choices	Monitored In-Home Caregiving – Intake and Assessment	Service time per unit: <ul style="list-style-type: none"> ▪ Direct: 2.5 hours per LDH feedback ▪ Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem 	Staff Types: <ul style="list-style-type: none"> ▪ Case Manager (CM) ▪ Registered Nurse (RN) Staffing assumptions: <ul style="list-style-type: none"> • Staffing ratio: 1:1 • Assume functions as a team with 2 staff per 1 client
T1028TU	ROW	Monitored In-Home Caregiving- Assessment		
T1028TU	NOW	Monitored In-Home Caregiving- Assessment		
S5140	Community Choices	Monitored In-Home Caregiving Level 1	Service time per unit (per diem): <ul style="list-style-type: none"> ▪ Direct: 5 hours per LDH feedback ▪ Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem 	Staff Types: <ul style="list-style-type: none"> ▪ Direct Service Worker (DSW) ▪ Case Manager (CM) ▪ Registered Nurse (RN) Staffing assumptions: <ul style="list-style-type: none"> • Assume functions as a team with the RN and CM alternating months that they visit with the client in person • DSW staffing ratio: 1:1 • CM staffing ratio: 1:32 DSWs • RN staffing ratio: 1:32 DSWs
T2033	ROW	Monitored In-Home Caregiving Level 1		
T2033	NOW	Monitored In-Home Caregiving Level 1		
S5140TG	Community Choices	Monitored In-Home Caregiving Level 2	Service time per unit (per diem): <ul style="list-style-type: none"> ▪ Direct: 7.5 hours per LDH feedback ▪ Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem 	Staff Types: <ul style="list-style-type: none"> ▪ Direct Service Worker (DSW) ▪ Case Manager (CM) ▪ Registered Nurse (RN) Staffing assumptions: <ul style="list-style-type: none"> • Assume functions as a team with the RN and CM alternating months that they visit with the client in person • DSW staffing ratio: 1:1 • CM staffing ratio: 1:32 DSWs • RN staffing ratio: 1:32 DSWs
T2033TG	ROW	Monitored In-Home Caregiving Level 2		
T2033TG	NOW	Monitored In-Home Caregiving Level 2		

Host Home and Shared Living Services

Billing Code	Program	Service Description	Staffing Assumptions	Assumed Weekly Hours
S5140	ROW	Host Home (variation by procedure code modifier): <ul style="list-style-type: none"> ▪ Child & Adult ▪ Levels 1 to 4 	Staffing types: <ul style="list-style-type: none"> ▪ Personal Care Attendant Staffing assumptions: <ul style="list-style-type: none"> ▪ Staffing ratio: 1:1 	<p>Assuming the following number of weekly hours of direct care service for Host Home by level, expressed on a per day basis (assuming 7 days per week of service) per LDH feedback</p> <ul style="list-style-type: none"> ▪ Level 1: 35.25 (5 hours per day) ▪ Level 2: 39.6 (6 hours per day) ▪ Level 3: 45.9 (7 hours per day) ▪ Level 4: 56.5 (8 hours per day) <p><i>Note: Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem</i></p>
T2016	ROW	Shared Living (variation by procedure code modifier): <ul style="list-style-type: none"> ▪ Provider & recipient owned or leased ▪ Levels 1 to 4 ▪ 1:1 staffing ratios 	Staffing types: <ul style="list-style-type: none"> ▪ Personal Care Attendant ▪ Personal Care Attendant Supervisor Staffing assumptions: <ul style="list-style-type: none"> ▪ Staffing ratio: 1:1 or 1:2 ▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control 	<p>Assuming the following number of weekly hours of direct care service for Shared Living by level, expressed on a per day basis (assuming 7 days per week of service) per LDH feedback</p> <ul style="list-style-type: none"> ▪ Level 1: 35.25 (5 hours per day) ▪ Level 2: 39.6 (6 hours per day) ▪ Level 3: 70 (10 hours per day) ▪ Level 4: 84 (12 hours per day) <p><i>Note: Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem</i></p>
T2033	ROW	Shared Living (variation by procedure code modifier): <ul style="list-style-type: none"> ▪ Recipient owned only ▪ Levels 1 to 4 ▪ Up to 1:4 staffing ratios 		

Skilled Nursing Services

Billing Code	Program	Service Description	Billing Unit	Staffing and Service Time Assumptions
T1001TE	Community Choices	Nursing assessment by LPN	Per service	<p>Staffing types:</p> <ul style="list-style-type: none"> ▪ Licensed Practical Nurse (LPN) ▪ Registered Nurse (RN)
T1031	Community Choices	Nursing care by LPN	Per visit	<p>Staffing assumptions:</p> <ul style="list-style-type: none"> ▪ LPN supervised by an RN for LPN services ▪ RN for RN services ▪ Staffing ratio: 1:1 except for multiple person services where assumptions align with service description ▪ RN supervisor to LPN: 1:10
T1003	NOW	LPN/LVN services	15 minutes	
S9124	ROW	LPN-extended services (1 person)	Hour	
G0300	ROW	LPN-intermittent services (1 person)	Per visit	<p>G0299 and G0300 service time per visit:</p> <ul style="list-style-type: none"> ▪ Direct: 90 minutes to maintain a consistent rate differential as has historically existed for the 15-minute personal care services ▪ Indirect: 9 minutes per unit (or 10% of direct time)
T1001TD	Community Choices	Nursing assessment by RN	Per service	<p>T1003 and T1002 service time per 15 min unit:</p> <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 6 minutes per hour (or 10% of direct time)
T1030	Community Choices	Nursing care by RN	Per visit	
T1002	NOW	RN services	15 minutes	
G0299	ROW	Nursing RN (1 person)	Per visit	<p>All remaining nursing service time per unit:</p> <ul style="list-style-type: none"> ▪ Direct: 60 minutes to maintain a consistent rate differential as has historically existed for the 15-minute personal care services ▪ Indirect: 6 minutes per hour (or 10% of direct time)
S9123	ROW	Nursing RN (1 person)	Hour	

Note: Multiple person nursing services are not listed on this table but rely on the same staffing assumptions.

Facility Based Day Service List

Billing Code	Program	Service Description
S5100	ADHC	Adult Day Health Care Services
T1005HQ	Community Choices	Center-Based Respite (ADHC center)
S5100	Community Choices	Adult Day Health Care (ADHC) Service
S5100	ROW	Adult Day Health Care Center Based Service (ADHC)
T2021	SW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)
T2021	ROW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)
T2021	NOW	Day Habilitation Onsite (1:5-8 Beneficiary ratio)
T2021GT	SW	Virtual Delivery of Day Habilitation (1:5-8 ratio)
T2021GT	ROW	Virtual Delivery of Day Habilitation (1:5-8 ratio)
T2021GT	NOW	Virtual Delivery of Day Habilitation (1:5-8 ratio)
H2014	SW	Onsite Prevocational 1:5-8
H2014	NOW	Onsite Prevocational 1:5-8
H2014	ROW	Onsite Prevocational 1:5-8
H2014 GT	SW	Prevocational Virtual 1:5-8
H2014 GT	NOW	Prevocational Virtual 1:5-8
H2014 GT	ROW	Prevocational Virtual 1:5-8

Note: Staffing and operational assumptions for the services listed above are on the next two slides

ADHC Service Facility Staffing

Staff Type	Number of Daily Staff	Total Daily Staffed Hours	LDH Administrative Rule Requirements	Assumption Notes
Direct Service Worker (DSW)	3.5	28.0	1 per 9 beneficiaries	DSWs determined using a 1:7 ratio (rounded down) to reflect ADHC technical provider workgroup member feedback that drivers are typically also trained as DSWs and take on DSW tasks in addition to driving responsibilities.
Social Worker - Unlicensed	1.0	8.0	10 hours per week minimum (approximately 0.3 FTE)	1 FTE - Informed by provider feedback.
Program Manager	1.0	8.0	1 FTE per facility	ADHC provider technical workgroup members indicated that larger facilities use 2 Program Manager FTEs.
Licensed Practical Nurse (LPN)	2.5	20.0	8 hours of daily nursing (e.g., at least 1 nurse per facility)	ADHC provider technical workgroup members indicated that LPNs are primarily utilized, with limited RN staffing.
Registered Nurse (RN)	0.25	2.0	See above	RN staffing is included as LPNs require supervision by an RN, reflecting a 1:10 supervisor span of control.
Driver	0.0	0.0	N/A	Driver's time specific to transportation responsibilities is not included here as it will continue to be accounted for in separately calculated transportation add-on.
Food Service Supervisor	0.0	0.0	10 hours per week minimum	Food service staff costs are included as part of the separate development of the meal cost
Total hours		66.0		

Assumed Average Daily Attendance	25
Assume Hours of Attendance per Beneficiary	7
Total Daily Facility Hours	8

Note: Daily facility hours and beneficiary attendance hours assume that there is variability in regards to timing of attendance throughout the day, with providers needing to maintain a baseline level of staffing during facility hours.

Day Habilitation and Prevocational Service Facility Staffing

Staff Type	Number of Staff Per Group	Total Daily Staffed Hours	Assumption Notes
Direct Service Worker (DSW)	1.5	12.0	DSWs determined using feedback collected during the In-home and Vocational technical provider workgroup in April 2025.
DSW Supervisor/QDIP	0.2	1.5	Assuming a 1:8 supervisor span of control. It is expected that a supervisor likely is interacting with more than one group in a day.
Program Manager	0.0	0.0	Considered in administrative costs assumptions.
Driver	0.0	0.0	Driver's time specific to transportation responsibilities is not included here as it will continue to be accounted for in separately paid transportation rate.
Total hours		13.5	

Average Group Size	5
Assumed Hours of Attendance per Beneficiary	5
Total Daily Facility Hours	8

Note: Daily facility hours and beneficiary attendance hours assume that there is variability in regards to timing of attendance throughout the day, with providers needing to maintain a baseline level of staffing during facility hours.

Community Life Engagement and Community Life Engagement Development

Billing Code	Program	Service Description	Staffing and Service Time Assumptions
T2021TT	SW	Community Life Engagement (1:1 ratio)	Staffing types: <ul style="list-style-type: none"> ▪ Direct Service Worker ▪ Direct Service Worker Supervisor Staffing assumptions: <ul style="list-style-type: none"> ▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control ▪ T2025 U1 and T2021TT - Staff to client ratio is 1:1 ▪ T2021UQ (1:2-4 ratio) – assume a 1:2 ratio ▪ T2025UN (1:2 ratio) ▪ T2025UP (1:3 ratio)
T2021TT	NOW	Community Life Engagement (1:1 ratio)	
T2021TT	ROW	Community Life Engagement (1:1 ratio)	
T2021UQ	SW	Community Life Engagement (1:2-4 ratio)	T2021 service time per unit: <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 9 minutes per hour (or 15% of direct time)
T2021UQ	NOW	Community Life Engagement (1:2-4 ratio)	
T2021UQ	ROW	Community Life Engagement (1:2-4 ratio)	
T2025U1	SW	Community Life Engagement Development 1:1	T2025 service time per unit: <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 30 minutes per hour (or 50% of direct time)
T2025U1	ROW	Community Life Engagement Development 1:1	
T2025U1	NOW	Community Life Engagement Development 1:1	
T2025UN	SW	Community Life Engagement Development (1:2 ratio)	T2021 service time per unit: <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 9 minutes per hour (or 15% of direct time)
T2025UN	NOW	Community Life Engagement Development (1:2 ratio)	
T2025UN	ROW	Community Life Engagement Development (1:2 ratio)	
T2025UP	SW	Community Life Engagement Development (1:3 ratio)	T2025 service time per unit: <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 30 minutes per hour (or 50% of direct time)
T2025UP	ROW	Community Life Engagement Development (1:3 ratio)	
T2025UP	NOW	Community Life Engagement Development (1:3 ratio)	

Community Career Planning

Billing Code	Program	Service Description	Staffing and Service Time Assumptions
H2014TT	SW	Community Career Planning (1:1 Beneficiary ratio)	Staffing types: <ul style="list-style-type: none"> ▪ Direct Service Worker ▪ Direct Service Worker Supervisor
H2014TT	NOW	Community Career Planning (1:1 Beneficiary ratio)	Staffing assumptions: <ul style="list-style-type: none"> ▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control ▪ H2014TT - Staff to client ratio is 1:1 ▪ H2014UQ: 1:2
H2014TT	ROW	Community Career Planning (1:1 Beneficiary ratio)	Service time per unit: <ul style="list-style-type: none"> ▪ Direct: 15 minutes ▪ Indirect: 9 minutes per hour (or 15% of direct time)
H2014UQ	SW	Community Career Planning (1:2-4 ratio)	
H2014UQ	NOW	Community Career Planning (1:2-4 ratio)	
H2014UQ	ROW	Community Career Planning (1:2-4 ratio)	

Supported Employment Services

Billing Code	Program	Service Description	Service Time Assumptions	Staffing Assumptions
H2023U1	SW	Job Development and Placement		
H2023U1	NOW	Job Development and Placement		
H2023U1	ROW	Job Development and Placement		
H2023TSU1	SW	Initial Job Support and Job Stabilization	H2023U1 and H2023TSU1 service time per unit: <ul style="list-style-type: none">▪ Direct: 15 minutes▪ Indirect: 30 minutes per hour (or 50% of direct time)	Staffing types: <ul style="list-style-type: none">▪ Employment Specialist▪ Employment Specialist Supervisor Supervisory assumptions: <ul style="list-style-type: none">▪ Supervisor to employment specialist: 1:30 based on technical workgroup member reporting of supervisor span of control
H2023TSU1	NOW	Initial Job Support and Job Stabilization		
H2023TSU1	ROW	Initial Job Support and Job Stabilization		
H2026U1	SW	Supported Employment – follow along supports	H2026U1 service time per unit: <ul style="list-style-type: none">▪ Direct: 60 minutes per LDH feedback▪ Indirect: 9 minutes per unit (or 15% of direct time)	Staffing assumptions: <ul style="list-style-type: none">▪ Staff to client ratio is 1:1
H2026U1	NOW	Supported Employment – follow along supports		
H2026U1	ROW	Supported Employment – follow along supports	H2923TTU1 service time per unit: <ul style="list-style-type: none">▪ Direct: 15 minutes▪ Indirect: 9 minutes per hour (or 15% of direct time)	Note: Supported employment services can be provided as a virtual service as well under the H2023GTU1 Supported Employment Virtual Delivery of Individual Job Follow Along 1:1 ratio service. This service uses the same staffing assumptions as the in-person service.
H2023TTU1	SW	Extended Job Supports		
H2023TTU1	NOW	Extended Job Supports		
H2023TTU1	ROW	Extended Job Supports		

Group Based Employment Services

Billing Code	Program	Service Description	Service Time Assumptions	Staffing Assumptions
H2023	SW	Group Employment Job Assessment, Discovery, and Development		
H2025	SW	Group Supported Employment 1:5-8	H2023 service time per unit: <ul style="list-style-type: none">▪ Direct: 15 minutes▪ Indirect: 30 minutes per hour (or 50% of direct time) Service time per unit for all remaining services on this slide: <ul style="list-style-type: none">▪ Direct: 15 minutes▪ Indirect: 9 minutes per hour (or 15% of direct time)	Staffing types: <ul style="list-style-type: none">▪ Direct Service Worker (DSW)▪ Employment Specialist (as the DSW supervisor) Supervisory assumptions: <ul style="list-style-type: none">▪ Supervisor to direct service worker: 1:30 based on technical workgroup member reporting of supervisor span of control
H2025	NOW	Group Supported Employment 1:5-8		
H2025	ROW	Group Supported Employment 1:5-8		
H2025TT	SW	Group Employment (1:2 Beneficiary ratio)		
H2025UQ	SW	Group Employment (1:3-4 Beneficiary ratio)		

Work Based Learning Experience Assessment

Billing Code	Program	Service Description	Service Duration	Staffing Assumptions
H2023UKU1	SW	Work Based Learning Experience Assessment		Staffing types: <ul style="list-style-type: none"> Employment Specialist Employment Specialist Supervisor
H2023UKU1	NOW	Work Based Learning Experience Assessment	Service time per unit <ul style="list-style-type: none"> Direct: 3.5 hours per LDH feedback Indirect: 1.75 hours per unit (or 50% of direct time) 	Staffing assumptions: <ul style="list-style-type: none"> Staff to client ratio is 1:1 Supervisor to employment specialist: 1:30 based on technical workgroup member reporting of supervisor span of control
H2023UKU1	ROW	Work Based Learning Experience Assessment		

Support Coordination

Billing Code	Program	Service Description	Caseload or Service Duration Based on Technical Workgroup Feedback	Staff Types
T2023	ADHC	Transition Intensive Support Coordination		
T2023	Community Choices	Transition Intensive Support Coordination	Caseload: 32	
T2023	NOW	Case Management (not a waiver service)		
T2023	SW	Support Coordination		
T2022	ADHC	Support Coordination	Caseload: 38	
T2022	Community Choices	Support Coordination		
T1016	ROW	Support Coordination		
T2022	CCW	Children's Choice Support Coordination	Caseload: 47	<p>Staffing types:</p> <ul style="list-style-type: none"> ▪ Case Manager ▪ Case Manager Supervisor ▪ Program Manager ▪ Registered Nurse <p>Staffing assumptions:</p> <ul style="list-style-type: none"> ▪ 1 CM Supervisor: 6 CM ▪ 1 Program Manager: 20 CM ▪ 1 RN: 60 CM

Caseload assumptions were developed with the understanding that funding is available to support non-billable cases.

Note that LDH case management provider manuals require that support coordination agencies comply with the following:

- Maximum caseload of 60 for all other case management services
- Supervisor span of control of 8 maximum
- Nursing consultant available at least 4 hours per week

Housing Stabilization and Transition Services

Billing Code	Program	Service Description	Staffing and Service Time Assumptions
G9012	CCW	Housing Stabilization	
G9012U8	CCW	Housing Stabilization Transition	
G9012U7	Community Choices	Housing Stabilization Services	
G9012U8	Community Choices	Housing Transition/Crisis Intervention Services	
G9012	NOW	Housing Stabilization	
G9012U8	NOW	Housing Stabilization Transition	
G9012	ROW	Housing Stabilization	
G9012U8	ROW	Housing Stabilization Transition	
G9012	Supports	Housing Stabilization	
G9012U8	Supports	Housing Stabilization Transition	<p>Staffing types:</p> <ul style="list-style-type: none"> ▪ Public Supportive Housing (PSH) Case Manager (CM) ▪ PSH Licensed Clinical Social Worker (LCSW) - CM Supervisor <p>Staffing assumptions:</p> <ul style="list-style-type: none"> ▪ 1 CM Supervisor: 4 CM per LDH feedback <p>Service time per unit:</p> <ul style="list-style-type: none"> • Direct: 15 minutes • Indirect: 9 minutes per hour (or 15% of direct time)

Supported Independent Living and Substitute Family Care

Billing Code	Program	Service Description	Service Duration	Staffing Assumptions
T2016	NOW	Supported Independent Living (SIL)	<ul style="list-style-type: none"> ▪ Payment is made on a per diem basis ▪ Assuming 15 hours of direct service time each month informed using service requirements and descriptions and includes: <ul style="list-style-type: none"> – 1 hour face-to-face visit – 2 hours of phone calls – 7 hours of additional hours of client support – 5 hours of caregiver supervisor time 	<p>Staff Types:</p> <ul style="list-style-type: none"> ▪ Personal Care Attendant (PCA) ▪ PCA Supervisor <p>Staffing assumptions:</p> <ul style="list-style-type: none"> ▪ PCA staffing ratio: 1:1 ▪ PCA supervisor staffing ratio: 1:2
S5140	NOW	Substitute Family Care (SFC)	<ul style="list-style-type: none"> ▪ Direct service time per unit (per diem basis): 1 hour per LDH feedback ▪ Indirect time assumptions are not included for this service as all relevant service time is considered billable under the per diem 	<p>Staff Types:</p> <ul style="list-style-type: none"> ▪ Principal Caregiver ▪ Caregiver Supervisor <p>Staffing assumptions:</p> <ul style="list-style-type: none"> ▪ PCA staffing ratio: 1:1 ▪ Supervisor span of control: 1:30 based on technical workgroup member reporting of supervisor span of control

Appendix 6: BLS Occupation Code Description

BLS Occupation Title	BLS Occupational Code	BLS Job Description
Healthcare Social Workers	21-1022	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family caregivers. Provide patients with information and counseling, and make referrals for other services. May also provide case and care management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.
Home Health and Personal Care Aides	31-1120	Home health and personal care aides monitor the condition of people with disabilities or chronic illnesses and help them with daily living activities.
Licensed Practical and Licensed Vocational Nurses	29-2061	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.
Registered Nurses	29-1141	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists. Excludes "Nurse Anesthetists" (29-1151), "Nurse Midwives" (29-1161), and "Nurse Practitioners" (29-1171).
Rehabilitation Counselors	21-1015	Counsel individuals to maximize the independence and employability of persons coping with personal, social, and vocational difficulties that result from birth defects, illness, disease, accidents, aging, or the stress of daily life. Coordinate activities for residents of care and treatment facilities. Assess client needs and design and implement rehabilitation programs that may include personal and vocational counseling, training, and job placement. Excludes "Occupational Therapists" (29-1122).
Social and Community Service Managers	11-9151	Plan, direct, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.
Social and Human Service Assistants	21-1093	Assist other social and human service providers in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. Excludes "Rehabilitation Counselors" (21-1015), "Psychiatric Technicians" (29-2053), "Personal Care Aides" (31-1122), and "Eligibility Interviewers, Government Programs" (43-4061).
Social Workers, All Other	21-1029	All social workers not listed separately.
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21-1018	Substance abuse, behavioral disorder, and mental health counselors advise people on a range of issues, such as those relating to alcoholism, addictions, or depression.

Appendix 7: SFY 2027 BLS Wages by Staff Type

Staff Types and Corresponding BLS SOCs	Blend %	BLS Wages Trended to December 2026					Provider Workgroup Reported Average Wages Reported as of Q1 2025 Trended to December 2026	
		25th Percentile		50th Percentile	Midpoint 50th & 75th Percentile			
						75th Percentile		
Frontline Worker -- Includes Personal Care Attendant / Direct Support Professional (DSP) / Direct Service Worker (DSW) / Driver / Caregiver	100%	\$10.13	\$11.48	\$12.54	\$13.60	\$14.50	\$11.45	
Home Health and Personal Care Aides	90%	\$9.67	\$10.85	\$11.80	\$12.76	\$13.60		
Social and Human Service Assistants	10%	\$14.27	\$17.18	\$19.19	\$21.20	\$22.20		
Frontline Worker Supervisor	100%	\$11.97	\$14.02	\$15.50	\$16.98	\$18.50	\$21.23	
Home Health and Personal Care Aides	50%	\$9.67	\$10.85	\$11.80	\$12.76	\$13.60		
Social and Human Service Assistants	50%	\$14.27	\$17.18	\$19.19	\$21.20	\$22.20		
Case Manager (CM)	100%	\$16.50	\$19.71	\$22.60	\$25.48	\$28.50	\$19.63	
Social and Human Service Assistants	50%	\$14.27	\$17.18	\$19.19	\$21.20	\$22.20		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	25%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50		
Rehabilitation Counselors	25%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
CM Supervisor	100%	\$16.50	\$19.71	\$22.60	\$25.48	\$28.50	\$25.01	
Social and Human Service Assistants	50%	\$14.27	\$17.18	\$19.19	\$21.20	\$22.20		
Rehabilitation Counselors	25%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	25%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50		
Program Manager (SC)	100%	\$25.75	\$31.35	\$35.57	\$39.78	\$44.50	\$36.26	
Rehabilitation Counselors	25%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	25%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50		
Social and Community Service Managers	50%	\$32.79	\$40.46	\$45.14	\$49.81	\$54.50		
PSH Case Manager (CM)	100%	\$16.50	\$19.71	\$22.60	\$25.48	\$28.50	N/A	
Social and Human Service Assistants	50%	\$14.27	\$17.18	\$19.19	\$21.20	\$22.20		
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	25%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50		
Rehabilitation Counselors	25%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
PSH LCSW - CM Supervisor	100%	\$29.30	\$33.08	\$37.97	\$42.87	\$48.50	N/A	
Healthcare Social Workers	50%	\$30.25	\$32.99	\$36.04	\$39.09	\$44.50		
Social Workers, All Other	50%	\$28.34	\$33.17	\$39.91	\$46.64	\$52.50		
Licensed Practical Nurse (LPN)	100%	\$24.74	\$27.64	\$29.16	\$30.69	\$33.50	\$24.37	
Licensed Practical and Licensed Vocational Nurses	100%	\$24.74	\$27.64	\$29.16	\$30.69	\$33.50		
Registered Nurse (RN)	100%	\$34.55	\$40.42	\$44.19	\$47.97	\$52.50	\$41.45	
Registered Nurses	100%	\$34.55	\$40.42	\$44.19	\$47.97	\$52.50		
Employment Specialist	100%	\$14.27	\$17.18	\$19.19	\$21.20	\$24.50	\$19.91	
Social and Human Service Assistants	100%	\$14.27	\$17.18	\$19.19	\$21.20	\$24.50		
Employment Specialist Supervisor	100%	\$23.89	\$28.53	\$33.94	\$39.36	\$44.50	\$32.91	
Rehabilitation Counselors	50%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
Social Workers, All Other	50%	\$28.34	\$33.17	\$39.91	\$46.64	\$52.50		
Program Manager - ADHC Service Only	100%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50	\$22.24	
Rehabilitation Counselors	100%	\$19.44	\$23.89	\$27.98	\$32.07	\$35.50		
Unlicensed Social Worker	100%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50	\$23.62	
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	100%	\$18.00	\$20.60	\$24.03	\$27.45	\$30.50		

Appendix 8: Service-Related Travel Assumptions

Service Type	Preliminary Assumption of Trips per Person assumes 7 days per week and trip = out and back	Notes
In-Home and Round-the-Clock Services		
Companion Care	2 trips per week	Assume there may be more regular travel required from the live-in caregivers, but not to the extent of the more intensive in-home services (see next row).
Host Home, Shared Living, and Substitute Family Care (SFC)	3 trips per week	Assume there may be more regular travel required from the live-in caregivers.
Monitored In-Home Caregiving (assessment only) Supported Independent Living (SIL)	1 one-way trip between clients per assessment 1 trip per month	Assume there is likely to be travel to the client's home as part of the assessment. Consistent with service requirements.
Nursing	Not applicable	Assumes (based on claims data experience) that nurse only sees one individual per day, and the travel to and from the client is not separately reimbursed by their employer.
EPSDT Personal Care Services	Not applicable	No service-related travel is performed as part of the EPSDT personal care service per the policy manual.
All other in-home services	1 trip per week	Primarily to support client in necessary chores.
All Other Services		
Crisis Support	1 trip per week	Crisis services are provided similarly to other in-home services for the Children's Choice waiver and per the LDH feedback include travel assumptions consistent with these services.
Support Coordination and Transition Intensive Support Coordination	1 trip per quarter	Required to visit with clients once per quarter and assumed at 10 miles per one-way trip.
Housing Stabilization	1 trip per day	Given there is limited utilization of this service to date, we assume the services are provided on an as needed basis and travel would be specific to that client on the same day.

Appendix 9: PTO & Training Time Assumptions

Staff Type	Paid Time Off and Training Time - Represented in Assumed Average Annual Hours									
	A Annual PTO Days (8-hour day)	B Annual PTO Hours	C Annual Ongoing Training	D = B + C	E Total PTO & Ongoing Training	Unadjusted New Hire Training	F Turnover Percentage	G = E * F	H = D + G	I Total Hours Per Employee
Frontline Worker	10	80	16	96	16	35%	6	102	2,080	5.1%
Frontline Worker Supervisor	20	160	16	176	16	35%	6	182	2,080	9.6%
Case Manager (CM)	25	200	16	216	48	40%	19	235	2,080	12.7%
CM Supervisor	25	200	16	216	48	40%	19	235	2,080	12.7%
Program Manager (SC)	25	200	16	216	48	40%	19	235	2,080	12.7%
Licensed Practical Nurse (LPN)	25	200	16	216	16	35%	6	222	2,080	11.9%
Registered Nurse (RN)	25	200	24	224	16	35%	6	230	2,080	12.4%
Employment Specialist	20	160	16	176	40	35%	14	190	2,080	10.1%
Employment Specialist Supervisor	25	200	16	216	40	35%	14	230	2,080	12.4%
Program Manager - Facility Based Day Services Only	20	160	16	176	16	35%	6	182	2,080	9.6%
Unlicensed Social Worker	20	160	16	176	16	35%	6	182	2,080	9.6%
PSH Case Manager (CM)	25	200	16	216	16	35%	6	222	2,080	11.9%
PSH LCSW - CM Supervisor	25	200	16	216	16	35%	6	222	2,080	11.9%

Notes:

- Totals may not tie due to rounding
- The Frontline Worker staff type is used for modeling the personal assistance – self directed overtime service with wages increased to reflect a 1.5 factor increase, referred to this report as Frontline Worker - OT. Overtime wages and time for all other services are captured in a separate assumption line in payment rate modeling that is described in more detail in section IV of this report.
- For the Host Home service only, Frontline Worker PTO was removed as it is expected that when the live-in caregiver takes time off, this time is unpaid, and a respite service is then utilized. Training assumptions for the Host Home service remain consistent with the Frontline Worker time in the table above and the resulting PTO & training factor is 1.0%.

Appendix 10: ERE Assumptions

Staff Type	Trended Wage	Annual Employee Salary	Employee Related Expenses										
			Social Security	Medicare Withholding	FUTA	SUI	Workers Comp	Health Insurance	Retirement	ERE per Employee	ERE Percentage		
	Trended from 5/31/23 to 12/31/26 at a rate of 2.5%	A * 2080	A * 2080 * 6.2% up to \$176,100 taxable limit	B * 1.45%	6% up to 7,000 tax limit	2.1% up to \$7,700 tax limit	B * 1.21%		B * 2%	SUM (C through I)	J / B		
Frontline Worker	\$ 11.48	\$ 23,887	\$ 1,481	\$ 346	\$ 420	\$ 159	\$ 288	\$ 2,928	\$ 466	\$ 6,088	25.5%		
Frontline Worker Supervisor	\$ 16.98	\$ 35,318	\$ 2,190	\$ 512	\$ 420	\$ 159	\$ 426	\$ 2,928	\$ 689	\$ 7,323	20.7%		
Frontline Worker - OT	\$ 17.23	\$ 35,830	\$ 2,221	\$ 520	\$ 420	\$ 159	\$ 432	\$ 2,928	\$ 699	\$ 7,378	20.6%		
Employment Specialist	\$ 19.19	\$ 39,918	\$ 2,475	\$ 579	\$ 420	\$ 159	\$ 481	\$ 2,928	\$ 778	\$ 7,820	19.6%		
Case Manager (CM)	\$ 19.71	\$ 41,005	\$ 2,542	\$ 595	\$ 420	\$ 159	\$ 494	\$ 5,271	\$ 800	\$ 10,280	25.1%		
PSH Case Manager (CM)	\$ 22.60	\$ 47,002	\$ 2,914	\$ 682	\$ 420	\$ 159	\$ 566	\$ 5,271	\$ 917	\$ 10,928	23.3%		
Program Manager - Facility Based Day Services Only	\$ 23.89	\$ 49,685	\$ 3,080	\$ 720	\$ 420	\$ 159	\$ 599	\$ 2,928	\$ 969	\$ 8,875	17.9%		
Unlicensed Social Worker	\$ 24.03	\$ 49,973	\$ 3,098	\$ 725	\$ 420	\$ 159	\$ 602	\$ 2,928	\$ 974	\$ 8,907	17.8%		
CM Supervisor	\$ 25.48	\$ 52,999	\$ 3,286	\$ 768	\$ 420	\$ 159	\$ 639	\$ 5,271	\$ 1,033	\$ 11,576	21.8%		
Licensed Practical Nurse (LPN)	\$ 27.64	\$ 57,489	\$ 3,564	\$ 834	\$ 420	\$ 159	\$ 693	\$ 5,271	\$ 1,121	\$ 12,061	21.0%		
Employment Specialist Supervisor	\$ 33.94	\$ 70,603	\$ 4,377	\$ 1,024	\$ 420	\$ 159	\$ 851	\$ 2,928	\$ 1,377	\$ 11,136	15.8%		
Program Manager (SC)	\$ 35.57	\$ 73,984	\$ 4,587	\$ 1,073	\$ 420	\$ 159	\$ 892	\$ 5,271	\$ 1,443	\$ 13,844	18.7%		
PSH LCSW - CM Supervisor	\$ 37.97	\$ 78,983	\$ 4,897	\$ 1,145	\$ 420	\$ 159	\$ 952	\$ 5,271	\$ 1,540	\$ 14,384	18.2%		
Registered Nurse (RN)	\$ 40.42	\$ 84,071	\$ 5,212	\$ 1,219	\$ 420	\$ 159	\$ 1,013	\$ 5,271	\$ 1,639	\$ 14,934	17.8%		

Note: Totals may not tie due to rounding. The Frontline Worker - OT staff type is utilized for the personal assistance - self directed overtime service only. Overtime wages and time for all other services are captured in a separate assumption line in payment rate modeling that is described in more detail in section IV of this report.