

Mississippi Department of Mental Health

ID/DD Waiver Rate-Setting Initiative

Summary of Service Questionnaire Responses

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**Mississippi Department of Mental Health
 ID/DD Waiver Rate-Setting Initiative - Summary of Service Questionnaire Responses
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**Mississippi Department of Mental Health
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Summary of Questionnaire Participation

Number of Providers				FY 2013 Payments		
Total	Submit	Percent		Total	Submit	Percent

All Providers

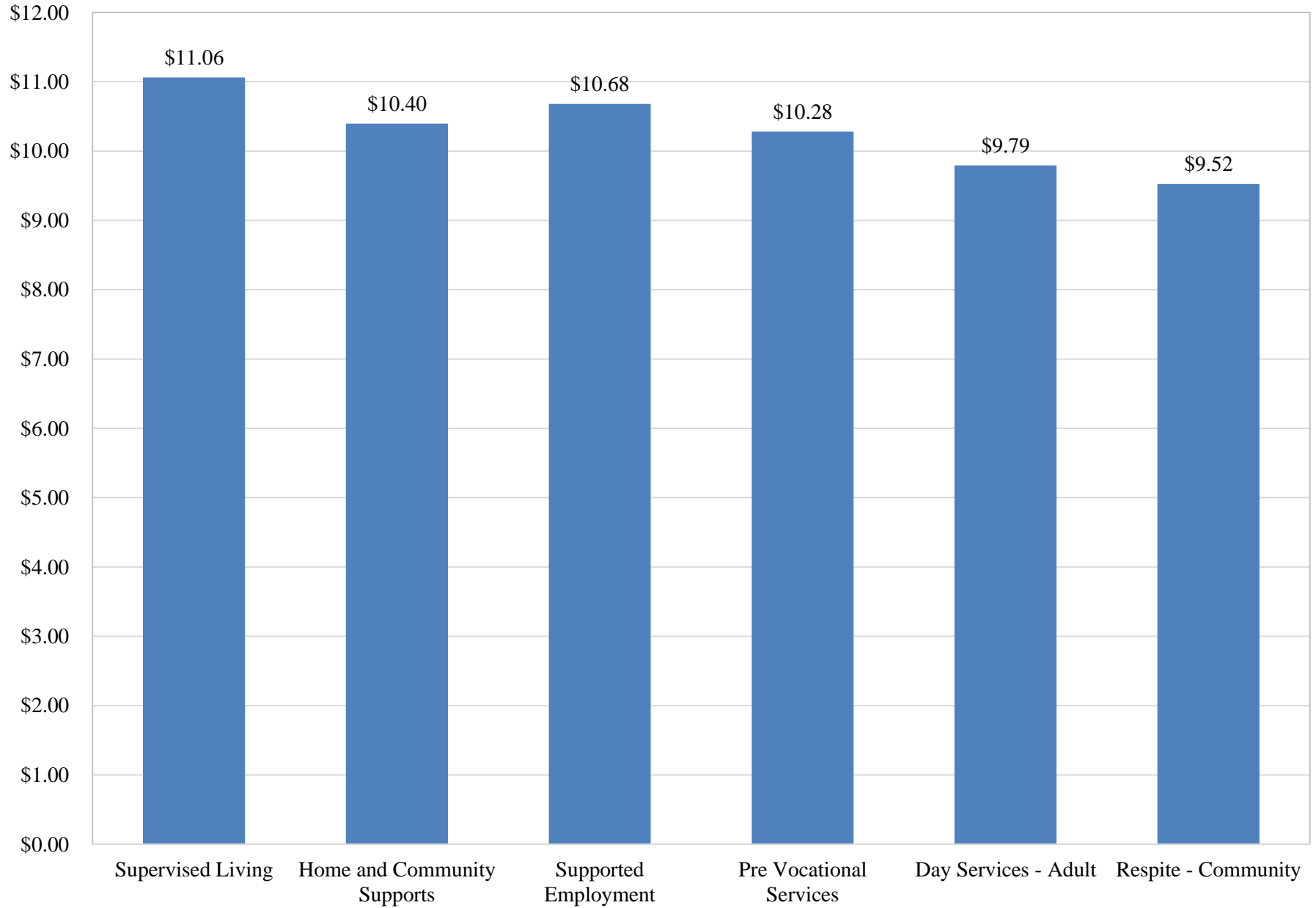
Total Providers	96			\$49,510,482		
Less Services Not Included in Rate Study	(64)			(\$569,573)		
Subtotal	32	19	59.4%	\$48,940,909	\$42,990,537	87.8%

By Service

Support Coordination	5	5	100.0%	\$2,729,650	\$2,729,650	100.0%
Supervised Living	11	9	81.8%	\$7,900,498	\$7,126,364	90.2%
Home and Community Supports	14	11	78.6%	\$16,649,141	\$14,080,799	84.6%
Supported Employment	9	8	88.9%	\$2,177,937	\$1,915,319	87.9%
Pre Vocational Services	18	16	88.9%	\$9,583,953	\$8,852,330	92.4%
Day Services - Adult	15	12	80.0%	\$4,870,962	\$4,404,915	90.4%
Respite - Community	3	3	100.0%	\$271,148	\$271,148	100.0%
Crisis Services	3	3	100.0%	\$61,776	\$61,776	100.0%
Respite - In Home Nursing	10	8	80.0%	\$4,509,288	\$3,369,227	74.7%
Behavior Support	5	4	80.0%	\$71,386	\$71,165	99.7%
Therapies	7	3	42.9%	\$115,170	\$107,845	93.6%

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Average Reported Wage for Direct Care Workers, by Service*



*Weighted averages without outliers based on fiscal year 2013 claims payments
Burns & Associates, Inc.

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'Typical' Staffing Weeks and Mileage, by Service¹

Support Coordination	Supervised Living	Home and Community Supports	Supported Employment	Pre Vocational Services	Day Services - Adult	Respite - Community	Nursing, RN	Nursing, LPN	Behavior Support, Masters	Behavior Support, Bachelors	Therapies
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Responding Providers

	5	11	12	9	16	14	3	4	9	4	1	2
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Staffing Pattern (scaled to 40 hour week)

Direct services	6.7	37.9	34.2	32.3	29.8	30.5	31.8	33.8	34.3	21.0	21.1	32.0
Oversight and coordination of services	8.8	-	-	-	-	-	-	-	-	-	-	-
Participating in ISP meetings	0.7	0.6	0.3	0.5	0.5	0.5	0.6	0.0	0.4	1.3	1.3	2.0
Participating in member assessments	3.1	-	-	-	-	-	-	-	-	-	-	-
Travel between members	4.6	-	1.6	3.3	-	-	-	1.4	2.5	4.0	3.9	2.0
Transporting individuals to/from program					4.4	3.7	1.4	-	-	-	-	-
Program development	-	-	-	1.0	0.9	0.8	1.0	-	-	-	-	-
Program preparation/ set-up/ clean-up	-	-	-	-	1.2	1.1	1.0	-	-	-	-	-
Consulting with DSPs, etc. on behalf of member	-	-	-	-	-	-	-	-	-	3.9	3.9	-
Missed appointments	-	-	0.7	-	-	-	-	1.0	0.8	0.0	0.0	1.0
Recordkeeping	10.7	-	1.3	1.6	1.8	2.0	2.7	0.6	0.5	7.8	7.9	2.0
'Employer time' (e.g. staff meetings)	3.3	0.5	0.8	0.6	0.6	0.6	0.7	1.2	0.7	1.3	1.3	1.0
Training (calculated) ²	0.9	0.9	0.6	0.9	0.8	0.7	0.8	0.5	0.5	0.5	0.5	0.0
Other activities	1.2	0.1	0.4	0.0	0.0	0.0	0.0	1.5	0.3	0.1	0.0	0.0
Total	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0

Mileage per Week for Non-Group Services (scaled to 40 hour week)

Between member sessions	154	-	67	65	-	-	-	72	56	441	27	80
Transporting members	-	-	93	94	-	-	-	-	-	-	-	0
Total	154	-	159	159	-	-	-	72	56	441	27	80

¹All figures are weighted averages (by fiscal year 2013 revenue) without outliers

²Training hours based on reported first and subsequent year requirements assuming 30 percent turnover

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Support Coordination

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	5				
Number of reported support coordinators	63				
Number of reported contracted support coordinators	5				
<i>Support Coordinators</i>					
Average annual salary for full-time support coordinators	\$31,992	\$31,992	\$32,528	\$31,222	\$31,222
Average effective monthly health insurance cost for support coordinators	\$297	\$297	\$316	\$262	\$262
Average hourly rate for contracted support coordinators	\$17.75	\$17.75	\$17.75	\$17.76	\$17.76
Average caseload of full-time support coordinators	32.4	32.4	33.0	32.6	32.6
Training hours - first year of employment	70	70	75	65	65
Training hours - subsequent years of employment	40	40	42	37	37
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Face-to-face visits with members	7.6	7.6	6.4	6.9	6.9
Oversight and coordination of services	9.1	9.1	11.2	9.0	9.0
Participating in ISP meetings	0.9	0.9	0.0	0.7	0.7
Participating in member assessments	2.8	2.8	2.2	3.2	3.2
Travel between members	4.6	4.6	5.6	4.8	4.8
Recordkeeping	10.7	10.7	11.2	10.9	10.9
'Employer time' (e.g. staff meetings)	3.0	3.0	3.4	3.3	3.3
Other activities	1.4	1.4	0.0	1.2	1.2
Total	40.0	40.0	40.0	40.0	40.0
<i>Mileage Per Week (scaled to 40-hour week)</i>					
Between client visits	152	152	150	154	154
<i>Support Staff</i>					
Number of support staff per support coordinator	0.3	0.3	0.3	0.3	0.3
Average salary of support staff	\$32,260	\$32,260	\$35,295	\$30,703	\$30,703
<i>Capital and Equipment</i>					
% of respondents providing office space for support coordinators	100%				
Average square footage of office space per support coordinator	79.2	79.2	100.0	71.9	71.9
% of respondents providing computers for support coordinators	100%				
Number of support coordinators per computer	1.0	1.0	1.0	1.0	1.0
% of respondents providing cell phones for support coordinators	0%				

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Supervised Living

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	11				
Number of reported staff	336				
<i>Direct Care Staff</i>					
Average hourly wage	\$10.75	\$10.33	\$9.98	\$11.60	\$11.06
Average effective monthly health insurance cost for staff	\$198	\$198	\$225	\$211	\$211
Training hours - first year of employment	49	49	48	63	63
Training hours - subsequent years of employment	28	28	25	38	38
Asleep shifts staffed with employees before/ after an awake shift	90%				
Asleep hours treated as 'regular' work hours (e.g., subject to overtime)	10%				
<i>Program Design</i>					
Nursing hours per member per year	34	34	35	49	49
% of hours to providing direct (hands-on) skilled nursing services	44%	47%	45%	43%	43%
% of hours to perform oversight functions (reviewing records, etc.)	36%	39%	41%	38%	38%
% of hours to deliver training to DSPs	9%	6%	6%	8%	8%
% of hours for other Supervised Living-related functions	11%	8%	8%	11%	11%
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	38.3	38.8	39.0	38.7	38.7
Participating in ISP meetings	0.6	0.6	0.5	0.7	0.7
'Employer time' (e.g. staff meetings)	0.9	0.6	0.5	0.5	0.5
Other activities	0.3	0.1	0.0	0.1	0.1
Total	40.0	40.0	40.0	40.0	40.0
<i>Supervision</i>					
Number of homes supervised per supervisor	3.0	3.0	1.0	3.9	3.9
Average hourly wage for supervisors	\$15.36	\$15.36	\$14.98	\$16.16	\$16.16
<i>Vehicles</i>					
Vehicles per home (5 or fewer residents)	1.0				
Vehicles per home (6 or more residents)	1.7				
Typical vehicle size (mode)	6				
Average purchase price	\$19,636	\$18,768	\$18,785		
Mileage per vehicle	22,153	17,805	16,999		
<i>Member Information</i>					
Annual absences	16.4	11.7	7.0		
Hours per week participating in day activities	34.2	25.9	30.0		
Annual hours of skilled nursing	38.4	36.2	48.0		

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Residential Site Staff Hours

Home Size	Count	Members	Awake Staff Hours			Asleep Staff Hours			Total Staff Hours		
			Average		Median	Average		Median	Average		Median
			With Outliers	Without Outliers		With Outliers	Without Outliers		With Outliers	Without Outliers	
1-Person	4	4	92.0	92.0	78.0	49.3	49.3	50.0	141.3	141.3	128.0
2-Person	12	24	88.5	88.5	78.0	47.5	49.6	50.0	136.0	129.6	128.0
3-Person	11	33	104.3	89.2	78.0	50.4	49.6	50.0	154.7	139.9	128.0
4-Person	13	52	115.3	104.9	112.0	49.3	49.3	50.0	157.0	146.8	138.0
5-Person	18	95	109.4	113.3	112.0	64.7	64.7	56.0	174.2	179.4	168.0
6-Person	7	42	92.0	92.0	78.0	58.7	48.0	50.0	142.3	120.0	128.0
7-Person	1	7	240.0	240.0	240.0	48.0	48.0	48.0	288.0	288.0	288.0
8-Person	0	0									
9-Person	1	9	257.0	257.0	257.0	240.0	240.0	240.0	497.0	497.0	497.0
10-Person	1	10	377.0	377.0	377.0	136.0	136.0	136.0	513.0	513.0	513.0
11-Person	2	22	390.0	390.0	390.0	234.0	234.0	234.0	624.0	624.0	624.0
12-Person	4	48	151.8	151.8	114.0	69.3	69.3	56.0	221.0	221.0	168.5
13-Person	1	13	560.0	560.0	560.0	252.0	252.0	252.0	812.0	812.0	812.0
14-Person	0	0									
15-Person	0	0									
16-Person	1	16	660.0	660.0	660.0	296.0	296.0	296.0	956.0	956.0	956.0

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Home and Community Supports

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	12				
Number of reported staff	987				
<i>Direct Care Staff</i>					
Average hourly wage	\$10.65	\$10.65	\$10.53	\$10.40	\$10.40
Average effective monthly health insurance cost for staff	\$83	\$58	\$38	\$53	\$33
Training hours - first year of employment	57	47	48	42	41
Training hours - subsequent years of employment	38	26	24	25	24
<i>Program Design</i>					
Percent of HCS visits lasting less than three hours	35%	35%	30%	17%	17%
Percent of HCS visits lasting between three and six hours	51%	51%	62%	62%	62%
Percent of HCS visits lasting more than six hours	15%	11%	8%	21%	11%
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	33.9	35.6	35.5	32.9	34.7
Participating in ISP meetings	0.4	0.3	0.5	0.4	0.3
Travel between members	1.7	1.2	1.4	2.8	1.6
Recordkeeping	1.8	1.6	1.4	1.5	1.4
Time lost due to missed appointments	0.5	0.4	0.5	0.8	0.8
'Employer time' (e.g. staff meetings)	0.7	0.6	0.8	0.8	0.8
Other activities	0.8	0.2	0.0	0.8	0.4
Total	40.0	40.0	40.0	40.0	40.0
<i>Mileage Per Week (scaled to 40-hour week)</i>					
Between member visits	62	42	51	80	67
Transporting members	209	95	100	96	93
Total	272	137	151	176	159
<i>Supervision</i>					
Number of direct care workers per supervisor	27.3	27.3	17.5	30.5	30.5
Average hourly wage for supervisors	\$17.33	\$17.33	\$17.17	\$17.70	\$17.70

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Respite-Community

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	3				
Number of reported staff	12				
<i>Direct Care Staff</i>					
Average hourly wage	\$9.49	\$9.49	\$9.56	\$9.52	\$9.52
Average effective monthly health insurance cost for staff	\$175	\$175	\$143	\$191	\$191
Training hours - first year of employment	54	54	56	58	58
Training hours - subsequent years of employment	36	36	36	37	37
<i>Program Design and Attendance</i>					
Days per year the program is open and providing services	270	270	255	258	258
Number of days per year that a typical individual attends the program	141	141	155	179	179
Hours per day the program is open to provide services	7.5	7.5	8.0	7.3	7.3
Hours per day that a typical individuals receives services at the program	4.3	4.3	4.0	4.5	4.5
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	31.8	31.8	32.5	32.4	32.4
Participating in ISP meetings	0.5	0.5	0.5	0.6	0.6
Transporting individuals from/ to their residence to/ from their activity	2.3	2.3	2.1	1.4	1.4
Program development	1.0	1.0	1.1	1.0	1.0
Program preparation/ set-up/ clean-up	1.0	1.0	1.1	1.0	1.0
Recordkeeping	2.7	2.7	2.1	2.8	2.8
'Employer time' (e.g. staff meetings)	0.7	0.7	0.5	0.7	0.7
Other activities	0.0	0.0	0.0	0.0	0.0
Total	40.0	40.0	40.0	40.0	40.0
<i>Mileage Per Week (scaled to 40-hour week)</i>					
Between member visits	0	0	0	0	0
Transporting members	40	40	20	21	21
Total	40	40	20	21	21
<i>Supervision</i>					
Number of direct care workers per supervisor	3.0	3.0	3.0	3.1	3.1
Average hourly wage for supervisors	\$12.89	\$12.89	\$12.89	\$12.81	\$12.81

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Supported Employment

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	9				
Number of reported staff	87				
<i>Direct Care Staff</i>					
Average hourly wage	\$12.81	\$11.36	\$11.61	\$10.77	\$10.68
Average effective monthly health insurance cost for staff	\$212	\$212	\$176	\$83	\$83
Training hours - first year of employment	53	53	40	60	60
Training hours - subsequent years of employment	32	32	35	40	40
<i>Program Design</i>					
Percent of SuppEmploy visits lasting less than three hours	67%	67%	67%	49%	49%
Percent of SuppEmploy visits lasting between three and six hours	29%	29%	33%	43%	43%
Percent of SuppEmploy visits lasting more than six hours	4%	4%	0%	8%	8%
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	30.1	31.7	31.7	32.8	33.0
Participating in ISP meetings	0.6	0.5	0.5	0.6	0.5
Travel between members	3.1	3.3	3.1	3.3	3.3
Program development	1.9	2.0	2.0	1.0	1.0
Recordkeeping	1.9	2.0	2.1	1.6	1.6
'Employer time' (e.g. staff meetings)	1.7	0.6	0.5	0.6	0.6
Other activities	0.8	0.0	0.0	0.2	0.0
Total	40.0	40.0	40.0	40.0	40.0
<i>Mileage Per Week (scaled to 40-hour week)</i>					
Between member visits	60	60	80	65	65
Transporting members	104	104	114	94	94
Total	165	165	194	159	159
<i>Supervision</i>					
Number of direct care workers per supervisor	6.7	3.4	3.0	16.7	8.6
Average hourly wage for supervisors	\$15.33	\$15.33	\$13.95	\$14.11	\$14.11

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Prevocational

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	16				
Number of reported staff	338				
<i>Direct Care Staff</i>					
Average hourly wage	\$11.10	\$10.72	\$10.95	\$10.39	\$10.28
Average effective monthly health insurance cost for staff	\$266	\$266	\$289	\$244	\$244
Training hours - first year of employment	54	49	40	61	56
Training hours - subsequent years of employment	30	28	27	35	32
<i>Service Design</i>					
% of respondents with community-only programs	0%				
% of time members are in the community	26%	21%	20%	30%	23%
<i>Operations and Attendance</i>					
Days per year the program is open and providing services	254	250	250	256	249
Days per year that a typical individual attends the program	224	230	233	230	233
Hours per day the program is open to provide services	7.69	7.50	8.00	7.70	7.68
Hours per day that a typical individual receives services at the program	6.05	6.05	6.00	6.12	6.12
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	30.3	30.8	31.7	29.5	30.4
Participating in ISP meetings	0.6	0.6	0.5	0.5	0.5
Transporting individuals from/ to their residence to/ from their activity	4.3	3.8	3.1	5.4	4.5
Program development	0.9	1.0	1.0	0.9	0.9
Program preparation/ set-up/ clean-up	1.5	1.3	1.0	1.5	1.2
Recordkeeping	1.8	1.9	2.1	1.8	1.8
'Employer time' (e.g. staff meetings)	0.8	0.6	0.5	0.7	0.6
Other activities	0.1	0.0	0.0	0.1	0.0
Total	40.3	40.0	40.0	40.4	40.0
<i>Supervision</i>					
Number of direct care workers per supervisor	5.1	4.7	5.0	5.3	4.9
Average hourly wage for supervisors	\$16.36	\$15.75	\$15.95	\$15.85	\$15.68

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Day Services

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	14				
Number of reported staff	198				
<i>Direct Care Staff</i>					
Average hourly wage	\$11.12	\$10.83	\$10.82	\$10.22	\$9.79
Average effective monthly health insurance cost for staff	\$243	\$243	\$221	\$150	\$150
Training hours - first year of employment	56	51	40	59	50
Training hours - subsequent years of employment	30	30	33	32	32
<i>Service Design</i>					
% of respondents with community-only programs	0%				
% of time members are in the community	26%	23%	20%	26%	21%
<i>Operations and Attendance</i>					
Days per year the program is open and providing services	254	249	250	253	249
Days per year that a typical individual attends the program	235	238	235	238	239
Hours per day the program is open to provide services	7.86	7.65	8.00	7.83	7.77
Hours per day that a typical individual receives services at the program	5.79	5.96	6.00	5.77	5.98
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	30.6	31.5	31.8	28.3	31.0
Participating in ISP meetings	0.6	0.6	0.5	0.5	0.5
Transporting individuals from/ to their residence to/ from their activity	4.4	3.3	3.3	6.7	3.8
Program development	0.9	1.0	1.0	0.8	0.9
Program preparation/ set-up/ clean-up	1.2	1.2	1.0	1.1	1.1
Recordkeeping	1.8	1.8	2.0	2.0	2.1
'Employer time' (e.g. staff meetings)	0.6	0.6	0.5	0.6	0.6
Other activities	0.0	0.0	0.0	0.0	0.0
Total	40.0	40.0	40.0	40.0	40.0
<i>Supervision</i>					
Number of direct care workers per supervisor	4.8	4.3	4.0	5.6	5.1
Average hourly wage for supervisors	\$16.07	\$16.07	\$15.74	\$15.96	\$15.96

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Day Activity Facility Details

	Unweighted Average		Median	Weighted Average (Average Attendance)	
	With outliers	Without outliers		With outliers	Without outliers
<i>Operating Costs</i>					
Square feet of program space per member	536	423	279	295	289
Operating cost per square foot	\$19.76	\$16.84	\$13.45	\$26.69	\$22.17
Cost of program supplies per member per week	\$8.16	\$6.16	\$5.75	\$6.15	\$5.45
Cost of meals per member per week	\$5.77	\$5.03	\$4.95	\$5.69	\$5.13
<i>Vehicles</i>					
Annual mileage per vehicle	18,753	17,279	15,628	21,155	19,167
% of total miles for transporting to/from residences	73%				
% of total miles for outings	27%				

<i>Attendance and Staffing Ratios</i>						
	Attendance Rate	Staffing Ratios				
		One-to-One	More than 1, Up to 3	More than 3, Up to 5	More than 5, Up to 7	More than 7
Day Services	88.5%	9	171	273	124	63
Prevocational	89.1%	6	165	177	63	0

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Nursing

	Registered Nurse					Licensed Practical Nurse				
	Unweighted Average		Median	Weighted Average (2013 Revenue)		Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers	With outliers	Without outliers	With outliers	Without outliers	
Responding providers	4					9				
Number of reported staff	152					246				
Direct Care Staff										
Average hourly wage	\$21.75	\$21.75	\$20.00	\$18.80	\$18.80	\$18.58	\$18.58	\$18.57	\$18.61	\$18.61
Avg. effective monthly health insurance cost for staff	\$0	\$0	\$0	\$0	\$0	\$79	\$40	\$0	\$43	\$38
Training hours - first year of employment	40	40	41	37	37	39	39	40	33	33
Training hours - subsequent years of employment	18	18	18	19	19	21	21	18	20	20
Hours per week providing supervision to LPNs	2.0	2.0	1.0	1.0	1.0					
Program Design										
Percent of visits lasting less than one hours	50%	50%	81%	65%	65%	0%	0%	0%	1%	0%
Percent of visits lasting between one and two hours	1%	1%	0%	1%	1%	10%	10%	7%	6%	6%
Percent of visits lasting between two and four hours	28%	28%	0%	30%	30%	47%	47%	49%	57%	57%
Percent of visits lasting more than four hours	37%	37%	19%	4%	4%	43%	43%	44%	36%	36%
Staffing Pattern (scaled for a 40-hour workweek)										
Providing direct care	23.5	23.5	34.1	34.2	34.2	31.7	35.5	35.8	32.5	34.7
Participating in ISP meetings	0.0	0.0	0.0	0.0	0.0	0.3	0.3	0.3	0.4	0.4
Travel between members	0.5	0.5	0.0	1.4	1.4	4.7	2.0	1.9	3.4	2.6
Recordkeeping	6.2	6.2	2.4	0.6	0.6	1.6	0.9	1.0	1.8	0.5
Time lost due to missed appointments	0.3	0.3	0.0	1.0	1.0	0.9	0.6	0.8	0.8	0.8
'Employer time' (e.g. staff meetings)	3.8	3.8	2.4	1.3	1.3	0.6	0.6	0.3	0.7	0.7
Other activities	5.7	5.7	1.0	1.5	1.5	0.2	0.1	0.0	0.4	0.3
Total	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0
Mileage Per Week (scaled to 40-hour week)										
Between member visits	25	25	0	72	72	56	56	41	56	56

**Mississippi Department of Mental Health
ID/DD Waiver Rate-Setting Initiative - Summary of Service Questionnaire Responses**

Behavior Support

	Masters Level					Bachelors Level				
	Unweighted Average		Median	Weighted Average (2013 Revenue)		Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers	With outliers	Without outliers	With outliers	Without outliers	
Responding providers	4					1				
Number of reported staff	10					1				
Direct Care Staff										
Average hourly wage	\$27.39	\$27.39	\$25.29	\$38.15	\$38.15	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
Avg. effective monthly health insurance cost for staff	\$295	\$295	\$304	\$219	\$219	\$43	\$43	\$43	\$43	\$43
Training hours - first year of employment	61	61	67	42	42	41	41	41	41	41
Training hours - subsequent years of employment	42	42	44	22	22	21	21	21	21	21
Supervision hours per week for bachelors'-level										
Program Design										
Percent of visits lasting less than one hours	24%	24%	20%	29%	29%	30%	30%	30%	30%	30%
Percent of visits lasting between one and two hours	53%	53%	66%	60%	60%	60%	60%	60%	60%	60%
Percent of visits lasting between two and four hours	21%	21%	14%	10%	10%	10%	10%	10%	10%	10%
Percent of visits lasting more than four hours	3%	3%	0%	0%	0%	0%	0%	0%	0%	0%
Hours to complete a Behavior Support evaluation	11.9	11.9	10.0	10.0	10.0	0.0	0.0	-	0.0	0.0
Staffing Pattern (scaled for a 40-hour workweek)										
Providing direct care	13.8	13.8	19.9	21.3	21.3	21.3	21.3	21.3	21.3	21.3
Participating in ISP meetings	2.8	2.8	0.9	1.3	1.3	1.3	1.3	1.3	1.3	1.3
Travel between members	4.0	4.0	4.5	4.1	4.1	4.0	4.0	4.0	4.0	4.0
Recordkeeping	5.8	5.8	6.4	7.9	7.9	8.0	8.0	8.0	8.0	8.0
Time lost due to missed appointments	0.3	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
'Employer time' (e.g. staff meetings)	6.8	6.8	5.1	1.4	1.4	1.3	1.3	1.3	1.3	1.3
Consulting with DSPs, etc. on behalf of the member	5.3	5.3	3.2	3.9	3.9	4.0	4.0	4.0	4.0	4.0
Other activities	1.3	1.3	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Total	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0
Mileage Per Week (scaled to 40-hour week)										
Between member visits	210	210	150	441	441	27	27	27	27	27
Program Space, Equipment, and Supplies										
Percent of services delivered in an office setting	16%	16%	0%	0%	0%	0%	0%	0%	0%	0%
Square feet of program space per behavior support staff	73	73	73	45	45					
Operating cost per square foot for program space	\$1.26	\$1.26	\$1.26	\$1.86	\$1.86					
Capital equipment cost per full-time equivalent staff	\$2,836	\$2,836	\$3,500	\$5,009	\$5,009					
Average life (in years) of equipment purchased	5.5	5.5	5.5	6.0	6.0					
Technology cost per full-time equivalent staff	\$1,985	\$1,985	\$954	\$954	\$954					
Supplies cost per full-time equivalent staff	\$570	\$570	\$514	\$436	\$436	\$4,878	\$4,878	\$4,878	\$4,878	\$4,878

**Mississippi Department of Mental Health
ID/DD Waiver Rate-Setting Initiative - Summary of Service Questionnaire Responses**

Therapies

	Unweighted Average		Median	Weighted Average (2013 Revenue)	
	With outliers	Without outliers		With outliers	Without outliers
Responding providers	2				
Number of reported staff	2				
<i>Direct Care Staff</i>					
Average hourly wage	\$33.06	\$33.06	\$33.06	\$49.30	\$49.30
Avg. effective monthly health insurance cost for staff	\$500	\$500	\$500	\$500	\$500
Training hours - first year of employment	20	20	20	0	0
Training hours - subsequent years of employment	12	12	12	0	0
Supervision hours per week for bachelors'-level					
<i>Staffing Pattern (scaled for a 40-hour workweek)</i>					
Providing direct care	32.0	32.0	32.0	32.0	32.0
Participating in ISP meetings	2.0	2.0	2.0	2.0	2.0
Travel between members	2.0	2.0	2.0	2.0	2.0
Recordkeeping	2.0	2.0	2.0	2.0	2.0
Time lost due to missed appointments	1.0	1.0	1.0	1.0	1.0
'Employer time' (e.g. staff meetings)	1.0	1.0	1.0	1.0	1.0
Other activities	0.0	0.0	0.0	0.0	0.0
Total	40.0	40.0	40.0	40.0	40.0
<i>Mileage Per Week (scaled to 40-hour week)</i>					
Between member visits	80	80	80	80	80
<i>Program Space, Equipment, and Supplies</i>					
Percent of services delivered in an office setting	45%	45%	45%	0%	0%
Square feet of program space per behavior support staff	120	120	120	120	120
Operating cost per square foot for program space	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Capital equipment cost per full-time equivalent staff	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Average life (in years) of equipment purchased	3.0	3.0	3.0	3.0	3.0
Supplies cost per full-time equivalent staff	\$750	\$750	\$750	\$750	\$750