

Mississippi Department of Mental Health

ID/DD Waiver Rate-Setting Initiative

Proposed Rate Models

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Mississippi Department of Mental Health

**ID/DD Waiver Rate-Setting Initiative
Proposed Rate Models**

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**Mississippi Department of Health
Proposed Rate Models
List of Services Included/ Excluded**

Service	Include	Exclude	
Support Coordination	✓		
Supported Living	✓		
Home & Community Supports	✓		
Host Home	✓		
Supervised Living	✓		
Respite In Home Nursing		✓	
Respite Community	✓		
In-Home Respite (new)	✓		
Day Services – Adult	✓		
Prevocational	✓		
Job Discovery	✓		
Supported Employment	✓		
Occupational Therapy		✓	Rate will continue to be tied to Medicaid rate
Physical Therapy		✓	Rate will continue to be tied to Medicaid rate
Speech/ Language Pathology		✓	Rate will continue to be tied to Medicaid rate
Behavior Supports Evaluation	✓		
Behavior Supports Bachelor	✓		
Behavior Supports Masters	✓		
Crisis Intervention	✓		
Nursing (new)	✓		
Crisis Support		✓	
Transition		✓	
Medical Supplies		✓	
Non-Waiver services		✓	

**Mississippi Department of Mental Health
Proposed Rate Models**

Comparison of Current and Proposed Rates

	Unit	Current	Final	Comments
Support Coordination	Month	\$195.56	\$190.17	
Support Coordination, 2nd Level	Month	\$220.56		
Supervised Living				
4 Beds or Fewer, Tier 1 (Level 1/2)	Day		\$176.45	
4 Beds or Fewer, Tier 2 (Level 3)	Day		\$195.63	
4 Beds or Fewer, Tier 3 (Level 4/5)	Day		\$233.97	
5 or More Beds, Tier 1 (Level 1/2)	Day	\$101.91	\$161.12	billing limited to 345 days/ year (rates incorporate 20 absence days)
5 or More Beds, Tier 2 (Level 3)	Day		\$172.08	
5 or More Beds, Tier 3 (Level 4/5)	Day		\$193.99	
Medical Group Home	Day		\$281.82	
Behavioral Health Home	Day		\$385.72	
Supported Living				
Intermittent	15 Min.	\$5.19	\$6.37	
Intermittent, 2-Person	15 Min.	\$4.19	\$3.98	
Intermittent, 2-Person	15 Min.	\$3.44	\$3.19	
Shared Supports, Tier 1 (Level 1/2)	Day		106.21	billing limited to 345 days/ year (rate incorporates 20 absence days)
Shared Supports, Tier 2 (Level 3)	Day		138.31	
Shared Supports, Tier 3 (Level 4/5)	Day		183.37	
Host Home	Day	\$55.00	\$95.83	billing limited to 345 days/ year (rate incorporates 20 absence days)
Home and Community Supports				
Short-Term	15 Min.	\$5.19	\$6.37	Short-Term rates would be billed for the first 6 hours (24 units) of service delivered in a day; the Long-Term rate would be billed for each unit after 6 hours in a day
Long-Term	15 Min.		\$4.55	
Short-Term, 2-Person	15 Min.	\$4.19	\$3.98	
Long-Term, 2-Person	15 Min.		\$2.84	
Short-Term, 3-Person	15 Min.	\$3.44	\$3.19	
Long-Term, 3-Person	15 Min.		\$2.27	
Respite				
Out-of-Home (Community)	15 Min.	\$3.68	\$2.71	Short-Term rates would be billed for the first 6 hours (24 units) of service delivered in a day; the Long-Term rate would be billed for each unit after 6 hours in a day
In-Home, Short-Term	15 Min.		\$5.60	
In-Home, Long-Term	15 Min.		\$4.35	
In-Home, Short-Term, 2-Person	15 Min.		\$3.50	
In-Home, Long-Term, 2-Person	15 Min.		\$2.72	
In-Home, Short-Term, 3-Person	15 Min.		\$2.80	
In-Home, Long-Term, 3-Person	15 Min.		\$2.18	
Day Services, Tier 1 (Level 1/2)	15 Min.		\$3.07	
Day Services, Tier 2 (Level 3)	15 Min.	\$3.57	\$3.37	
Day Services, Tier 3 (Level 4/5)	15 Min.		\$3.89	
Prevocational, Tier 1 (Level 1/2)	15 Min.		\$2.48	
Prevocational, Tier 2 (Level 3)	15 Min.	\$3.13	\$2.67	
Prevocational, Tier 3 (Level 4/5)	15 Min.		\$2.99	
Job Discovery	15 Min.	\$11.42	\$11.35	
Supported Employment	15 Min.	\$6.25	\$8.46	
Supported Employment, 2-Person	15 Min.	\$4.00	\$5.29	
Supported Employment, 3-Person	15 Min.	\$4.50	\$4.23	
Crisis Intervention, Intermittent	15 Min.	\$4.25	\$7.09	
Crisis Intervention, Daily	Day	\$410.40	\$541.50	
Private Duty Nursing				
Registered Nurse	Visit		\$56.52	
Licensed Practical Nurse	Visit		\$41.83	
Behavior Support Evaluation	15 Min.	\$21.42		
Behavior Support Evaluation (< 6 Hours)	Unit		\$315.19	
Behavior Support Evaluation (> 6 Hours)	Unit		\$630.37	
Behavior Support, Specialist/Interventionist	15 Min.	\$9.52	\$13.28	
Behavior Support, Consultant	15 Min.	\$12.02	\$18.39	

**Mississippi Department of Mental Health
Proposed Rate Models
Support Coordination**

	Unit of Service	Month
Case-load	Average Caseload per Case Manager	32
Support Coordinator Wages and ERE	<i>Wages</i> Case Manager Hourly Wage	\$17.26
	<i>Employee Benefits</i> Benefit Rate (as a percent of wages)	39.0%
	Annual Wages and ERE Cost	\$49,916.04
	Monthly Staff Cost per Member	\$129.99
Support Coord. Mileage	- Number of Miles Traveled per Month	600
	- Amount per Mile	\$0.560
	Monthly Mileage Cost	\$336.00
	Monthly Mileage Cost per Member	\$10.50
Support Coord. Expenses	- Square Feet of Office Space	100
	- Annual Cost per Square Foot	\$15.00
	Annual Cost of Office Space	\$1,500.00
	Annual Cost for Phone and Internet (\$200/ month)	\$2,400.00
	Annual Cost for Office Equipment and Supplies (\$200/ month)	\$2,400.00
	Total Annual Expense Cost	\$6,300.00
	Monthly Expense Cost per Member	\$16.41
Admin. and Prog. Support	Monthly Cost per Member Before Admin. and Support	\$156.90
	- Program Support Funding per Day	\$15.00
	Monthly Program Support Cost per Member	\$14.26
	- Administration Percent	10.0%
	Monthly Administrative Cost per Member	\$19.02
	Rate per Month	\$190.17

**Mississippi Department of Mental Health
Proposed Rate Models**

		Four or Fewer Bed Residences		
		Tier 1	Tier 2	Tier 3
ICAP Levels		1,2	3	4,5
Unit of Service		Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$10.59	\$10.59	\$10.59
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	34.0%	34.0%	34.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.19	\$14.19	\$14.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in PSS Meetings	0.10	0.10	0.10
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
	"Billable" Hours	34.80	34.80	34.80
	Productivity Adjustment	1.15	1.15	1.15
	Staff Cost per Billable Hour	\$16.31	\$16.31	\$16.31
	<i>Staffing</i>			
- Staff Hours per Residence per Week	162.0	183.0	225.0	
Allocated Staff Hours per Member per Week (see Appendix D)	54.0	61.0	75.0	
Weekly Staff Cost per Member	\$880.74	\$994.91	\$1,223.25	
Mileage	<i>Capital Costs</i>			
	- Purchase Price	\$30,000	\$30,000	\$30,000
	- Salvage Value	10%	10%	10%
	- Useful Life (Miles)	100,000	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27	\$0.27
	<i>Operating Costs</i>			
	Amount per Mile	\$0.330	\$0.330	\$0.330
- Number of Miles per Week per Residence	300	300	300	
Allocated Miles per Member per Week	100.0	100.0	100.0	
Weekly Mileage Cost per Member	\$60.00	\$60.00	\$60.00	
Home Supervision	- Supervisor Hourly Wage	\$15.87	\$15.87	\$15.87
	- Benefit Rate (as a percent of wages)	26.0%	26.0%	26.0%
	- Number of Homes Supervised	4.0	4.0	4.0
	Annual Cost of Supervision per Home	\$10,400.08	\$10,400.08	\$10,400.08
Weekly Supervision Cost per Member	\$50.00	\$50.00	\$50.00	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$990.74	\$1,104.91	\$1,333.25
	- Program Support Funding per Member Day	\$15.00	\$15.00	\$15.00
	Weekly Prog. Supp. Cost per Member	\$105.00	\$105.00	\$105.00
	- Administration Percent	10.0%	10.0%	10.0%
Weekly Admin. Cost per Member	\$121.75	\$134.43	\$159.81	
Total Cost per Member per Week		\$1,167.49	\$1,294.34	\$1,548.06
Rate per Day		\$166.78	\$184.91	\$221.15
Rate per Day at 345 Days per Year		\$176.45	\$195.63	\$233.97

**Mississippi Department of Mental Health
Proposed Rate Models**

Five or More Bed Residences

		Tier 1	Tier 2	Tier 3
ICAP Levels		1,2	3	4,5
Unit of Service		Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$10.59	\$10.59	\$10.59
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	34.0%	34.0%	34.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.19	\$14.19	\$14.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in PSS Meetings	0.10	0.10	0.10
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
	"Billable" Hours	34.80	34.80	34.80
	Productivity Adjustment	1.15	1.15	1.15
	Staff Cost per Billable Hour	\$16.31	\$16.31	\$16.31
	<i>Staffing</i>			
- Staff Hours per Residence per Week	246.0	266.0	306.0	
Allocated Staff Hours per Member per Week (see Appendix D)	49.2	53.2	61.2	
Weekly Staff Cost per Member	\$802.45	\$867.69	\$998.17	
Mileage	<i>Capital Costs</i>			
	- Purchase Price	\$30,000	\$30,000	\$30,000
	- Salvage Value	10%	10%	10%
	- Useful Life (Miles)	100,000	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27	\$0.27
	<i>Operating Costs</i>			
	Amount per Mile	\$0.330	\$0.330	\$0.330
- Number of Miles per Week per Residence	400	400	400	
Allocated Miles per Member per Week	80.0	80.0	80.0	
Weekly Mileage Cost per Member	\$48.00	\$48.00	\$48.00	
Home Supervision	- Supervisor Hourly Wage	\$15.87	\$15.87	\$15.87
	- Benefit Rate (as a percent of wages)	26.0%	26.0%	26.0%
	- Number of Homes Supervised	4.0	4.0	4.0
	Annual Cost of Supervision per Home	\$10,400.08	\$10,400.08	\$10,400.08
Weekly Supervision Cost per Member	\$40.00	\$40.00	\$40.00	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$890.45	\$955.69	\$1,086.17
	- Program Support Funding per Member Day	\$15.00	\$15.00	\$15.00
	Weekly Prog. Supp. Cost per Member	\$105.00	\$105.00	\$105.00
	- Administration Percent	10.0%	10.0%	10.0%
Weekly Admin. Cost per Member	\$110.61	\$117.85	\$132.35	
Total Cost per Member per Week	\$1,066.06	\$1,138.54	\$1,283.52	
Rate per Day	\$152.29	\$162.65	\$183.36	
Rate per Day at 345 Days per Year	\$161.12	\$172.08	\$193.99	

**Mississippi Department of Mental Health
Proposed Rate Models**

		Specialty Residences	
		Medical Group Home	Behavioral Health Home
ICAP Levels			
Unit of Service		Day	Day
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$12.48	\$13.49
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	30.0%	29.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.22	\$17.41
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Participating in PSS Meetings	0.10	0.10
	- Employer and One-on-One Supervision Time	0.50	0.50
	- Training	1.00	1.00
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85
	"Billable" Hours	34.55	34.55
	Productivity Adjustment	1.16	1.16
	Staff Cost per Billable Hour	\$18.78	\$20.16
	<i>Staffing</i>		
- Staff Hours per Residence per Week	405.0	210.5	
Allocated Staff Hours per Member per Week (see Appendix D)	81.0	105.3	
Weekly Staff Cost per Member	\$1,521.18	\$2,121.84	
Mileage	<i>Capital Costs</i>		
	- Purchase Price	\$30,000	\$30,000
	- Salvage Value	10%	10%
	- Useful Life (Miles)	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27
	<i>Operating Costs</i>		
Amount per Mile	\$0.330	\$0.330	
- Number of Miles per Week per Residence	400	200	
Allocated Miles per Member per Week	80.0	100.0	
Weekly Mileage Cost per Member	\$48.00	\$60.00	
Home Supervision	- Supervisor Hourly Wage	\$15.87	\$15.87
	- Benefit Rate (as a percent of wages)	26.0%	26.0%
	- Number of Homes Supervised	4.0	4.0
	Annual Cost of Supervision per Home	\$10,400.08	\$10,400.08
Weekly Supervision Cost per Member	\$40.00	\$100.00	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$1,609.18	\$2,281.84
	- Program Support Funding per Member Day	\$15.00	\$15.00
	Weekly Prog. Supp. Cost per Member	\$105.00	\$105.00
	- Administration Percent	10.0%	10.0%
Weekly Admin. Cost per Member	\$190.46	\$265.20	
Total Cost per Member per Week	\$1,864.64	\$2,552.04	
Rate per Day	\$266.38	\$364.58	
Rate per Day at 345 Days per Year	\$281.82	\$385.72	

**Mississippi Department of Mental Health
Proposed Rate Models
Supported Living, Intermittent Support**

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$10.59
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	34.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.19
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Between Members	2.50
	- Participating in PSS Meetings	0.25
	- Recordkeeping (Outside of the Presence of the Member)	0.50
	- Employer and One-on-One Supervision Time	0.50
	- Training	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85
"Billable" Hours	31.65	
Productivity Adjustment	1.26	
Staff Cost After Productivity Adjustment	\$17.93	
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.560
	Weekly Mileage Cost	\$84.00
	Mileage Cost per Billable Hour	\$2.65
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$20.58
	- Program Support Funding per Day	\$15.00
	Program Support Cost per Billable Hour	\$2.37
	- Administration Percent	10.0%
Administrative Cost per Billable Hour	\$2.55	
	Total Base Cost per Billable Hour	\$25.50
	Rate per 15 Minutes	\$6.37
Multiple Member Rates	<i>2 Members</i>	
	Rate Premium	25%
	Total Hourly Rate	\$31.87
	Rate per Member per 15 Minutes	\$3.98
	<i>3 Members</i>	
	Rate Premium	50%
Total Hourly Rate	\$38.25	
Rate per Member per 15 Minutes	\$3.19	

¹This rate can be billed only for direct, face-to-face time, and may not be billed for more than eight hours in a day.

**Mississippi Department of Mental Health
Proposed Rate Models
Supported Living, Shared Support**

		Tier 1	Tier 2	Tier 3
ICAP Levels		1,2	3	4,5
Unit of Service		Day	Day	Day
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$10.59	\$10.59	\$10.59
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	34.0%	34.0%	34.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.19	\$14.19	\$14.19
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Participating in PSS Meetings	0.10	0.10	0.10
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
	"Billable" Hours	34.80	34.80	34.80
	Productivity Adjustment	1.15	1.15	1.15
	Staff Cost per Billable Hour	\$16.31	\$16.31	\$16.31
	<i>Staffing</i>			
Allocated Staff Hours per Member per Week (see Appendix E)	30.5	42.2	58.7	
Weekly Staff Cost per Member	\$497.46	\$688.61	\$956.91	
Mileage	<i>Capital Costs</i>			
	- Purchase Price	\$30,000	\$30,000	\$30,000
	- Salvage Value	10%	10%	10%
	- Useful Life (Miles)	100,000	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27	\$0.27
	<i>Operating Costs</i>			
Amount per Mile	\$0.330	\$0.330	\$0.330	
Allocated Miles per Member per Week	50.0	50.0	50.0	
Weekly Mileage Cost per Member	\$30.00	\$30.00	\$30.00	
Admin. and Prog. Support	Weekly Cost per Member Before Admin. and Support	\$527.46	\$718.61	\$986.91
	- Program Support Funding per Member Day	\$15.00	\$15.00	\$15.00
	Weekly Prog. Supp. Cost per Member	\$105.00	\$105.00	\$105.00
	- Administration Percent	10.0%	10.0%	10.0%
Weekly Admin. Cost per Member	\$70.27	\$91.51	\$121.32	
Total Cost per Member per Week		\$702.73	\$915.12	\$1,213.23
Rate per Day		\$100.39	\$130.73	\$173.32
Rate per Day at 345 Days per Year		\$106.21	\$138.31	\$183.37

**Mississippi Department of Mental Health
Proposed Rate Models**

Host Home

	Unit of Service	Day
Recruitment	- Recruiting, Credentialing, and Training Cost Prior to Placement	\$3,000.00
	- Number of Years Under Supervision	5.0
	Amortized Annual Home Recruitment Cost	\$600.00
Home Supervision	- Supervisor Hourly Wage	\$17.26
	- Benefit Rate (as a percent of wages)	24.0%
	Annual Staff Cost (wages + ERE)	\$44,529.42
	- Supervisor Caseload	15
	Annual Staffing Cost per Member for Supervision	\$2,968.63
Supervisor Mileage	- Number of Miles Traveled per Year	7,200
	- Miles per Family Living Provider per Year	480
	- Amount per Mile	\$0.560
	Annual Mileage Cost per Member	\$268.80
Training	- Supervisor Hourly Wage	\$17.26
	- Benefit Rate (as a percent of wages)	24.0%
	- Hours of Training per Family Living Provider per Year	20
	Annual Staffing Cost per Member for Training	\$428.17
Admin. and Prog. Support	Annual Cost Before Admin. and Support (excl. Home Payments, Other Svcs)	\$4,265.60
	- Program Support Funding per Member Day	\$15.00
	Annual Program Support Cost per Member	\$5,475.00
	- Administration Percent	10.0%
	Annual Administrative Cost per Member	\$1,082.29
Home Payment	- Monthly Payment to Family Living Provider	\$1,666.67
	Annual Family Living Provider Payments	\$20,000.00
Relief	- Annual Hours of Respite Relief	100
	Annual Cost of Respite Relief per Member	\$2,240.00
	Total Annual Cost per Family Living Member	\$33,062.89
	Rate per Day	\$90.58
	Rate per Day at 345 Days per Year	\$95.83

**Mississippi Department of Mental Health
Proposed Rate Models
Home and Community Support**

		Short-Term ¹	Long-Term ¹
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$10.58	\$10.58
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	34.0%	34.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$14.18	\$14.18
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Between Members	2.50	0.00
	- Participating in PSS Meetings	0.25	0.25
	- Recordkeeping (Outside of the Presence of the Member)	0.50	0.00
	- Employer and One-on-One Supervision Time	0.50	0.50
	- Training	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85
	"Billable" Hours	31.65	34.65
Productivity Adjustment	1.26	1.15	
Staff Cost After Productivity Adjustment	\$17.92	\$16.37	
Mileage	- Number of Miles Traveled per Week	150	0
	- Amount per Mile	\$0.560	\$0.560
	Weekly Mileage Cost	\$84.00	\$0.00
	Mileage Cost per Billable Hour	\$2.65	\$0.00
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$20.57	\$16.37
	- Program Support Funding per Day	\$15.00	\$0.00
	Program Support Cost per Billable Hour	\$2.37	\$0.00
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$2.55	\$1.82
	Total Base Cost per Billable Hour	\$25.49	\$18.19
	Rate per 15 Minutes	\$6.37	\$4.55
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	25%	25%
	Total Hourly Rate	\$31.86	\$22.74
	Rate per Member per 15 Minutes	\$3.98	\$2.84
	<i>3 Members</i>		
	Rate Premium	50%	50%
Total Hourly Rate	\$38.23	\$27.29	
	Rate per Member per 15 Minutes	\$3.19	\$2.27

¹The short-term rate is billed for the first six hours (24 units of service) in a day; units after six hours are billed at the long-term rate.

**Mississippi Department of Mental Health
Proposed Rate Models
In-Home Respite**

		Short-Term ¹	Long-Term ¹
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$9.97	\$9.97
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	37.0%	37.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$13.66	\$13.66
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Between Members	1.50	0.00
	- Recordkeeping (Outside of the Presence of the Member)	0.50	0.00
	- Employer and One-on-One Supervision Time	0.50	0.50
	- Training	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85
	"Billable" Hours	32.90	34.90
Productivity Adjustment	1.22	1.15	
	Staff Cost After Productivity Adjustment	\$16.61	\$15.66
Mileage	- Number of Miles Traveled per Week	75	0
	- Amount per Mile	\$0.560	\$0.560
	Weekly Mileage Cost	\$42.00	\$0.00
	Mileage Cost per Billable Hour	\$1.28	\$0.00
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$17.89	\$15.66
	- Program Support Funding per Day	\$15.00	\$0.00
	Program Support Cost per Billable Hour	\$2.28	\$0.00
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour	\$2.24	\$1.74
	Total Base Cost per Billable Hour	\$22.41	\$17.40
	Rate per 15 Minutes	\$5.60	\$4.35
Multiple Member Rates	<i>2 Members</i>		
	Rate Premium	25%	25%
	Total Hourly Rate	\$28.01	\$21.75
	Rate per Member per 15 Minutes	\$3.50	\$2.72
	<i>3 Members</i>		
	Rate Premium	50%	50%
Total Hourly Rate	\$33.61	\$26.10	
	Rate per Member per 15 Minutes	\$2.80	\$2.18

¹The short-term rate is billed for the first six hours (24 units of service) in a day; units after six hours are billed at the long-term rate.

**Mississippi Department of Mental Health
Proposed Rate Models**

Out-of-Home (Community) Respite

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$9.97
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	37.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$13.66
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Recordkeeping (Outside of the Presence of the Member)	0.75
	- Employer and One-on-One Supervision Time	0.50
	- Training	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85
	"Billable" Hours	34.15
	Productivity Adjustment	1.17
	Hourly Staff Cost per Billable Hour	\$16.00
	<i>Staffing Ratio</i>	
- Group Size (Members per Staff)	3.5	
	Staff Cost per Member per Billable Hour	\$4.57
Attendance	- Days per Year of Program Operations	250
	- Hours per Day of Attendance for a 'Slot'	4.00
	Hours per Year for a 'Slot'	1,000
Facility	- Square Feet of Service Space per Member	75.0
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,125.00
	Facility Cost per Member per Billable Hour	\$1.13
Meals	- Cost of Meals/Snacks per Member per Day	\$1.25
	Meal/Snack Cost per Member per Billable Hour	\$0.31
Admin. and Prog. Support	Cost per Hour Before Admin. and Support	\$6.01
	- Program Support Funding per Member Day	\$15.00
	Program Support Cost per Billable Hour	\$3.75
	- Administration Percent	10.0%
	Administrative Cost per Billable Hour	\$1.08
	Total Cost per Billable Hour	\$10.84
	Rate per 15 Minutes	\$2.71

Mississippi Department of Mental Health

Proposed Rate Models

Day Services

		Tier 1	Tier 2	Tier 3
		1, 2	3	4, 5
MS ICAP Levels		15 Minute	15 Minute	15 Minute
Unit of Service		15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$11.54	\$11.54	\$11.54
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	32.0%	32.0%	32.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$15.24	\$15.24	\$15.24
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Transporting Members from/to Home	5.00	4.50	4.00
	- Participating in PSS Meetings	0.50	0.25	0.25
	- Program Development	0.50	0.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	0.75	0.75	0.75
	- Recordkeeping (Outside of the Presence of the Member)	1.00	0.75	0.50
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
	"Billable" Hours	27.15	28.15	28.90
	Productivity Adjustment	1.47	1.42	1.38
	Hourly Staff Cost per Billable Hour	\$22.45	\$21.66	\$21.09
	<i>Staffing Ratio</i>			
	- Group Size in Facility (Members per Staff)	5.0	4.0	3.0
	- Group Size in Community (Members per Staff)	3.0	2.5	2.0
	- Percent of Hours Delivered in Community	20%	20%	20%
	- Weighted Average of Number of Members per Staff	4.60	3.70	2.80
	- Member Attendance Rate	90%	90%	90%
	- Adjusted Weighted Average of Number of Members per Staff	4.14	3.33	2.52
	Staff Cost per Member per Billable Hour	\$5.42	\$6.50	\$8.37
	Attendance	- Days per Year of Program Operations	250	250
- Days per Year of Member Attendance (Based on Attendance Rate)		225	225	225
- Hours per Day of Member Attendance		6.00	6.00	6.00
Hours per Year of Member Attendance		1,350	1,350	1,350
Mileage	<i>Capital Costs</i>			
	- Purchase Price	\$30,000	\$30,000	\$30,000
	- Salvage Value	10%	10%	10%
	- Useful Life (Miles)	100,000	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27	\$0.27
	<i>Operating Costs</i>			
	Amount per Mile	\$0.330	\$0.330	\$0.330
	- Number of Miles Traveled per Vehicle per Week	375	300	225
	- Number of Members per Vehicle	5.0	4.0	3.0
	Allocated Miles per Member per Week	75.0	75.0	75.0
Annual Mileage Cost per Member (at 225 days of operation)	\$2,250.00	\$2,250.00	\$2,250.00	
Mileage Cost per Member per Billable Hour	\$1.67	\$1.67	\$1.67	
Facility	- Square Feet of Service Space per Member	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00
	Annual Facility Cost per Member	\$1,125.00	\$1,125.00	\$1,125.00
	Facility Cost per Member per Billable Hour	\$0.83	\$0.83	\$0.83
Supplies	- Cost of Supplies per Member per Week	\$1.20	\$1.20	\$1.20
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20
Meals	- Cost of Meals/Snacks per Member per Day	\$2.50	\$2.50	\$2.50
	Meal/Snack Cost per Member per Billable Hour	\$0.42	\$0.42	\$0.42
Admin. and Prog. Support	Cost per Hour Before Admin. and Support	\$8.54	\$9.62	\$11.49
	- Program Support Funding per Member Day	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.50	\$2.50	\$2.50
	- Administration Percent	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$1.23	\$1.35	\$1.55
Total Cost per Billable Hour		\$12.27	\$13.47	\$15.54
Rate per 15 Minutes		\$3.07	\$3.37	\$3.89

Mississippi Department of Mental Health

Proposed Rate Models

Prevocational

		Tier 1	Tier 2	Tier 3
ICAP Levels		1, 2	3	4, 5
Unit of Service		15 Minute	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$12.08	\$12.08	\$12.08
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	30.0%	30.0%	30.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$15.70	\$15.70	\$15.70
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Transporting Members from/to Home	6.00	5.50	5.00
	- Participating in PSS Meetings	0.75	0.50	0.50
	- Program Development	0.50	0.50	0.50
	- Program Preparation/ Set-Up/ Clean-Up	0.75	0.75	0.75
	- Recordkeeping (Outside of the Presence of the Member)	1.50	1.25	1.00
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
	"Billable" Hours	25.40	26.40	27.15
	Productivity Adjustment	1.57	1.52	1.47
	Hourly Staff Cost per Billable Hour	\$24.72	\$23.79	\$23.13
	<i>Staffing Ratio</i>			
	- Group Size in Facility (Members per Staff)	8.0	6.5	5.0
	- Group Size in Community (Members per Staff)	3.0	2.5	2.0
	- Percent of Hours Delivered in Community	10%	10%	10%
	- Weighted Average of Number of Members per Staff	7.50	6.10	4.70
	- Member Attendance Rate	90%	90%	90%
	- Adjusted Weighted Average of Number of Members per Staff	6.75	5.49	4.23
	Staff Cost per Member per Billable Hour	\$3.66	\$4.33	\$5.47
Attendance	- Days per Year of Program Operations	250	250	250
	- Days per Year of Member Attendance (Based on Attendance Rate)	225	225	225
	- Hours per Day of Member Attendance	6.00	6.00	6.00
	Hours per Year of Member Attendance	1,350	1,350	1,350
Mileage	<i>Capital Costs</i>			
	- Purchase Price	\$30,000	\$30,000	\$30,000
	- Salvage Value	10%	10%	10%
	- Useful Life (Miles)	100,000	100,000	100,000
	Capital Cost per Mile	\$0.27	\$0.27	\$0.27
	<i>Operating Costs</i>			
	Amount per Mile	\$0.330	\$0.330	\$0.330
	- Number of Miles Traveled per Vehicle per Week	300	300	300
	- Number of Members per Vehicle	5.0	5.0	5.0
	Allocated Miles per Member per Week	60.0	60.0	60.0
Annual Mileage Cost per Member (at 225 days of operation)	\$1,800.00	\$1,800.00	\$1,800.00	
Mileage Cost per Member per Billable Hour	\$1.33	\$1.33	\$1.33	
Facility	- Square Feet of Service Space per Member	75.0	75.0	75.0
	- Annual Cost per Square Foot	\$15.00	\$15.00	\$15.00
	Annual Facility Cost per Member	\$1,125.00	\$1,125.00	\$1,125.00
	Facility Cost per Member per Billable Hour	\$0.83	\$0.83	\$0.83
Supplies	- Cost of Supplies per Member per Week	\$1.20	\$1.20	\$1.20
	Supply Cost per Member per Billable Hour	\$0.20	\$0.20	\$0.20
Meals	- Cost of Meals/Snacks per Member per Day	\$2.50	\$2.50	\$2.50
	Meal/Snack Cost per Member per Billable Hour	\$0.42	\$0.42	\$0.42
Admin. and Prog. Support	Cost per Hour Before Admin. and Support	\$6.44	\$7.11	\$8.25
	- Program Support Funding per Member Day	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.50	\$2.50	\$2.50
	- Administration Percent	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$0.99	\$1.07	\$1.19
Total Cost per Billable Hour		\$9.93	\$10.68	\$11.94
Rate per 15 Minutes		\$2.48	\$2.67	\$2.99

**Mississippi Department of Mental Health
Proposed Rate Models**

Job Discovery

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$16.56
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	25.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$20.69
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Between Members	5.00
	- Program Development	5.00
	- Recordkeeping (Outside of the Presence of the Member)	0.50
	- Employer and One-on-One Supervision Time	0.50
	- Training	1.00
	- Paid Time Off (Holidays, Vacation, Sick)	3.85
"Billable" Hours	24.15	
Productivity Adjustment	1.66	
Staff Cost per Billable Hour	\$34.27	
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.560
	Weekly Mileage Cost	\$84.00
	Mileage Cost per Billable Hour	\$3.48
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$37.75
	- Program Support Funding per Day	\$15.00
	Program Support Cost per Billable Hour	\$3.11
	- Administration Percent	10.0%
	Administrative Cost per Billable Hour	\$4.54
	Total Cost per Billable Hour	\$45.40
	Rate per 15 Minutes	\$11.35

**Mississippi Department of Mental Health
Proposed Rate Models
Supported Employment**

	Unit of Service	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>	
	Direct Staff Hourly Wage	\$14.35
	<i>Employee Benefits</i>	
	Benefit Rate (as a percent of wages)	27.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$18.22
	<i>Productivity Assumptions</i>	
	Total Hours	40.00
	- Travel Between Members	4.50
	- Participating in PSS Meetings	0.25
	- Recordkeeping (Outside of the Presence of the Member)	1.00
	- Employer and One-on-One Supervision Time	0.50
	- Training	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85
	"Billable" Hours	29.15
Productivity Adjustment	1.37	
	Staff Cost After Productivity Adjustment	\$25.00
Mileage	- Number of Miles Traveled per Week	150
	- Amount per Mile	\$0.560
	Weekly Mileage Cost	\$84.00
	Mileage Cost per Billable Hour	\$2.88
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$27.88
	- Program Support Funding per Day	\$15.00
	Program Support Cost per Billable Hour	\$2.57
	- Administration Percent	10.0%
	Administrative Cost per Billable Hour	\$3.38
	Total Base Cost per Billable Hour	\$33.83
	Rate per 15 Minutes	\$8.46
Multiple Member Rates	<i>2 Members</i>	
	Rate Premium	25%
	Total Hourly Rate	\$42.29
	Rate per Member per 15 Minutes	\$5.29
	<i>3 Members</i>	
	Rate Premium	50%
Total Hourly Rate	\$50.75	
	Rate per Member per 15 Minutes	\$4.23

**Mississippi Department of Mental Health
Proposed Rate Models
Crisis Intervention**

		Intermittent	Daily
Unit of Service		15 Minute	Day
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$12.89	\$12.89
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	30.0%	30.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$16.76	\$16.76
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Between Members	2.50	0.00
	- Recordkeeping (Outside of the Presence of the Member)	0.75	0.00
	- Employer and One-on-One Supervision Time	0.50	0.50
	- Training	1.00	1.00
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85
	"Billable" Hours	31.40	34.65
Productivity Adjustment	1.27	1.15	
Staff Cost per Billable Hour (Day)	\$21.35	\$464.35	
Mileage	- Number of Miles Traveled per Week	100	100
	- Amount per Mile	\$0.560	\$0.560
	Weekly Mileage Cost	\$56.00	\$56.00
	Mileage Cost per Billable Hour (Day)	\$1.78	\$8.00
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$23.13	\$472.35
	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour (Day)	\$2.39	\$15.00
	- Administration Percent	10.0%	10.0%
	Administrative Cost per Billable Hour (Day)	\$2.84	\$54.15
Total Cost per Billable Hour (Day)		\$28.36	\$541.50
Rate per 15 Minutes		\$7.09	

**Mississippi Department of Mental Health
Proposed Rate Models
Private Duty Nursing**

		RN	LPN
Unit of Service		15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>		
	Direct Staff Hourly Wage	\$27.44	\$17.56
	<i>Employee Benefits</i>		
	Benefit Rate (as a percent of wages)	19.0%	24.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$32.65	\$21.77
	<i>Productivity Assumptions</i>		
	Total Hours	40.00	40.00
	- Travel Between Members	4.50	4.50
	- Participating in PSS Meetings	0.50	0.50
	- Recordkeeping (Outside of the Presence of the Member)	0.00	0.00
	- Employer and One-on-One Supervision Time	0.50	0.50
	- Training	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85
	"Billable" Hours	29.90	29.90
	Productivity Adjustment	1.34	1.34
Staff Cost After Productivity Adjustment	\$43.68	\$29.12	
Mileage	- Number of Miles Traveled per Week	250	250
	- Amount per Mile	\$0.560	\$0.560
	Weekly Mileage Cost	\$140.00	\$140.00
	Mileage Cost per Billable Hour	\$4.68	\$4.68
Admin. and Prog. Support	Cost per Billable Hour Before Admin. and Support	\$48.36	\$33.80
	- Program Support Funding per Day	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.51	\$2.51
	- Administration Percent	10.0%	10.0%
Administrative Cost per Billable Hour	\$5.65	\$4.03	
Super- vision	- Hours of RN Supervision Received per Week		1.00
	Weekly Cost of Supervision (funded at long-term RN rate)		\$44.60
	Supervision Cost per Billable Hour		\$1.49
Total Base Cost per Billable Hour		\$56.52	\$41.83
Rate per Unit		\$56.52	\$41.83
Rate per 15 Minutes			

**Mississippi Department of Mental Health
Proposed Rate Models
Behavior Support**

		Evaluation	Specialists/ Interventionists	Consultants
Unit of Service		Unit	15 Minute	15 Minute
Direct Support Staff Wages and Benefits	<i>Wages</i>			
	Direct Staff Hourly Wage	\$33.85	\$20.96	\$33.85
	<i>Employee Benefits</i>			
	Benefit Rate (as a percent of wages)	17.0%	22.0%	17.0%
	Hourly Staff Cost Before Productivity Adj. (wages + benefits)	\$39.60	\$25.57	\$39.60
	<i>Productivity Assumptions</i>			
	Total Hours	40.00	40.00	40.00
	- Travel Between Members	2.00	4.00	4.00
	- Participating in PSS Meetings	2.00	0.50	0.50
	- Time Allocated to Missed Appointments	0.00	1.00	1.00
	- Recordkeeping (Outside of the Presence of the Member)	0.00	2.50	2.50
	- Employer and One-on-One Supervision Time	0.50	0.50	0.50
	- Training	0.75	0.75	0.75
	- Paid Time Off (Holidays, Vacation, Sick)	3.85	3.85	3.85
"Billable" Hours	30.90	26.90	26.90	
Productivity Adjustment	1.29	1.49	1.49	
Staff Cost per Billable Hour	\$51.26	\$38.02	\$58.88	
Equip. & Supplies	Annual Cost of Equipment and Supplies	\$2,000.00	\$2,000.00	\$2,000.00
	Equipment and Supplies Cost per Billable Hour	\$1.24	\$1.43	\$1.43
Mileage	- Number of Miles Traveled per Week	100	150	150
	- Amount per Mile	\$0.560	\$0.560	\$0.560
	Weekly Mileage Cost	\$56.00	\$84.00	\$84.00
	Mileage Cost per Billable Hour	\$1.81	\$3.12	\$3.12
Admin. and Prog. Support	Cost per Billable Staff Hour Before Admin./ Support (excl. Supervision)	\$54.31	\$42.57	\$63.43
	- Program Support Funding per Day	\$15.00	\$15.00	\$15.00
	Program Support Cost per Billable Hour	\$2.43	\$2.79	\$2.79
	- Administration Percent	10.0%	10.0%	10.0%
	Administrative Cost per Billable Hour	\$6.30	\$5.04	\$7.36
Super- vision	- Hours of Supervision Received per Week		1.00	
	Weekly Cost of Supervision (funded at Masters rate)		\$73.58	
	Supervision Cost per Billable Hour		\$2.74	
Total Cost per Billable Hour		\$63.04	\$53.14	\$73.58
Rate per 15 Minutes			\$13.28	\$18.39
<i>Evaluations Requiring Fewer Than 6 Hours</i>				
Average Hours to Complete a Behavior Support Plan		5.00		
Evaluation Rate (Less Than 6 Hours)		\$315.19		
<i>Evaluations Requiring More Than 6 Hours</i>				
Hours to Complete a Behavior Support Plan		10.00		
Evaluation Rate (More Than 6 Hours)		\$630.37		

Mississippi Department of Mental Health

ID/DD Waiver Rate-Setting Initiative

Proposed Rate Models - Appendices

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**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix A: Wage Assumptions

Wage Data for Select Job Classifications that Include Duties Related to Waiver Service Job Requirements

BLS Code and Title		Bureau of Labor Statistics Wages (May 2013 data inflated to July 2015) ¹				
		10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
11-9151	Social and community service managers	\$13.60	\$15.71	\$20.12	\$25.10	\$36.88
19-3031	Clinical/ couns./ school psychologists	\$16.95	\$20.27	\$24.57	\$29.88	\$36.76
21-1012	Educational/ voc./ school counselors	\$15.05	\$19.50	\$23.25	\$28.59	\$34.10
21-1014	Mental health counselors	\$12.45	\$16.42	\$20.65	\$24.55	\$29.52
21-1015	Rehabilitation counselors	\$10.93	\$13.81	\$16.36	\$19.12	\$22.51
21-1021	Child/ family/ school social workers	\$12.53	\$13.95	\$16.00	\$18.95	\$22.36
21-1022	Healthcare social workers	\$12.20	\$15.93	\$20.51	\$27.31	\$33.89
21-1023	Mental health/ sub. abuse social work	\$11.63	\$13.78	\$17.35	\$22.25	\$27.20
21-1093	Social and human service assistants	\$8.54	\$9.63	\$11.68	\$14.18	\$18.14
25-2053	Special education teachers, middle school	\$16.28	\$18.11	\$21.19	\$24.39	\$28.71
29-1031	Dietitians and nutritionists	\$16.66	\$19.96	\$23.63	\$29.10	\$35.78
29-1141	Registered nurses	\$19.91	\$22.74	\$27.44	\$33.12	\$38.10
29-1122	Occupational therapists	\$26.45	\$32.78	\$40.17	\$46.24	\$54.34
29-1123	Physical therapists	\$27.86	\$33.91	\$41.07	\$48.97	\$58.49
29-1127	Speech-language pathologists	\$17.57	\$21.84	\$27.78	\$36.04	\$45.76
29-2061	Lic. practical and lic. vocational nurses	\$13.42	\$15.25	\$17.56	\$20.29	\$23.22
31-1011	Home health aides	\$8.77	\$9.89	\$10.65	\$11.40	\$11.85
31-1014	Nursing assistants	\$8.17	\$8.84	\$10.12	\$11.58	\$13.70
31-1015	Orderlies	\$8.12	\$8.72	\$9.71	\$11.55	\$13.90
31-2011	Occupational therapist assistants	\$16.91	\$19.72	\$25.22	\$32.40	\$35.84
31-2021	Physical therapist assistants	\$12.22	\$17.22	\$24.11	\$30.98	\$35.14
31-2022	Physical therapist aides	\$8.10	\$8.84	\$10.32	\$12.16	\$15.17
37-2011	Janitors/ cleaners, except 37-2012	\$8.02	\$8.54	\$9.39	\$11.15	\$13.83
37-2012	Maid and housekeeping cleaners	\$7.94	\$8.33	\$9.00	\$9.68	\$11.18
39-9021	Personal and home care aides	\$7.84	\$8.19	\$8.77	\$9.35	\$9.82
39-9032	Recreation workers	\$8.23	\$9.12	\$11.01	\$14.64	\$20.10
39-9041	Residential Advisers	\$8.19	\$8.90	\$10.31	\$12.56	\$14.53

¹Wages inflated based on BLS wage growth over the past three years across all occupations (most recent year weighted 50%, next year weighted 30%, and third year weighted 20%). Annual inflation is estimated to be 1.78%.

**Mississippi Department of Mental Health
Proposed Rate Models**

**Appendix A: Wage Assumptions
Development of Job Requirements (Using BLS Job Codes) by Service**

Support Coordination	Supervised Living (Group Home)	Supervised Living (Supervisors)	Supervised Living (Medical Group Home)	Supervised Living (Behavioral Health Home)	Supported Living	Host Home (Supervision/Training)	Home and Community Supports	Respite (In-Home and Out-of-Home)	Day Services - Adult	Prevocational	Job Discovery	Supported Employment	Crisis Intervention	Nursing, Registered Nurse	Nursing, Licensed Practical Nurse	Behavior Supports, Masters	Behavior Supports, Bachelors
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BLS Code and Title

11-9151 Social and community service mgrs																		
19-3031 Clinical/ couns./ school psychologists																	100%	50%
21-1012 Educational/ voc./ school counselors												30%	20%					
21-1014 Mental health counselors				20%									25%					
21-1015 Rehabilitation counselors	25%	10%	20%	15%	15%	10%	25%	10%		20%	30%	30%	20%					
21-1021 Child/ family/ school social workers																		
21-1022 Medical/ public health social workers	50%		40%	10%			50%											
21-1023 Mental health/ sub. abuse social work																		50%
21-1093 Social and human service assistants	25%	10%	20%	15%	15%	10%	25%	15%	20%	20%	20%	40%	40%	30%				
25-2053 Spec. ed. teachers, middle school																		
29-1031 Dietitians and nutritionists																		
29-1141 Registered nurses														100%				
29-1122 Occupational therapists																		
29-1123 Physical therapists																		
29-1127 Speech-language pathologists																		
29-2061 Lic. Practical/ lic. vocational nurses																	100%	
31-1011 Home health aides		15%		25%	15%	15%		15%	15%						15%			
31-1014 Nursing assistants																		
31-1015 Orderlies																		
31-2011 Occupational therapist assistants																		
31-2021 Physical therapist assistants																		
31-2022 Physical therapist aides																		
37-2011 Janitors/ cleaners, except 37-2012																		
37-2012 Maids and housekeeping cleaners																		
39-9021 Personal and home care aides		40%		10%	10%	40%		45%	50%	30%	30%		20%	30%				
39-9032 Recreation workers		15%		15%	15%	15%		15%	15%	30%	20%							
39-9041 Residential Advisers		10%	20%	10%	10%	10%												
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix A: Wage Assumptions

Comparison of Wages from Provider Survey and Bureau of Labor Statistics (Using Job Requirement Assumptions)

Support Coordination	Supervised Living (Group Home)	Supervised Living (Supervisors)	Supervised Living (Medical Group Home)	Supervised Living (Behavioral Health Home)	Supported Living	Host Home	Home and Community Supports	Respite (In-Home and Out-of-Home)	Day Services - Adult	Prevocational	Job Discovery	Supported Employment - Individual	Crisis Intervention	Nursing, Registered Nurse	Nursing, Licensed Practical Nurse	Behavior Supports, Masters	Behavior Supports, Bachelors
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Bureau of Labor Statistics (inflated to July 2015)¹

10th %ile	\$10.97	\$8.45	\$10.41	\$9.17	\$9.56	\$8.45	\$10.97	\$8.45	\$8.18	\$8.72	\$8.99	\$11.21	\$10.18	\$9.34	\$19.91	\$13.42	\$16.95	\$14.29
25th %ile	\$13.82	\$9.36	\$12.84	\$10.66	\$11.36	\$9.36	\$13.82	\$9.36	\$8.87	\$9.88	\$10.35	\$13.85	\$12.15	\$10.93	\$22.74	\$15.25	\$20.27	\$17.02
50th %ile	\$17.26	\$10.59	\$15.87	\$12.48	\$13.49	\$10.59	\$17.26	\$10.58	\$9.97	\$11.54	\$12.08	\$16.56	\$14.35	\$12.89	\$27.44	\$17.56	\$24.57	\$20.96
75th %ile	\$21.98	\$12.23	\$20.10	\$14.96	\$16.00	\$12.23	\$21.98	\$12.15	\$11.42	\$13.86	\$14.30	\$19.99	\$17.08	\$14.91	\$33.12	\$20.29	\$29.88	\$26.07
90th %ile	\$27.11	\$14.24	\$24.59	\$17.90	\$19.23	\$14.24	\$27.11	\$14.18	\$13.33	\$17.11	\$17.35	\$24.24	\$20.54	\$17.54	\$38.10	\$23.22	\$36.76	\$31.98

Provider Survey (employees excl. supervisors)

Respondents	5	11	11				12	3	14	16		9		4	9	4	1
Wt. Avg w/o outliers	\$15.01	\$11.06	\$16.16				\$10.40	\$9.52	\$10.19	\$10.43		\$10.68		\$18.80	\$18.61	\$38.15	\$12.50

¹All rate models have been set using the median (50th percentile) hourly wage with one exception. Due to the limited number of professionals qualified to deliver Behavior Supports, Masters services in Mississippi, the rate model uses the national median wage.

**Mississippi Department of Mental Health
Proposed Rate Models**

**Appendix B: Benefit Assumptions
Assumed Benefit Levels by Category**

% of Employees with Access			% of Employees Who Receive ('Participation')			Benefit Level for Participating Employees			Effective Benefit Level (Accounts for Participation)		
BLS Data ¹	State Employees	Rate Model	BLS Data ¹	State Employees	Rate Model	BLS Data ¹	State Employees	Rate Model	BLS Data ¹	State Employees	Rate Model ²

Mandatory Benefits

FICA ³												7.65%	7.65%
Federal UI ⁴												0.60%	0.60%
State UI ⁵												1.35%	1.35%
Workers' Comp.												2.50%	2.50%

Paid Time Off⁶

							<i>Days per year^{6,7}</i>			<i>Days per year</i>		
Holidays	80%	100%	100%	80%	100%	100%	8.0	10.0	10.0	6.4	10.0	10.0
Vacation Leave	78%	100%	100%	78%	100%	100%	10.0	21.0	15.0	7.8	21.0	15.0
Sick Leave	58%	100%	100%	58%	100%	100%	7.0	10.5	15.0	4.1	10.5	15.0
Total										18.3	41.5	25.0

Health Insurance⁷

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
	72%	100%	100%	56%	100%	100%	\$342	\$356	\$350	\$191	\$356	\$350

Retirement

							<i>Employer contribution (% of salary)</i>			<i>Employer contribution (% of salary)</i>		
	66%	100%	0%	48%	100%	0%	NR	15.75%	0.00%	NR	15.75%	0.00%

Other Benefits⁸

							<i>Employer contribution per month</i>			<i>Employer contribution per month</i>		
		100%	100%		100%	100%			\$50			\$50

Notes

¹BLS' 2013 National Compensation Survey (http://www.bls.gov/ncs/ebs/benefits/2013/ownership_private.htm); data reported is for private employers in the East South Central region

²The rate model for support coordination - which is only provided by State employees - uses the State Employees column for assumptions for paid time off, health insurance, retirement, and other benefits

³Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

⁴Applies to first \$7,000 in wages

⁵Applies to first \$14,000 in wages

⁶BLS data for vacation and sick leave reflects national data for employees with 1-5 years of experience (average for those with 6-10 experience is 14 days of vacation and 8 days of sick leave)

⁷State employee data for vacation and sick leave is based on employees with 3-8 years of experience

⁷In addition to BLS data, U.S. DHHS' Medical Expenditure Panel 2012 data for Mississippi was reviewed. The average premium across all employers was \$392.75 with an employer share of \$303.08 (Tables II.C.1 and II.C.2)

⁸BLS provides information for a variety of other benefits that cannot be combined

**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix B: Benefit Assumptions

Benefit Rates by Wage Level¹

Hourly Wage	Annual Salary	Eff. Benefit Rate - Model Assump.²	Eff. Benefit Rate - Support Coordination
\$9	\$18,720	37%	50%
\$10	\$20,800	34%	47%
\$11	\$22,880	32%	45%
\$12	\$24,960	30%	44%
\$13	\$27,040	29%	42%
\$14	\$29,120	27%	41%
\$15	\$31,200	26%	40%
\$16	\$33,280	25%	39%
\$17	\$35,360	24%	39%
\$18	\$37,440	24%	38%
\$19	\$39,520	23%	37%
\$20	\$41,600	22%	37%
\$21	\$43,680	22%	36%
\$22	\$45,760	21%	36%
\$23	\$47,840	21%	35%
\$24	\$49,920	20%	35%
\$25	\$52,000	20%	35%
\$26	\$54,080	19%	34%
\$27	\$56,160	19%	34%
\$28	\$58,240	19%	34%
\$29	\$60,320	18%	33%
\$30	\$62,400	18%	33%
\$31	\$64,480	18%	33%
\$32	\$66,560	18%	33%
\$33	\$68,640	17%	32%
\$34	\$70,720	17%	32%
\$35	\$72,800	17%	32%
\$36	\$74,880	17%	32%
\$37	\$76,960	17%	32%
\$38	\$79,040	17%	32%
\$39	\$81,120	16%	31%
\$40	\$83,200	16%	31%

Notes

¹Calculations do not include paid time off, which is incorporated in the rate models as a productivity adjustment

²Benefit rates based on the wage assumed in rate models, rounded up to the nearest dollar

**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Supervised Living	Supervised Living - Specialty Residences	Supported Living, Intermittent Support	Supported Living, Shared Support	Home and Community Support, Short-Term	Home and Community Support, Long-Term	Out-of-Home (Community) Respite	In-Home Respite, Short-Term	In-Home Respite, Long-Term	Day Services, Tier 1	Day Services, Tier 2	Day Services, Tier 3
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Rate Model Assumptions

Direct services	34.80	34.80	31.40	34.80	31.40	34.65	34.15	32.90	34.90	27.15	28.15	28.90
Participating in PSS meetings	0.10	0.10	0.25	0.10	0.25	0.25				0.50	0.25	0.25
Travel between members			2.50		2.50			1.50				
Transporting members from/to home										5.00	4.50	4.00
Program development										0.50	0.50	0.50
Program preparation/ set-up/ clean-up										0.75	0.75	0.75
Consulting/Training DSPs												
Time allocated to missed appointments												
Recordkeeping (outside of the presence of the member)			0.50		0.50		0.75	0.50		1.00	0.75	0.50
Employer and one-on-one supervision time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Training	0.75	1.00	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
Paid Time Off (holidays, vacation, sick)	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.25	39.75	40.00	39.75	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Provider Survey (scaled to 40 hour week)^{1,2}

Direct services	37.89				34.66		31.76					30.48
Oversight and coordination of services												
Participating in PSS meetings	0.65				0.29		0.63					0.54
Travel between members					1.57							
Transporting individuals to/from program							1.41					3.69
Program development							0.98					0.84
Program preparation/ set-up/ clean-up							0.98					1.10
Consulting with DSPs, etc. on behalf of member												
Missed appointments					0.74							
Recordkeeping					1.26		2.71					2.05
'Employer time' (e.g. staff meetings)	0.52				0.72		0.69					0.59
Training (calculated) ³	0.88				0.56		0.83					0.72
Other activities	0.07				0.19		0.00					0.00
Total	40.00				40.00		40.00					40.00

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

²Paid Time Off was not included in the provider survey

³Calculated based on reported annual training hours in staff's first year of employment and in subsequent years, assuming 30 percent annual turnover

**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix C: Productivity Assumptions (with Comparison to Provider Survey Results)

Prevocational, Tier 1	Prevocational, Tier 2	Prevocational, Tier 3	Job Discovery	Supported Employment	Crisis Intervention, Intermittent	Crisis Intervention, Daily	Private Duty Nursing, RN	Private Duty Nursing, LPN	Behavior Support, Evaluation	Behavior Support, Consultants	Behavior Support, Specialists/ Interventionists
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Rate Model Assumptions

Direct services	25.40	26.40	27.15	24.15	29.15	31.40	34.65	29.90	29.90	30.90	26.90	26.90
Participating in PSS meetings	0.75	0.50	0.50		0.25			0.50	0.50	2.00	0.50	0.50
Travel between members				5.00	4.50	2.50		4.50	4.50	2.00	4.00	4.00
Transporting members from/to home	6.00	5.50	5.00									
Program development	0.50	0.50	0.50	5.00								
Program preparation/ set-up/ clean-up	0.75	0.75	0.75									
Consulting/Training DSPs												
Time allocated to missed appointments											1.00	1.00
Recordkeeping (outside of the presence of the member)	1.50	1.25	1.00	0.50	1.00	0.75					2.50	2.50
Employer and one-on-one supervision time	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50
Training	0.75	0.75	0.75	1.00	0.75	1.00	1.00	0.75	0.75	0.75	0.75	0.75
Paid Time Off (holidays, vacation, sick)	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85	3.85
Total	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00	40.00

Provider Survey (scaled to 40 hour week)^{1,2}

Direct services	29.83				32.26			33.83	34.28		21.01	21.06
Oversight and coordination of services												
Participating in PSS meetings	0.52				0.49			0.00	0.42		1.28	1.32
Travel between members					3.27			1.43	2.53		4.00	3.95
Transporting individuals to/from program	4.45											
Program development	0.91				0.95							
Program preparation/ set-up/ clean-up	1.19											
Consulting with DSPs, etc. on behalf of member											3.87	3.95
Missed appointments								0.95	0.83		0.03	0.00
Recordkeeping	1.79				1.59			0.57	0.45		7.82	7.90
'Employer time' (e.g. staff meetings)	0.56				0.55			1.24	0.72		1.33	1.32
Training (calculated) ³	0.76				0.88			0.47	0.46		0.53	0.52
Other activities	0.00				0.00			1.52	0.31		0.13	0.00
Total	40.00				40.00			40.00	40.00		40.00	40.00

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

²Paid Time Off was not included in the provider survey

³Calculated based on reported annual training hours in staff's first year of employment and in subsequent years, assuming 30 percent annual turnover

**Mississippi Department of Mental Health
Proposed Rate Models**

Appendix D: Supervised Living - Staff Hour Assumptions

	Tier 1 Levels 1,2	Tier 2 Level 3	Tier 3 Level 4,5
<i>Three-Member Models (for homes with four or fewer beds)</i>			
'Covered' Home Hours			
Hours in a Week	168.0	168.0	168.0
Hours in Day Program	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	3.0	3.0	3.0
Total Covered Hours for Residence per Week	141.0	141.0	141.0
Daytime Hours	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	1.0	1.0	1.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0
Base Staff Hours	141.0	141.0	141.0
Additional Staff Support			
1:1 Hours per Member per Week	7.0	14.0	28.0
Total Additional Hours for Residence	21.0	42.0	84.0
Total Hours per Home per Week	162.0	183.0	225.0
Hours per Member per Week	54.0	61.0	75.0

<i>Five-Member Models (for homes with five or more beds)</i>			
'Base' Staff Hours (Primary Staff)			
Hours in a Week	168.0	168.0	168.0
Hours in Day Program	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	3.0	3.0	3.0
Total Base Staffing Hours for Residence	141.0	141.0	141.0
Daytime Hours	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0
Number of Staff on Shift During Daytime Hours	2.0	2.0	2.0
Number of Staff on Shift During Overnight Hours	1.0	1.0	1.0
Base Staff Hours	226.0	226.0	226.0
Additional Staff Support			
1:1 Hours per Member per Week	4.0	8.0	16.0
Total Additional Hours for Residence	20.0	40.0	80.0
Total Hours per Home per Week	246.0	266.0	306.0
Hours per Member per Week	49.2	53.2	61.2

	Medical Grp. Home¹	Behavioral Hlth. Home²
'Base' Staff Hours (Primary Staff)		
Hours in a Week	168.0	168.0
Hours in Day Program	(15.0)	(15.0)
Allowance for Day Program Absences	1.5	1.5
Total Base Staffing Hours for Residence	154.5	154.5
Daytime Hours	56.0	56.0
Overnight Hours	98.5	98.5
Number of Staff on Shift During Daytime Hours	3.0	2.0
Number of Staff on Shift During Overnight Hours	2.0	1.0
Base Staff Hours	365.0	210.5
Additional Hours (Secondary Staff)		
1:1 Hours per Member per Week	8.0	0.0
Total Additional Hours for Residence	40.0	0.0
Total Hours per Home per Week	405.0	210.5
Hours per Member per Week	81.0	105.3

¹Medical Group Home assumes five residents.

²Behavioral Health Home assumes two residents.

**Mississippi Department of Mental Health
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Appendix E: Supported Living, Shared - Staff Hour Assumptions

	Tier 1 Levels 1,2	Tier 2 Level 3	Tier 3 Level 4,5
'Covered' Hours			
Hours in a Week	168.0	168.0	168.0
Hours in Day Program	(30.0)	(30.0)	(30.0)
Allowance for Day Program Absences	<u>3.0</u>	<u>3.0</u>	<u>3.0</u>
Total Covered Hours per Week	141.0	141.0	141.0
Daytime Hours	85.0	85.0	85.0
Overnight Hours	56.0	56.0	56.0
Number of Members per Staff Person During Daytime Hours	6.0	4.5	3.0
Allocation of Daytime Hours per Member	14.2	18.9	28.3
Number of Members per Staff Person During Overnight Hours	6.0	6.0	6.0
Allocation of Overnight Hours per Member	9.3	9.3	9.3
<u>Additional Staff Support</u>			
1:1 Hours per Member per Week	7.0	14.0	21.0
Hours per Member per Week	30.5	42.2	58.7